



ISLAMIC REPUBLIC OF PAKISTAN
GOVERNMENT OF PUNJAB

Agriculture Department

Punjab Resilient and Inclusive Agriculture
Transformation (PRIAT)– Additional Financing

P176786

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN

Appraisal Version

18th September, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The **Government of Punjab**, through the Agriculture Department - **Director General On-Farm Water Management** (DGOFWM) and **Agriculture Delivery Unit** (ADU) as the implementing agencies, is implementing the Punjab Resilient and Inclusive Agriculture Transformation Project (the Project), as set out in the Original and Additional Financing Agreement (the Agreement). The World Bank (hereinafter the Bank), has agreed to provide the original and additional financing for the Project, as set out in the Agreement. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above. The Bank and the Government of Punjab have agreed to extend the Project implementation period until **June 2030**, with an expanded scope of activities and additional financing. Accordingly, this First Amendment to the Environmental and Social Commitment Plan (ESCP) has been prepared to reflect these changes for the Project.
2. The Government of Punjab 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 Government of Punjab 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, the Government of Punjab shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Government of Punjab, 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 Government of Punjab agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Government of Punjab's Representative specified in the Agreement or Project Director-OFWM (PIU₁) and Project Director-ADU (PIU₂). The Government of Punjab 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.

PUNJAB RESILIENT AND INCLUSIVE AGRICULTURE TRANSFORMATION PROJECT (P176786)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE - Maintain the dedicated Project Implementation Unit (PIU) for Component-01 within On-Farm Water Management (OFWM) wing, with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including Environmental Specialist (one position), Social Development & Gender Specialist (one position). - Establish a dedicated Project Implementation Unit (PIU) within Agriculture Delivery Unit (ADU) for Component-02, with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including Environmental Specialist (one position), Social Development & Gender Specialist (one position). - Enter into formal arrangements with local service providers (LSP), Agri-marketing Consultants, and Contractors and grantees (under Window-04) (as relevant) to ensure that such entities shall maintain qualified environmental, social, occupational health and safety (OHS) personnel and adequate resources commensurate with their roles and responsibilities under the Project. - Engage an independent Third-Party Monitoring/Validation Firm to undertake periodic verification of environmental and social compliance, implementation of E&S instruments, and adherence to the commitments outlined in this ESCP	- Maintain the (OFWM) PIU and these positions throughout the Project. - PIU E&S staffing to be completed within three months of Project effectiveness and maintained throughout Project implementation. - LSP, Consultant, contractor E&S/HSE staffing to be in place prior to start of relevant activities and maintained throughout implementation. - Third-party monitoring to be undertaken as per existing terms and conditions.	- Project Director (PD-OFWM) - Project Director (PD-ADU) - Project Director (PD-ADU/PD-OFWM), PIU E&S Team
B	CAPACITY BUILDING PLAN/MEASURES - Prepare and implement a Capacity Building & Training Plan covering the following: - Conduct periodic trainings of PIU HQ & field staff officials, OFWM field professionals, SSCs, farmers, WUAs, Pre-Cast Parabolic Segment (PCPS) factories, Engineering Consultant and Contractor on ESF and ESSs, ESMF implementation, E&S screening of proposed schemes, GRM/GMIS, SEA/SH, and GBV risk management, stakeholder engagement and management, OHS, CHS, labor management, water quality monitoring, waste management, climate resilience, incident reporting, monitoring, and documentation. - Conduct periodic trainings of PIU HQ & field staff officials, Agriculture Extension field workers, LSP, SMEs, FEGs, farmers, TPV Consultant and Contractor on ESF and ESSs, ESMF implementation, E&S screening and E&S inclusion in business plans for grant applicants, ESMP preparation and monitoring, GRM/GMIS, SEA/SH, and GBV risk management, stakeholder engagement and management, climate resilience, incident reporting, monitoring, and documentation.	- Training Plan within 30 days of Project Effectiveness. - Refresher training at least bi-annually for all target audience covering all major topics. - First training session for component-2 PIU officials, LSP, and field workers within 30 days of their respective onboarding. Refresher training at least annually and before major district rollouts. - First session to the contractor staff at the award of their contract. Refresher training at least 6-monthly and before major district/settlement rollouts. - Targeted training to SMEs/Grantees before disbursement of grant.	OFWM (PIU) and ADU (PIU) E&S Teams.

PUNJAB RESILIENT AND INCLUSIVE AGRICULTURE TRANSFORMATION PROJECT (P176786)

MONITORING AND REPORTING			
C	REGULAR REPORTING E&S team of each PIU to prepare regular monitoring reports on the environmental, social, health and safety (E&S) performance of their respective components; OFWM E&S team to collate both reports and submit to the Bank a consolidated report. The reports shall include the status of implementation of E&S Instruments, grievance redress, worker GRM, stakeholder management, SEA/SH risk management, water & soil management, waste management, contractor OHS and CHS performance, and incidents and accidents.	Bi-annually throughout the project implementation. Reports to be submitted to the World Bank within 15 days after the end of each reporting cycle.	E&S Teams of OFWM & ADU (PIUs)
D	ENGINEERING CONSULTANTS / M&E CONSULTANTS/ LSP CONSULTANTS MONTHLY REPORTS Require Engineering Consultants, M&E consultants, LSP consultants to submit monthly ESHS monitoring reports covering screening, stakeholder and community engagement, site compliance, OHS, CHS, waste management, GRM, consultations, worker issues, SEA/SH risk mitigation, water quality, incidents, corrective actions and training.	Submit the consolidated monthly reports to the Bank as part of the relevant biannual E&S progress reports for Components 1 and 2.	E&S Teams of OFWM & ADU (PIUs)
E	INCIDENTS AND ACCIDENTS - Promptly notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, affected communities, the public or workers, including fatalities, serious injuries, major pollution events, contamination of water sources, community unrest, forced or child labor, SEA/SH allegations, or significant OHS incidents. - 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 within 48 hours after learning of the incident or accident. - Submit a detailed incident report and corrective action plan within 30 days, or timeframe agreed with the Bank.	PDs of respective OFWM & ADU PIUs
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENT AND MANAGEMENT INSTRUMENTS - Update and implement the Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. - Screen Project activities, and subprojects using approved environmental and social screening procedures, set out in the ESMF. - Require the SMEs, Agri-pruners to prepare as part of their respective business plans / grant proposals, Environmental and Social Management Plan (ESMP), commensurate with their E&S risks, as set out in the ESMF. Thereafter, require the grantees to implement the ESMP as and when the activities through grant funding take place. - Require the contractors, service providers, SSCs, WUAs, FEGs/FFEGs, SMEs, Agri-pruners to implement the relevant E&S measures, as set out in the ESMF for their pertinent activities and provide an undertaking to this effect to the project.	- ADU PIU will update the existing ESMF within sixty days of project effectiveness, disclose it and thereafter implement throughout the project life for Component-02. - OFWM (PIU) will continue to implement, from the time of project effectiveness, the existing ESMF throughout the project life for Component-01.	ADU & OFWM PIUs

PUNJAB RESILIENT AND INCLUSIVE AGRICULTURE TRANSFORMATION PROJECT (P176786)

1.2	MANAGEMENT OF CONTRACTORS & SERVICE PROVIDERS Incorporate applicable ESCP, ESMF, LMP, SEA/SH, OHS, CHS, GRM, waste management, chance find and Code of Conduct requirements into bidding documents, contracts, service agreements and field implementation arrangements. Supervise compliance and require corrective actions for non-compliance.	During the preparation of procurement documents and before contract signing or field mobilization. Supervision throughout implementation.	PDs of respective OFWM & ADU PIUs
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PLAN Extend the existing project Labor Management Plan to the ADU, and continue to implement the same for direct workers, contracted workers, community workers, and other Project workers. The LMP shall include provisions on terms and conditions of employment, nondiscrimination, worker welfare, occupational health and safety, worker Codes of Conduct, prohibition of child labor and forced labor, SEA/SH requirements, and requirements for Implementing Partners, contractors.	Continued from original PRIAT agreement through the life of PRIAT Additional financing.	E&S Teams of OFWM & ADU (PIUs)
2.2	WORKER GRIEVANCE MECHANISM Extend the existing project GRM to the ADU and then continue to maintain and operate a grievance mechanism for Project workers consistent with ESS2 and the LMP. The mechanism is accessible to the project workers, allows confidential handling of sensitive complaints, and includes referral pathways for SEA/SH-related grievances.	Continued from original PRIAT agreement through the life of PRIAT Additional financing.	PDs of respective OFWM & ADU PIUs
2.3	OCCUPATIONAL HEALTH AND SAFETY MEASURES - Continue to implement the Occupational Health and Safety (OHS) measures, as part of the ESMF, to mitigate construction OHS issues for workers and community. - Ensure that pertinent OHS measures are part of the bidding documents, contractors' agreements, and complied by the contractors. - Ensure that pertinent OHS measures are included in the ESMP as part of the Business Plans and Grant Proposals, and the grantees comply with the measures	- OFWM (PIU) will continue to maintain existing OHS measures throughout construction, commissioning, and O&M transition. - Inclusion in bid documents at the time of RFB / RFP - Inclusion in business plans at the time of BP submission.	OFWM & ADU (PIUs), E&S Teams, Engineering and Supervision Consultants, and Implementing Partners/Contractors, SSCs, LSP, Agri-pruners, SMEs.
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT - Maintain and implement waste management plan as part of the original Project ESMF for construction, rehabilitation, and operation activities, including management of hazardous waste (if any), chemicals, excavated material and construction waste. - Ensure that pertinent waste management measures are included in the ESMP as part of the Business Plans and Grant Proposals, and the grantees comply with the measures	- Same as Action 1.1 - Preparation as part of proposals and implementation throughout Project implementation.	- OFWM PIU - ADU PIU

PUNJAB RESILIENT AND INCLUSIVE AGRICULTURE TRANSFORMATION PROJECT (P176786)

3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION		
	- Continue to implement the relevant Integrated Pest Management Plans (IPMPs), developed as required under the ESMF. - Ensure that pertinent resource efficiency and pollution prevention measures are included in the ESMP as part of the Business Plans and Grant Proposals, and the grantees comply with the measures	- Same as action 1.1. - Preparation as part of proposals and implementation throughout Project implementation.	E&S Teams of OFWM & ADU (PIUs),
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY		
	Adopt and implement measures and actions for Traffic and Road Safety, to assess and manage traffic and road safety risks as required in the ESMF developed under action 1.1 above.	Continued from original PRIAT agreement through the life of PRIAT Additional financing.	E&S Teams of OFWM & ADU (PIUs)
4.2	COMMUNITY HEALTH AND SAFETY		
	- Continue to implement CHS measures to mitigate the risks to communities arising from construction, rehabilitation, open trenches, machinery and equipment, traffic, and public access to work sites, child safety, and worker-community interactions, as required in the ESMF. - Ensure that pertinent CHS measures are included in the ESMP as part of the Business Plans and Grant Proposals, and the grantees comply with the measures	- Continued from original PRIAT agreement through the life of PRIAT Additional financing. - Preparation as part of proposals and implementation throughout Project implementation.	E&S Teams of OFWM & ADU (PIUs)
4.3	SEA/SH RISKS		
	- Extend to ADU and implement a SEA/SH Action Plan, including worker Codes of Conduct, awareness sessions, training, confidential and survivor-centered grievance channels, referral pathways, safe community engagement practices, and monitoring of SEA/SH risks linked to labor influx, worker-community interaction, and service delivery activities, - Ensure that pertinent SEA / SH risk mitigation measures are included in the ESMP as part of the Business Plans and Grant Proposals, and the grantees comply with the measures	- Continued from original PRIAT agreement through the life of PRIAT Additional financing. - Preparation as part of proposals and implementation throughout Project implementation	E&S Teams of OFWM & ADU (PIUs)
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT (Not Relevant)			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES (Not Relevant)			
ESS 7: INDIGENOUS PEOPLES / HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES (Not Relevant)			
ESS 8: CULTURAL HERITAGE (Not Relevant)			
ESS 9: FINANCIAL INTERMEDIARIES (Not Relevant)			

PUNJAB RESILIENT AND INCLUSIVE AGRICULTURE TRANSFORMATION PROJECT (P176786)

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Update, disclose, and implement the Stakeholder Engagement Plan 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.	Updated and disclosed by 25th September 2026, thereafter implemented throughout the project life.	E&S Teams of OFWM & ADU (PIUs)
10.2	PROJECT GRIEVANCE MECHANISM Extend the existing the project GRM to ADU and then continue to publicize, maintain and operate a Project Grievance Mechanism that is accessible, transparent, culturally appropriate, free of retaliation, and capable of receiving anonymous complaints. The GM shall include channels for SEA/SH-sensitive complaints, referral pathways, grievance logging, tracking, resolution, reporting back to stakeholders, and integration with the Project MIS/GRM where feasible.	Continued from original PRIAT agreement through the life of PRIAT Additional financing.	PDs of respective OFWM & ADU PIUs
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions shall be monitored as readiness indicators: - OFWM PIU E&S staffing maintained; - ADU PIU E&S staff hired / nominated from the existing staff; - ESCP and SEP updated and disclosed; - ESMF updated.			