

**MEGHALAYA INFRASTRUCTURE  
DEVELOPMENT & FINANCE  
CORPORATION LIMITED (MIDFC)  
Government of Meghalaya**

**Meghalaya Logistics & Connectivity  
Improvement Project (MLCIP) (P508453)**

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

**JANUARY, 2026**

# [Appraisal Version]

## January 2026

### ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Meghalaya Infrastructure Development & Finance Corporation Limited (MIDFC), Government of Meghalaya (the Project Monitoring Unit (PMU)) will implement the Meghalaya Logistics & and Connectivity Improvement Project (MLCIP) (the Project), with the involvement of the Public Works Department (the Project Implementing Unit (PIU)), as set out in the Original Loan Agreement. The International Bank for Reconstruction and Development (the Bank) has agreed to provide the original financing for the Project, as set out in the Loan Agreement.
2. The MIDFC 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 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 MIDFC 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, MIDFC shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and MIDFC, 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 MIDFC agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the MIDFC Representative specified in the Agreement. The MIDFC 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
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>a. Qualified staff in PMU to support coordination with PIU and key state departments—including Agriculture, Horticulture, Transport, Urban Affairs, and the Meghalaya Basin Development Authority (MBDA)— on environment and social with the Project Management Unit for project level monitoring and reporting.</p> <p>b. Establish and maintain an Environment and Social Cell (E&amp;S Cell) within the PWD with qualified staff and resources to support management of environmental, social, health and safety (E&amp;S) risks and impacts of the Project including a Full-time Social Specialist, a Full-time Environmental Specialist, Labor Specialist, Tribal Specialist, Gender Specialist and Biodiversity Specialist.</p> <p>c. Maintain one Environmental, one Social Expert and one Labour Expert in supervising firms and project management consultant (PMC) to support management of environmental, social, health and safety (E&amp;S) risks and impacts of the Project.</p> <p>d. Engage a reputable Institution for third party monitoring of E&amp;S risks management consistent with TOR to be agreed upon with the Bank, thereafter, maintain third party monitoring throughout Project implementation</p>	<p>a. Appoint one Environment and one Social specialist no later than Board Approval and thereafter maintain the PMU and these positions throughout Project implementation.</p> <p>b. Establish an Environment and Social Cell and hire/ appoint the qualified Environment Specialist, Social Specialist, Gender Specialist, Tribal Specialist, Labor Specialist, Biodiversity Expert, no later than Board Approval, and thereafter maintain the PIU and these positions throughout Project implementation.</p> <p>c. Hire/ appoint and maintain the experts in the PMC and supervising firms respectively.</p> <p>d. No later than one year after the Effective Date, thereafter, maintain the engagement throughout Project implementation.</p>	<p><b>MIDFC- PMU and PWD - PIU</b></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement the following capacity-building measures:</p> <ul style="list-style-type: none"> <li>• Finalize a training plan: trainees, topics and calendar</li> <li>• Orientation, training and learning exchange for (technical) PMU and PIU staff, on environment and social management, specific aspects of environmental and social assessment like requirements under ESMF and ESMPs, stakeholder engagement, emergency preparedness and response, community health and safety</li> <li>• Training for contractors, key community representatives, and other identified stakeholders on the environment and social management plan implementation and related aspects</li> <li>• Additional training as mentioned below, and if any are required, will be identified during project implementation. <ul style="list-style-type: none"> <li>○ E&amp;S integration in the design, including Screening, Assessment, Specialized Management Plans, etc.</li> <li>○ GBV/SEA/SH prevention, mitigation and response</li> <li>○ Social and Environmental Audit</li> <li>○ Occupational health and safety</li> <li>○ Community health and safety</li> <li>○ Stakeholder Engagement</li> <li>○ Operating grievance redressal measures</li> <li>○ Disaster prevention, emergency preparedness and response</li> <li>○ Land acquisition, rehabilitation and resettlement</li> </ul> </li> <li>• Review and updates of the Capacity Building Plan to be conducted annually based on performance, feedback, and evolving needs. It will be designed as a multi-year plan, with clear annual targets and flexibility to adapt each year based on progress reviews and updated risk assessments.</li> </ul>	<p>Final training plan no later than 3 months after the Effective Date and rolling implementation over the project period, with initial intensive rollout in the first year.</p> <p>Review the training plan annually by 30<sup>th</sup> January of every year.</p>	<p>PMU and PIU</p>
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&amp;S) performance of the Project. The reports shall include:</p>	<p>Submit quarterly reports to the Bank throughout Project implementation, commencing after the Effective Date.</p>	

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. (mentioning the types of grievances in broad categories)</li> <li>• E&amp;S performance of contractors and subcontractors as reported through [monthly] contractors' and supervision firms' reports.</li> <li>• Number and status of resolution of incidents and accidents reported under the shortcomings in E&amp;S performance.</li> <li>• Status of the regulatory permits required and maintained, and their compliance thereof.</li> <li>• Status of the implementation of the ESMP clauses applicable at different times of the project.</li> <li>• Number and status of resolution of incidents and accidents reported under action E below.</li> <li>• Any other report as may be required by the Bank</li> </ul>	<p>Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	<p>PMU and PIU</p>
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <ul style="list-style-type: none"> <li>a. Require contractors and supervising firms to provide monthly monitoring reports on E&amp;S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</li> <li>b. Develop app/ tech based real-time reporting mechanism for the implementation: <ul style="list-style-type: none"> <li>• Environmental and Social Management Plan by Contractor</li> <li>• Resettlement Action Plan.</li> <li>• Grievance redressal mechanism</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a. Submit Monthly Progress Reports (MPR) to PIUs of MLCIP.</li> <li>b. MIDFC shall summarize the key progress and issues to Bank on an agreed Quarterly Progress Reports QPR</li> </ul> <p>Within six months of award of effectiveness</p>	<p>Contractor and Supervising firms through PIU and PMU</p>
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <ul style="list-style-type: none"> <li>a. 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</li> </ul>	<ul style="list-style-type: none"> <li>a. Notify the Bank no later than 24 hours after learning of the incident or accident. Provide available details upon request.</li> </ul>	<p>PMU and PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>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>b. 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>b. 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>	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>a. Consult, re-disclose, and implement sub-project Environmental and Social Impact Assessments (ESIA), and corresponding Environmental and Social Management Plans (ESMPs) for the priority roads and bridges under the Project, in accordance with the ESSs requirements.</p> <p>b. Consult, re-disclose, and implement Environmental and Social Management Framework (ESMF) for the roads and bridges under the Project, consistent with the relevant ESSs.</p> <p>c. Prepare and implement an Environmental and Social Management Framework for component 2 activities on rural logistic infrastructures under the Project, consistent with the relevant ESSs.</p> <p>d. Prepare and implement sub-project Environmental and Social Impact Assessments (ESIA), and corresponding Environmental and Social Management Plans (ESMP) for remaining activities under the Project, consistent with the relevant ESSs.</p> <p>e. Require contractors to prepare and implement site-specific Contractor’s Environmental and Social Management Plan (C-ESMP), OHS and Traffic Management Plan along with the Method Statement.</p>	<p>a. Consult and re-disclose sub-project ESIA and ESMPs prior to Effective Date.</p> <p>b. Consult and re-disclose ESMF (roads and bridges) prior to Effective Date. Implement the ESMF (roads and bridges) throughout Project implementation.</p> <p>c. Prepare the ESMF (rural logistic infrastructure) after completion of Technical Assessment. Implement the ESMF (rural logistics infrastructure) throughout Project implementation.</p> <p>d. Prepare the sub-project ESIA, and incorporate the ESMP in the bidding documents prior to the issuance of the bid and implement throughout Project</p>	<p>PMU and PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<p>implementation.</p> <p>e. C-ESMP will be prepared, reviewed and approved along with the Method Statement...</p>	
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESMP, the Labor Management Procedures (LMP), and code of conduct, into the E&amp;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 ESS specifications of their respective contracts. The contractor will prepare site-specific C-ESMP, which will be approved by the supervision firms and the E&amp;S Cell, PWD. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p>	PMU, PIU and Contractors
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), 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.</p>	Throughout Project implementation.	PMU and PIU
1.4	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a. Ensure that the ESMF includes a description of the E&amp;S assessment and management arrangements for the implementation of CERC component, in accordance with the ESSs.</p> <p>b. Implement the E&amp;S requirements for CERC as defined in the ESMF.</p>	<p>a. Inclusion of E&amp;S requirement for CERC in ESMF, as relevant in form and substance acceptable to the Bank.</p> <p>b. In accordance with the timeframes specified in the ESMF.</p>	PMU and PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project</p>	Adopt the LMP before award of contracts and thereafter implement the LMP throughout Project implementation.	PIU and Contractor

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	workers, and applicable requirements for contractors, subcontractors, and supervising firms.  Monitor supplier performance and verify compliance with relevant laws and regulations in meeting OHS standards and addressing risks related to child and forced labor.		
2.2	<b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b>  Require contractors and subcontractors to prepare and implement site-specific OHS Management Plan (including Hazard Identification and Risk Assessment (HIRA), PPE Matrix , training, handholding support ,emergency preparedness and response) to assess and manage the OHS risks and impacts of the Project and will be part and in accordance with the C-ESMP.	Prepare the OHS Management Plan along with the work program and thereafter implement the plan throughout Project implementation.	PMU, PIU, Contractors
2.3	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PMU, PIUs, Contractors
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b>  Prepare and implement a Waste Management Plan (WMP), as part of the ESMP prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3 requirements and site-specific waste management plan will be part of the C-ESMP.	Prepare the WMP along with the work program and thereafter implement the WMP throughout Project implementation.	PIU through the Contractors
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the Contractor's ESMP (CESMP) to be prepared under action 1.1 above.	Prepare the CESMP along with the work program and thereafter implement the CESMP throughout Project implementation.	PIU through the Contractors
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Prepare and implement a Traffic Management Plan which includes road safety risks and impacts of the Project. Incorporate measures to manage traffic and road safety risks as required in the CESMP to be prepared under action 1.1 above	Prepare the Traffic Management Plan along with the work program and thereafter implement the Traffic Management Plan throughout Project implementation	PIU through the Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Same timeframe as 1.1	
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities behavior of Project workers, risks of labor influx including SEA/SH, response to emergency situations and include mitigation measures in the ESMP to be prepared in accordance with the ESMF.</p>	Same timeframe as for the preparation and implementation of the ESMPs.	PIU through the Contractors
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Prepare and implement a SEA/SH Prevention and Response Plan to assess and manage the risks of SEA and SH.</p>	Prepare the SEA/SH Prevention and Response Plan prior to Effective Date and thereafter implement the Plan throughout Project implementation.	PMU, PIU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK/ RESETTLEMENT ACTION PLANS</b></p> <p>a. Implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5</p> <p>b. Prepare and consult, re-disclose and implement sub-project Resettlement Action Plan (RAP) for the priority roads and bridges under the Project, in accordance with ESS5.</p> <p>c. Prepare and implement a sub-project Resettlement Action Plan (RAP) for remaining activities under the Project as set out in the RPF consistent with ESS5.</p> <p>d. Hire an agency for verification and implementation of RAPs.</p>	<p>a. Consult and re-disclose RPF prior to Effective Date and thereafter implement throughout Project implementation.</p> <p>b. Consult and re-disclose sub-project RAP prior to Effective Date and complete implementation prior to initiating civil works, dispossessing project affected people from land and assets.</p> <p>c. Prepare and complete preparation and implementation of the RAP prior to initiating civil works, dispossessing project affected people from land and assets.</p> <p>d. Mobilize agency by XXXX 2026, and maintain till completion of</p>	<p>PMU</p> <p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		RAP implementation of all project activities.	
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>a. Prepare and implement a Site Specific Biodiversity Management Plan (BMP) as applicable in the subprojects in accordance with the guidelines of the EES 6, ESMP, and site-specific C-ESMPs.</p>	a. Site specific BMP (as part of ESMP by finalization of bids and implement them throughout the project lifecycle.	PMU and PIU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.1	<p><b>INDIGENOUS PEOPLES PLANNING FRAMEWORK/ INDIGENOUS PEOPLES DEVELOPMENT PLANS</b></p> <p>a. Consult, redisclose and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.</p> <p>b. Consult, redisclose and implement sub-project Indigenous Peoples Development Plan (IPDP) for priority roads and bridges, in accordance with ESS7.</p> <p>c. Prepare and implement sub-project Indigenous Peoples Development Plan (IPDP) for remaining activities under the Project as set out in the IPPF consistent with ESS7.</p> <p>d. Obtain FPIC, where required and document the FPIC process for remaining activities related to the project, in accordance with ESS7.</p>	<p>a. Consult and re-disclose IPPF prior to Effective Date and thereafter implement throughout Project implementation</p> <p>b. Consult and re-disclose IPDP and obtain FPIC prior to carrying out of any activity that requires FPIC.</p> <p>c. Prepare the IPDP and obtain FPIC prior to the carrying out of any activity that requires FPIC. Once finalized, implement the respective IPDP throughout Project implementation.</p> <p>d. Same timeframe as 7.1.(c.)</p>	PIU
7.2	<p><b>FREE PRIOR INFORMED CONSENT – AGREED MEASURES</b></p> <p>a. Agreements reached between the PIU and Indigenous Peoples include: (a) Improvement of the existing road to Intermediate Lane with provision of safety measures, drainage, and protection works in habitation and market areas, subject to technical feasibility. (b) Construction of passenger waiting sheds at specific village locations (c) Construction of drains cum footpath near settlement areas etc. (d) Construction of boundary walls for schools and churches along the alignment (e) Construction of separate toilets for males and females (f) Construction of spring water collection tanks and (g) Installation of solar streetlights. These have been included in the Detailed Project Reports (DPRs) of the projects under the 30% readiness criteria.</p> <p>b. The FPIC process is ongoing for the remaining project activities, the PIUs shall incorporate and implement actions agreed upon with Indigenous Peoples during the forthcoming FPIC process.</p>	Throughout the preparation of the detailed design and integration in the DPRs for Project activities and thereafter develop the infrastructures as per the DPR during implementation.	PIU

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
7.3	<p><b>FREE PRIOR INFORMED CONSENT – PROCESS</b></p> <p>1. Obtain FPIC for projects under the 30% readiness criteria and also for the remainder of the projects under MLCIP in accordance with ESS7. To obtain FPIC, the following steps will be undertaken:</p> <p>Step 1: Preliminary meetings. Initial meeting with representatives of village level traditional institutions (Rangbah Shnong/Nokma/Waheh Chnong) of the Project area informing them about the proposed consultations and FPIC process <u>prior to E&amp;S screening for the feasibility study of each road package</u>. Internal discussion and consensus with the representative of the traditional institutions on the FPIC approach, to be documented in Minutes of Meeting (MoM) and countersigned by the traditional institution representatives.</p> <p>Step 2: First round of consultations. A first round of consultations will be undertaken with the community representatives, including village heads (Rangbah Shnong/Nokma/Waheh Chnong) and community members, to raise awareness about the Project and the need for FPIC during the feasibility study of each package, to be documented in MoM and countersigned by the village representatives.</p> <p>Step 3: Second round of consultations. A second round of consultations will be carried out to further discuss Project design, benefits, and impacts, and to provide the communities’ priorities and inputs to the drafting of IPDP. The Indigenous Peoples’ written consent and dissent (if any) to proceed with the Project and agreements reached with the Indigenous Peoples will be recorded through a Resolution or Memorandum of Understanding (MoU). The resolution or MoU (annexed with attendance sheets, photos, etc.) will be countersigned by all the participants of the consultation and endorsed by the village head (Rangbah Shnong/Nokma/Waheh Chnong).</p> <p>Step 4: Third round of consultations. At the third round of consultations, the findings of the previous consultations, along with the MoU/resolution (s) endorsed by the village head (Rangbah Shnong/Nokma/Waheh Chnong), will be shared with indigenous communities residing in the sub project areas, and a formal Declaration/No Objection Certificate (NOC) [signed letter] consenting to the Project on behalf of the tribal communities will be sought during finalization of the DPR of each package.</p> <p>Step 5: Fourth round of consultations. A fourth round of consultation will be carried out to disclose and to seek feedback on the draft IPDP [to be documented in MoM, attendance sheets, photos, etc.], and to finalize the IPDP for redisclosure.</p> <p>Step 6: FPIC consultations process ongoing to seek written consent from the stakeholders through the project cycle.</p> <p>The FPIC obtained from communities in each package will be documented in a detailed FPIC report</p>	Throughout the preparation of the detailed design and integrate the agreements in the DPRs and thereafter develop the infrastructure as per the DPR.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>that can be annexed in the sub-project IPDP.</p> <p>2. The actions agreed upon between the PWD and Indigenous Peoples as a condition for FPIC for remaining 70% of the project under MLCIP shall be implemented in accordance with item 7.2 above.</p>		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Prepare and implement a Cultural Heritage Management Plan (CHMP) as part of the site-specific C-ESMPs and ESMPs, consistent with ESS8 requirements.</p>	Prepare the CHMP prior to start of any civil works and thereafter implement the CHMP throughout Project implementation.	PIU through the Contractors
8.2	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures, as part of the ESMF of the Project.</p>	Describe the chance find procedures in the ESMF/site-specific C-ESMP. Implement the procedures throughout Project implementation.	PIU through the Contractors
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Consult, redisclose 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.</p>	Consult, and redisclose SEP prior to Effective Date and thereafter implement throughout Project implementation	PMU and PIU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p>	Enhance grievance mechanism	PMU and PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Enhance, publicize, maintain and operate an accessible grievance mechanism including setting up of toll-free no. at PWD to receive and facilitate resolution of concerns and grievances in relation to the Project. The grievances shall be addressed promptly and effectively in a transparent manner that is culturally appropriate and readily accessible to all project-affected parties/stakeholders at no cost, 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>	<p>within 6 months from Effective Date and thereafter publicize, maintain and operate the mechanism throughout Project implementation.</p>	

**INDICATORS FOR IMPLEMENTATION READINESS**

The following actions are indicators for implementation readiness:

- i) Recruitment of qualified E&S specialists at the E&S Cell no later than the Board Approval (Action A).
- ii) Training Plan for E&S staff finalized no later than three (3) months after the Effective Date (Action B).
- iii) ESMF (roads and bridges), RPF, and IPPF to be consulted upon and re-disclosed by the Borrower prior to the Effective Date (Action 1.1)
- iv) Sub-project ESIA, ESMP, RAP, IPDP, and BMP for priority roads and bridges to be consulted upon and re-disclosed by the Borrower prior to the Effective Date (Action 1.1).
- v) ESMF (rural logistic infrastructure) to be developed, disclosed, consulted upon and re-disclosed by the Borrower within three month of Effective Date (Action 1.1).
- vi) SEP and LMP to be consulted upon and re-disclosed by the Borrower prior to Effective Date. (Actions 10.1 and 2.1).
- vii) SEA/SH Prevention and Response Plan to be prepared by the Borrower prior to the Effective Date. (Action 4.3).