

**Ministry of Finance BiH/Public Company
Roads of FBiH**

**Federation Road Asset Management
Enhancement (P511851)**

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

Draft - Appraisal Version

October 03, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Ministry of Finance BiH (the Borrower) will implement the Federation Road Asset Management Enhancement Project (P511851) (the Project), with the involvement of the Public Company Roads of FBiH, as set out in the Loan Agreement, Grant Agreement and Project Agreement (the Agreements). The International Bank for Reconstruction and Development, has agreed to provide financing for the Project, as set out in Agreements.
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 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 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 these changes through an exchange of letters signed between the Bank and the Borrower's Representative specified in the Agreements or the director of Public Company Roads of FBiH. 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.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Establish and maintain a PIU with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including full-time Senior Environmental Specialist, full-time Senior Social Specialist, part-time Senior Occupational Health and Safety (OHS) Specialist, and part-time Communication/Community Engagement Specialist. The latter will be engaged on the needs basis.</p>	<p>a. Establish the PIU (including E&S specialists) prior to effectiveness and thereafter maintain the PIU and these positions throughout Project implementation. Part-time OHS specialist will be established prior to the commencement of site-specific E&S due diligence.</p>	PIU/ Public Company Roads of FBiH
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the capacity building plan:</p> <ul style="list-style-type: none"> • Training for PIU and relevant Public Company Roads of FBiH staff on implementation of the overall ESF, ESMF, RPF, SEP, LMP prepared for this project as well as all other topics identified in the ESMF and RPF. • Training for Public Company Roads of FBiH staff, Project workers, including: <ul style="list-style-type: none"> ○ ESS2 training focused on labor and contractor management on road projects ○ ESS3 training focused on pollution prevention ○ ESS4 training focused on community health and safety on road projects ○ ESS5 training focused on land acquisition, restrictions on land use and involuntary resettlement on road projects ○ focused OHS, cultural heritage and biodiversity as per ESS6 and ESS8 training ○ focused ESS10 training specific aspects of environmental and social assessment & other instruments described in the ESMF and SEP ○ emergency preparedness and response ○ training on GRM. <p>Specific training shall be provided for contractor workers on monitoring and reporting under ESF, waste management, GRM, OHS and asbestos when deemed needed.</p>	<p>During the Project implementation.</p> <p>For contractors' workers, this training shall be provided once subprojects are awarded and prior to implementation of subprojects.</p>	PIU
MONITORING AND REPORTING			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	<p>REGULAR REPORTING</p> <p>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:</p> <ul style="list-style-type: none"> • 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. • Assessment of implemented mitigation measures and monitoring results, and ESF compliance per each site-specific E&S Instrument. 	<p>Submit semi-annual (progress) reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each site-specific E&S Instrument report to the Bank no later than 30 calendar days after the end of each reporting period. Site-specific E&S Instrument reporting period is semi-annual unless differently agreed with the WB.</p>	PIU
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective E&S Instruments, part of bidding documents and contracts and submit such reports to the Bank.</p>	<p>Submit the monthly reports to the Bank upon request.</p>	PIU
E	<p>INCIDENTS AND ACCIDENTS</p> <p>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; 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>Notify the Bank no later than 48 hours after learning about 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>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>1. Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Prepare and implement the subproject, site-specific Environmental and Social Impact Assessment (ESIA) and corresponding Environmental and Social Management Plan (ESMP), ESMP Checklists or ESCOP for the project as set out in the ESMF and consistent with the relevant ESSs. The proposed subprojects and activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. Prepare the ESMF prior to Appraisal and thereafter implement the ESMF throughout Project implementation.</p> <p>2. Prepare the ESIA and ESMP, ESMP Checklists or ESCOP prior to subproject/activity bidding, and thereafter implement the ESIA and ESMP throughout Project implementation.</p>	<p>1. Public Company Roads of FBiH</p> <p>2. PIU</p>
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESIA/ESMP/ESMP Checklist or ESCOP, and the Labor Management Procedures, CHMP if applicable, 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 with the Bank.</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p>	PIU
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 Project including, inter alia Safety Road Inspections, design of road sections and road elements (e.g. bridges, viaducts, tunnels), climate resilience studies and designs, maintenance plans and procedures, and other identified during Project implementation in accordance with terms of reference acceptable to the Bank, that</p>	Throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.		
1.5	ASSOCIATED FACILITIES Ensure that the activities in the Associated Facility (AF) are carried out in accordance with the applicable requirements of this ESCP and the ESSs, including, inter alia, ESMF, ESMP (ESIA or ESMP Checklist, whichever will apply according to identified AF risk), LMP, management of contractors, RAP, SEP, etc.	Before commencement of the bidding process for works of the AF.	PIU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare and implement the Labor Management Procedures (LMP) for the Project.	Prepare the LMP prior to Project Appraisal, and thereafter implement the LMP throughout Project implementation.	Public Company Roads of FBIH/PIU
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project. AND Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with the ESMF	Prepare the OHS Management Plan prior to relevant Project activities, and thereafter implement the plan throughout Project implementation.	PIU
2.3	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 mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of the ESIA/ESMP/ESMP Checklist, ESCOP prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3, WB ESHG and GIIP.	Prepare the WMP prior to sub-project/activity bidding, and thereafter implement the WMP throughout Project implementation].	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESIA/ESMP/ESMP Checklist, ESCOP to be prepared under action 1.1.(2) above.	Same timeframe as for the preparation and implementation of the ESMP (prior to subproject/activity bidding, and thereafter implement the ESIA and ESMP, ESMP Checklist or ESCOP throughout Project implementation).	PIU
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 ESIA/ESMP/ESMP Checklist, ESCOP to be prepared under action 1.1.(2) above.	Same timeframe as for the preparation and implementation of the ESMP (prior to subproject/activity bidding, and thereafter implement the ESIA and ESMP, ESMP Checklist or ESCOP throughout Project implementation).	PIU
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, behavior of contracted workers, risks of labor influx, response to emergency situations, etc., and include mitigation measures in the ESIA/ESMP/ESMP Checklist, ESCOP to be prepared in accordance with the ESMF.	Same timeframe as for the preparation and implementation of the ESMP (prior to subproject/activity bidding, and thereafter implement the ESIA and ESMP, ESMP Checklist or ESCOP throughout Project implementation).	PIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	<p>RESETTLEMENT FRAMEWORK or PLANS</p> <p>1. Prepare and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p> <p>2. Prepare and implement a Resettlement Audit (RA) for all land acquisition or land use restrictions occurring prior to the project, but which were undertaken or initiated in anticipation of, or in preparation for, the project. Implement all measures (remedial actions) identified in the RA to close identified gaps in meeting the requirements of ESS5.</p> <p>3. Prepare and implement a Resettlement Action Plan (RAP) or a Livelihood Restoration Plan (LRP) for each activity under the Project for such RAP or LRP is required, as set out in the RPF and consistent with ESS5.</p>	<p>1. RPF prior to Project Appraisal, and thereafter implement the RPF throughout Project implementation.</p> <p>2. Prepare the RA and implement prescribed measures, including any additional payments of compensation prior to disbursement of funds for relevant works</p> <p>3. Prepare and implement the respective RP or LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.</p>	PIU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Prepare and implement a Biodiversity Management Plan (BMP) or tailor biodiversity protection measures as part of the ESIA/ESMP/ESMP Checklist, ESCOP, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6.</p>	Prepare the BMP prior to the bidding of sub-project/activity if the need is identified during E&S screening, and thereafter implement the BMP throughout Project implementation.	PIU
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Prepare and implement a Cultural Heritage Management Plan (CHMP) in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8.</p>	Prepare the CHMP prior to bidding, and thereafter implement the CHMP throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.2	<p>CHANCE FINDS</p> <p>Prepare and implement the chance finds procedures, as part of the ESMF, ESMP, ESMP Checklists, and other relevant instruments of the Project.</p>	Describe the chance finds procedures in the ESMF before Appraisal, and in ESMP and other relevant E&S Instruments as part of its preparation. Implement the chance finds procedures throughout Project implementation.	PIU
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update 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. Prepare site-specific SEPs when specific subprojects/activities are known.</p>	Update the SEP prior to Project appraisal and site-specific SEPs before bidding of sub-projects/activities and thereafter implement the SEPs throughout Project implementation.	PIU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>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.</p> <p>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.</p>	Establish the GRM six months into effectiveness, but before project activities start, and thereafter maintain and operate the mechanism throughout Project implementation.	PIU
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <ol style="list-style-type: none"> Establishment of E&S risk management units within PIU ES assessments and plans to be prepared by the Borrower: ESMF, Project SEP, RPF, Project LMP prepared, WB reviewed and approved, disclosed, consulted and finalized before Appraisal. Site specific E&S Assessments and Plans prepared by the Borrower: site specific E&S screening to define the risk rating for each Project, as well as adequate mitigation instruments as per the ESF; E&S risk management instruments prepared, disclosed, consulted and redisclosed prior to start of bidding procedure, Resettlement instruments prepared, disclosed, consulted, redisclosed and implemented where relevant. 			