

Kingdom of Cambodia

National Committee for Sub-National Democratic Development Secretariat (NCDDS)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Sustainable Climate-Resilient Accelerated Local Economic Development (SCALED) (P517016) Grant under the Grant Facility for Project Preparation

May 5, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Cambodia (the Recipient) is planning to implement the proposed Sustainable Climate Resilient Accelerated Local Economic Development (the Project/P517016) with the involvement of the National Committee for Sub National Democratic Development Secretariat (NCDDS), for which it has requested a preparation grant under the Grant Facility for Project Preparation (GFPP), as set out in the GFPP Grant Agreement ("Agreement"). The International Development Association (hereinafter the Association), has agreed to provide the GFPP grant to finance activities (the Activities), related to the preparation of the Project, as set out in the referred Agreement.
2. The Recipient shall ensure that the Activities are 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 Association. 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 referred Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient 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 for the Activities, 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 Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during the implementation of the Activities, to reflect adaptive management of changes and unforeseen circumstances related to the Activities or in response to assessment of performance of the Activities. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Representative specified in the Agreement or HE. Chan Sothea, Secretary of State, Ministry of Interior and Head of National Committee for Sub National Democratic Development Secretariat (NCDDS). The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS			
A.	ORGANIZATIONAL STRUCTURE Establish and maintain Project Preparation Unit (PPU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Activities. The PPU will assign a focal point on E&S and will recruit Environmental and Social consultants to conduct review/study on E&S risks and impacts, prepare E&S instruments for project approval, and to support the management of E&S risks and impacts of the Activities. The consultants will provide capacity building to NCDDDS for readiness on risks management during project implementation.	Establish a PPU prior to Effective Date and hire Environmental and Social consultants no later than 30 days after the grant effective date; and thereafter maintain the PPU, Focal Point and E&S consultants throughout the Activities implementation.	NCDDDS
MONITORING AND REPORTING			
A	REGULAR REPORTING Prepare and submit the Association regular monitoring reports on the environmental and social (E&S) performance of the Activities, including but not limited to the implementation of the ESCP, status of E&S instruments under preparation, stakeholder engagement activities, log and status of any complaints received.	Submit quarterly, or as requested, monitoring report to the Association during implementation of the GFPP grant Activities, commencing after the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.	NCDDDS
B	INCIDENTS AND ACCIDENTS Notify the Association of any incident or accident relating to the Activities 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 Association upon request. Arrange for an	Notify the Association 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 Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	NCDDDS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, 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			
1.2	TECHNICAL ASSISTANCE Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, and training under the Activities, the development of ES instruments and environmental and social assessments and/or plans to be prepared under the GFPP grant, are carried out in accordance with the terms of reference as agreed with the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout implementation of the Activities.	NCDDS
ESS 2: LABOR AND WORKING CONDITIONS			
2	LABOR MANAGEMENT PROCEDURES Ensure that workers engaged in the implementation of the Activities — including individual consultants, consulting firms, and PIU staff — are managed consistently with ESS2. To this end, ensure that the following measures are carried out: a) Provide all workers with clear and understandable information regarding their terms and conditions of engagement, through written contracts or terms of reference setting out their rights, including hours of work, remuneration, overtime where applicable, and notice of termination or contract completion;	Carry out the measures throughout the implementation of the Activities	NCDDS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b) Implement basic occupational health and safety measures appropriate to the nature of the Activities, which consist primarily of office-based and field-based technical assistance, consultations, workshops, and training sessions. Such measures shall include, inter alia: safe conduct of workshops and field visits to commune sites; appropriate arrangements for the health and safety of workers during travel to project areas; and emergency response procedures for field-based activities; c) Implement measures to: (i) prohibit the use of all forms of forced labor and child labor in the implementation of the Activities; and (ii) enable workers to access the Project's Grievance Mechanism to raise concerns related to their working conditions without fear of retaliation; d) Develop and communicate a Code of Conduct applicable to all workers engaged under the Grant, which shall include measures to prevent and respond to Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), and expected standards of professional conduct during consultations, training sessions, and interactions with commune-level officials and communities; e) Incorporate the relevant labor and working conditions requirements above into the Terms of Reference, procurement documents, and contracts with all third parties — including consulting firms and individual consultants — engaged in the implementation of the Activities.		
ESS 3 to ESS9			
3	Relevant aspects of these standards shall be considered in the technical assistance activities under action 1.2. above, as relevant.	Same timeframe as for action 1.2.	NCDDS

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE		
10.1 STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE Incorporate stakeholder engagement and information disclosure measures in the implementation of the Activities, in a manner consistent with ESS10. To this end, ensure that the following measures are implemented: a) Provide stakeholders with information about the environmental and social risks and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format, including but not limited to any environmental and social instruments prepared as part of the Activities b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities; c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (ii) feedback received and responses to said feedback; and (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable;	Implement the stakeholder engagement activities throughout the implementation of the Activities.	NCDDS
10.2 GRIEVANCE MANAGEMENT Receive and facilitate resolution of concerns and grievances in relation to the Activities, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all parties affected by the Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.	Throughout implementation of the Activities.	NCDDS