

KINGDOM OF ESWATINI

ESWATINI ELECTRICITY COMPANY (EEC)

**Accelerating Sustainable and Clean
Energy Access Transformation in Eswatini
(ASCENT Eswatini)
(P508960)**

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

**Negotiated
December 2024**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Eswatini (the Borrower) will implement the Accelerating Sustainable and Clean Energy Access Transformation in Eswatini (ASCENT Eswatini) Project (P508960) (the Project), with the involvement of the Ministry of Natural Resources and Energy and Eswatini Electricity Company (EEC), as set out in the Loan Agreement, Financing Agreement, Grant Agreement and Project Agreements (the Agreements). The International Bank for Reconstruction and Development, acting on its own behalf and as Trustee of the Livable Planet Fund and the International Development Association (the Bank) have agreed to provide financing for the Project, as set out in in the 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 Agreement(s), 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 specified in the Agreements. 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	ORGANIZATIONAL STRUCTURE Maintain the existing Network Reinforcement and Access Project (NRAP P166170) PIU with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project, including a health and safety specialist, an environmental specialist and a social specialist.	Maintain the NRAP PIU with E&S staff throughout Project implementation.	EEC
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the following capacity building measures: training for Project workers and contractors on Project related environmental, social and health and safety risks, and requirements, site safety requirements, hazard identification and risk assessment, incident investigation, road traffic safety including a driver training program, code of conduct, emergency preparedness and response and climate adaptation.	Throughout the implementation of the Project.	EEC
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include: - Status of preparation/ updating 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. - ESHS performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. - Findings on ESHS compliance inspections and audits including status of corrective actions relevant to contractor compliance with requirements in the ESMP - Number and status of resolution of incidents and accidents reported under action E below.	Submit quarterly reports to the Bank throughout Project implementation. Submit each report to the Bank no later than 5 working days after the end of each reporting period.	EEC

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 project E&S documents as stipulated in the bidding documents and contracts and submit such reports to the Bank.	Submit the monthly reports as annexes to the reports to be submitted under action C above.	EEC
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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; project related road traffic incidents, acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; 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. 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.	EEC
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Maintain, implement, review and update, as needed, the EEC Environmental Management System (EMS) consistent with Good International Industry Practice, including ISO 14001 and an OHS Management System (OHSMS) consistent with ISO 45001. 2. Update, adopt and implement the Environmental and Social Management Framework (ESMF) prepared under NRAP and disclosed on January 5, 2022 for the screening of sub-project activities under this Project. 3. Update and implement the Project Implementation Manual (PIM) prepared under NRAP to include the screening of subproject activities and E&S implementation arrangements in line with the requirements set out in the Environmental and Social Management Framework (ESMF) prepared and disclosed on January 5, 2022, under the NRAP (P166170). 4. Update and implement the ESMP prepared for the distribution network under NRAP and disclosed on January 5, 2022, to address the environmental, social and health and safety risks associated with the activities under this Project. 4. Develop and implement an Initial Environmental Evaluation and Comprehensive Mitigation Plan and provide copies to the World Bank. 5. Obtain and maintain an Environmental Compliance certificate or an Environmental Authorization letter, as needed, and provide evidence to the World Bank.	1. For the duration of the project implementation. 2. Update, adopt and implement the ESMF prior to commencing with the preparation of the bidding documents and thereafter implement throughout project implementation. 3. Update the PIM no later than one (1) month after the Effective Date thereafter implement throughout Project implementation. 4. Update the ESMP prior to commencing with preparation of the bidding documents and thereafter implement throughout Project implementation. 4. Prior to commencing with preparation of bidding documents and thereafter implement throughout Project implementation. 5. Prior to commencing with preparation of bidding documents and thereafter maintain throughout Project Implementation.	EEC
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1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, ESMPs, 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.	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.	EEC
1.3	TECHNICAL ASSISTANCE Carry out the consultancy, capacity building, training, and any other technical assistance activities under the 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.	Throughout Project implementation.	EEC
1.3	USE OF BORROWER ENVIRONMENTAL AND SOCIAL FRAMEWORK 1. Partial use of Borrower Environmental and Social Framework Ensure that the E&S risks and impact of the Project, are managed in accordance with this ESCP and the Borrower E&S Framework with regards to implementation of the requirements set forth in the issuance of the Environmental Compliance certificate and authorization letter in addition to the existing E&S instruments prepared under NRAP (P166170). 2. Promptly notify the Bank of any changes to the Borrower's E&S Framework that may materially adversely affect the Borrower's ability to manage the E&S risks and impacts of the Project in line with the ESSs and the immediate measures taken or that are planned to be taken to address said changes and the ensuing potential risks and impacts of the Project. If, in the opinion of the Bank, such changes adversely affect relevant ESHS risk management aspects of the Project, the Borrower shall agree to implement measures and actions to address them in a manner acceptable to the Bank. The ESCP shall be updated to reflect such agreed actions	1. Throughout the Project Implementation 2. Notify the Bank immediately after taking notice of the change to the Borrower's E&S Framework. Subsequent actions, if requested by the Bank, shall reflected in an updated ESCP as indicated in paragraph 4 of the Initial Section of this ESCP.	EEC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Update and implement the Labor Management Procedures (LMP), disclosed on December 24, 2021. Ensure that the labor management and working conditions of Project workers are consistent with the Borrower's Labor Framework and the LMP	Update the LMP prior to commencing with bidding process and thereafter implement the LMP throughout Project implementation. In the interim, implement the LMP prepared under NRAP and disclosed on December 24, 2021.	EEC
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN 1.Update and implement the OHS Management Plan prepared as part of the ESMF for NRAP and disclosed on January 5, 2022 to assess and manage the OHS risks and hazards under this Project, considering the General Environmental, Health and Safety Guidelines (EHSGs), the industry-specific EHSGs and other Good International Industry Practice (GIIP), as relevant. 2.Require contractors and subcontractors to prepare and implement OHS Management Measures in accordance with the Project OHS Management Plan prior to commencing with physical works.	1.Update the OHS Management Plan prior to commencing with the preparation of bidding documents, and thereafter implement the plan throughout Project implementation. 2.Prior to commencing with civil works.	EEC
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Maintain and operate a grievance mechanism for Project workers established under the NRAP as described in the LMP and consistent with ESS2.	Maintain and operate a grievance mechanism throughout Project implementation.	EEC
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Update and implement the Waste Management Procedure (WMP) prepared as part of the ESMF under NRAP and disclosed on January 5, 2022, to manage hazardous wastes (including electronic waste associate with solar, battery and electrical installations) associated with this Project consistent with ESS3.	Update the WMP prior to commencing with construction and thereafter implement the WHDP throughout Project implementation.	EEC
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Adopt the resource efficiency and pollution prevention and management measures in ESMP prepared for the distribution network under NRAP for this Project consistent with ESS3.	Prior to commencing with the construction and thereafter implement throughout the Project implementation.	EEC

ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Prepare procedures for vehicle safety inspections and implement a driver training program as measures to manage traffic and road safety incidents.	As part of the contractors	EEC
4.2	COMMUNITY HEALTH AND SAFETY Review, update and implement the Occupational and Community Health and Safety plan (OCHSP) prepared under NRAP for this Project.	Update the OCHSP prior to commencing with the preparation of the bidding documents and thereafter implement throughout Project implementation.	EEC
4.3	EMERGENCY PREPAREDNESS AND RESPONSE 1.Adopt the Emergency Preparedness and Response Plan (EPRP) prepared under NRAP. 2.Require contractors to include emergency preparedness and response procedures as part of the contractors OHS plans.	1.Adopt and implement the EPRP throughout Project implementation. 2.Prior to commencing with civil works.	EEC
4.4	SEA AND SH RISKS Update and implement the SEA/SH Action Plan prepared under NRAP and disclosed on January 2, 2022.	Update the SEA/SH Action Plan prior to commencement of civil works and thereafter implement the SEA/SH Action Plan throughout Project implementation.	EEC
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT PLANS Prepare and implement site-specific Resettlement Action Plan(s) (RAP) for each activity under the Project for which a RAP is required, consistent with ESS5.	Prepare and implement the respective RAP, prior to carrying out 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 and been provided.	EEC

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Implement mitigation measures to minimize impacts on biodiversity as laid out in the updated ESMP for this Project, consistent with ESS6.	Update ESMP in the timeframe indicated under 1.1.3 and thereafter implement throughout Project implementation.	EEC
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	N/A		
ESS 8: CULTURAL HERITAGE			
8.2	CHANCE FINDS Adopt and implement the chance find procedure prepared under NRAP and disclosed as part of the ESMF on January 5, 2022.	Adopt and implement the procedures throughout Project implementation.	EEC
ESS 9: FINANCIAL INTERMEDIARIES			
	N/A		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN In line with ESS10, implement the Stakeholder Engagement Plan, prepared under NRAP and disclosed on April 30, 2019, and thereafter updated and disclosed on December 6, 2024 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.	Throughout Project implementation.	EEC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	PROJECT GRIEVANCE MECHANISM 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 grievance mechanism established under NRAP and operate said mechanism throughout Project implementation.	EEC
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: Action 1.1(2) – Update, adopt and implement the Environmental and Social Management Framework prepared and disclosed on January 5, 2022, under the NRAP Action 1.1(3) - Update Project Implementation Manual prepared under NRAP to include the screening of sub-project activities and implementation arrangements for E&S in line with the requirements set out in the Environmental and Social Management Framework prepared and disclosed on January 5, 2022, under the NRAP. Action 1.1(4)- Update and implement the ESMP prepared for the distribution network under NRAP and disclosed on January 5, 2022. Action 2.1 - Update the Labor Management Procedures, disclosed on December 24, 2021, prepared under the NRAP. Action 10.1 - Update the Stakeholder Engagement Plan prepared under NRAP and disclosed April 30, 2019.			