October 2026

ISLAMIC REPUBLIC OF PAKISTAN
GOVERNMENT OF PUNJAB

Agriculture Department

Punjab Resilient and Inclusive Agriculture Transformation (PRIAT)

Original Financing

and

Additional Financing

(P176786)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

Negotiations Version

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Islamic Republic of Pakistan (the "Recipient") is implementing the Punjab Resilient and Inclusive Agriculture Transformation Project (the Project), through the Province of Punjab's Agriculture Department, as set out in the Original and Additional Financing Agreement (the Agreements). The International Bank for Reconstruction and Development and the International Development Association (hereinafter the Bank), have agreed to provide the original financing and additional financing for the Project, as set out in the Agreements. 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.

2. The Recipient 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 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 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 Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.

4. As agreed by the Bank and the Recipient, 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 Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient's Representative specified in the Agreement or Secretary of the Agriculture Department. The Recipient 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** 1. 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). 2. 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). 3. 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.	1. Maintain the (OFWM) PIU and these positions throughout the Project. 2. Establish the PIU and recruit PIU E&S staffing within two months of the Effective Date and maintained throughout Project implementation. 3. LSP, Consultant, contractor E&S/HSE staffing to be in place prior to start of relevant activities and maintained throughout implementation.	1. Agriculture Department/OFWM PIU 2. Agriculture Department / ADU PIU 3. OFWM and ADU PIUs
B	**CAPACITY BUILDING PLAN/MEASURES** Prepare and implement a Capacity Building & Training Plan covering the following: 1. 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. 2. 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 after the Effective Date. • 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).
MONITORING AND REPORTING			

C	**REGULAR REPORTING** 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: o Status of preparation and implementation of E&S documents required under the ESCP. o Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. o Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. o E&S performance of contractors and subcontractors as reported through [monthly] contractors' and supervision firms' reports. o Number and status of resolution of incidents and accidents reported under action E below.	Bi-annually throughout the project implementation. Reports to be submitted to the World Bank within 15 days after the end of each reporting cycle.	• 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.	• OFWM & ADU PIUs
E	**INCIDENTS AND ACCIDENTS** 1. 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. 2. 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.	1. Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. 2. Submit a detailed incident report and corrective action plan within 30 days, or timeframe agreed with the Bank. 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.	• OFWM & ADU PIUs
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

1.1	**ENVIRONMENTAL AND SOCIAL ASSESSMENT AND MANAGEMENT INSTRUMENTS** 1. Update and implement the Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. 2. Screen Project activities, and subprojects using approved environmental and social screening procedures, set out in the ESMF. 3. 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.	• ADU PIU will update the existing ESMF within sixty days after the Effective Date, disclose it and thereafter implement throughout the project life for Component-02. • OFWM (PIU) will continue to implement the existing ESMF, from the Effective Date, and throughout the project life for Component-01. • ESMP development at the time of business plan preparation	• ADU & OFWM PIUs
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 the E& S Specifications of bidding documents, contracts, service agreements and field implementation arrangements. 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.	• During the preparation of procurement documents and before contract signing or field mobilization. Supervision throughout implementation.	• OFWM & ADU PIUs
1.3	**THIRD PARTY MONITORING** Where the Bank so request in writing, after consultation with the Recipient: (i) promptly appoint a third- party monitoring consultant, with terms of reference, qualifications and experience acceptable to the Bank, to visit and monitor the Project area, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitoring consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with the Bank; and (iii) promptly take any actions, as may be requested by the Bank upon its review of the third-party monitor consultant reports	• Throughout Project implementation	• OFWM and ADU PIUs
1.4	**CONTINGENT EMERGENCY RESPONSE FINANCING** 1. Ensure that the CERC Manual includes a description of the E&S assessment and management arrangements including the CERC-ESMF for the implementation of the CERC Part, in accordance with the ESSs. 2. Implement the E&S provisions of the CERC Manual including the CERC-ESMF, and any assessments and plans required therein.	1. The preparation of the CERC manual and Emergency Action Plan in form and substance acceptable to the Bank is a withdrawal condition under Section III.B.1(c) of Schedule 2 of the Loan Agreement and the Financing Agreement, respectively. 2. In accordance with the timeframes specified in the CERC Manual including the CERC-ESMF, and any assessments and plans required therein.	• PD of CERC component
ESS 2: LABOR AND WORKING CONDITIONS			

2.1	**LABOR MANAGEMENT PLAN** • Update the existing project Labor Management Plan (LMP) to cover 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.	• Update LMP within two months after ~~of~~ the Effective Date and implement throughout Project implementation	• 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.	• Throughout Project implementation	• OFWM & ADU PIUs
2.3	**OCCUPATIONAL HEALTH AND SAFETY MEASURES** 1. Continue to implement the Occupational Health and Safety (OHS) measures, as part of the ESMF, to mitigate construction OHS issues for workers and community. 2. Ensure that pertinent OHS measures are part of the bidding documents, contractors' agreements, and complied by the contractors. 3. 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	1. OFWM (PIU) will continue to maintain existing OHS measures throughout construction, commissioning, and O&M transition. 2. Inclusion in bid documents at the time of RFB / RFP 3. Inclusion in business plans at the time of BP submission.	• OFWM & ADU PIUs
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	**WASTE MANAGEMENT** 1. 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. 2. 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	1. Same as Action 1.1 2. Preparation as part of proposals and implementation throughout Project implementation.	• OFWM PIU • ADU PIU
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION** 1. Continue to implement the relevant Integrated Pest Management Plans (IPMPs), developed as required under the ESMF. 2. 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	1. Same as action 1.1. 2. Preparation as part of proposals and implementation throughout Project implementation.	• 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.	• Throughout Project Implementation	• OFWM & ADU PIUs
4.2	**COMMUNITY HEALTH AND SAFETY** 1. Continue to implement CHS Plan 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. 2. 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	1. Throughout Project implementation 2. Preparation as part of proposals and implementation throughout Project implementation.	• OFWM & ADU PIUs
4.3	**SEA/SH RISKS** 1. 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, 2. 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	1. Implement SEA/SH Action Plan throughout Project Implementation 2. Preparation as part of proposals and implementation throughout Project implementation	• 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)			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** • Update, disclose, and implement the Stakeholder Engagement and Action 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 on 18th September 2026, thereafter implemented throughout the project life.	• 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.	• Throughout Project implementation	• 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.