

**Government of Nepal  
Ministry of Physical Infrastructure and  
Transport (MoPIT)  
Department of Roads (DoR)  
and  
Ministry of Industry, Commerce and Supplies  
(MoICS) and  
Ministry of Agriculture and Livestock  
Development (MoALD)**

**Nepal Strategic Road Connectivity and Trade  
Improvement Project (P170409)**

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

**[Appraisal Version]<sup>1</sup>**

**[February 2024]**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Nepal (*GoN*) is implementing the **Nepal Strategic Road Connectivity and Trade Improvement Project** (the Project), with the involvement of following Ministries: Ministry of Physical Infrastructure and Transport (*MoPIT*) through the Department of Roads (*DoR*); Ministry of Industry, Commerce and Supply (*MoICS*) and Ministry of Agriculture and Livestock Development (*MoALD*), as set out in the Original and First Additional Financing Agreements. The International Development Association (hereinafter the Bank) has agreed to provide the original financing and first additional financing for the Project, as set out in Agreements. This *ESCP* supersedes previous versions of the *ESCP* of the Project and shall apply both to the original and the first additional financing for the Project referred to above.
2. The GoN 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 Agreements
3. Without limitation to the foregoing, this *ESCP* sets out material measures and actions that the GoN 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 GoN shall ensure that there are sufficient funds available to cover the costs of implementing the *ESCP*.
4. As agreed by the Bank and the *GoN*, 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 GoN or *MoPIT through DoR and MoICS/MoALD* agree to update the *ESCP* to reflect these changes through an exchange of letters signed between the Bank and the GoN or *MoPIT through the DoR and MoICS/MoALD*. The GoN or *MoPIT through the DoR and MoICS/MoALD* 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.

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a PCU with qualified Environmental Specialist, Social Development Specialist, Health and Safety Specialist, and Gender Specialist and resources to support management of E&amp;S risks.</p>	<p><i>A PCU including at least four (4) specialists will be established within 90 days after Project effectiveness. The organizational structure, including the specialists, shall be maintained throughout Project implementation.</i></p>	PCU-MoICS/MoALD

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Based on E &amp; S capacity assessment, following types of trainings will be provided to the relevant targeted groups such as PCU staff, stakeholders, communities, Project workers, Consultants, Contractors, Sub-contractors. The trainings will be delivered by qualified consultants/specialists/trainers to be hired by the Project:</p> <ul style="list-style-type: none"> <li>• E &amp; S Screening</li> <li>• Preparation and implementation of ESMP</li> <li>• Stakeholder engagement</li> <li>• Environmental and social Management of construction impacts</li> <li>• Environmental and social Management of labour camps</li> <li>• Implementation of LMP</li> <li>• Assessment and management of GBV</li> <li>• OCHS</li> <li>• Emergency preparedness and response</li> </ul> <p>Exact nature of training and the target group will be determined upon need assessment. Other training needs will be identified during project Implementation.</p>	<p><i>Quarterly and as relevant Throughout project implementation.</i></p>	<p>PCU-MoICS/MoALD</p>
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank/Association regular monitoring reports on environmental, social, health and safety (ESHS) performance of the Trade Component of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S documents required under the ESCP such as the ESIA, ESMPs, RAPs, IPDPs, C-ESMPs, etc., for the subprojects, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p><i>Every six months throughout Project implementation. Report should be received by the Bank not later than 2 weeks after the end of the 6-month period.</i></p>	<p>Project Coordination Unit (PCU)- MoICS/MoALD</p>
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Contractors and sub-contractors will provide monthly monitoring reports to the PCU on the preparation and implementation of C-ESMPs and related plans such as, but not limited to, the Traffic Management Plan, Occupational Health and Safety Plan, Workers' Camp Management Plan, Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Risk Mitigation Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, etc.</p>	<p><i>Monthly and upon request.</i></p>	<p>PCU MoICS/MoALD Contractors and sub-contractors</p>

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Such monthly reports will be submitted to the Bank by PCU upon request.		
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.</li> <li>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</li> </ul>	<p>Any incident or accident shall be notified to the Bank within 24 hours after learning of the incident or accident. A report will be provided within a month after learning of the incident or accident acceptable to the Bank, as requested.</p> <p>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>	PCU-MoICS/MoALD
<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>Prepare, update, adopt and implement, the Environmental and Social Management Framework for the Trade Component of the Project, in a manner acceptable to the Bank/Association.</p>	<i>Prior to Project appraisal and throughout the Project implementation.</i>	PCU-MoICS/MoALD

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including the relevant ESMPs and related plans such as C-ESMPs, Traffic Management Plan, Occupational Health and Safety Plan, Workers' Camp Management Plan, Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Risk Mitigation Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, Construction Materials Sourcing Plan, etc. into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p>Provide copies of the relevant contracts with contractors and consultants to the Bank</p>	<p><i>During the preparation of bidding documents.</i></p> <p><i>Maintain throughout Project implementation.</i></p> <p>Copies of relevant contracts provided to the Bank upon request.</p>	
1.3	<p><b>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</b></p> <p>Update the ESMF when activating the Contingent Emergency Response Component, including agreeing on a positive list of eligible activities/expenditures at the time of activation</p>	<p><i>Within 90 days from the World Bank approval to activate the CER Component</i></p>	PCU-MoICS/MoALD
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare, adopt, and implement the Labor Management Procedures (LMP) for the Trade Component of the Project</p>	<p><i>Prior to project appraisal and maintained throughout Project implementation.</i></p>	PCU-MoICS/MoALD
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers under the Trade Component, as described in the LMP and consistent with ESS2 and labor laws of Nepal.</p>	<p><i>Ninety (90) days after project effectiveness and maintained throughout Project implementation.</i></p>	PCU-MoICS/MoALD
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p><b>Construction Materials Sourcing Plan:</b></p> <p>Prepare, adopt, and implement a Construction Materials Sourcing Plan as part of the C-ESMP for each subproject according to the ESMP.</p>	<p><i>Prior to sub-Project approval and maintained throughout Project implementation.</i></p>	PCU-MoICS/MoALD Contractors
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Prepare, adopt and implement a Traffic Management Plan within and around the construction site and along the transport routes according to ESMP of each subproject.</p>	<p><i>Prior to contractor mobilization and maintained throughout Project implementation.</i></p>	PCU-MoICS/MoALD

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
			Contractors
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from subproject activities, including risks related to the behavior of Project workers and labor influx. Incorporate these measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Bank</p>	<i>Prior to sub-project approval and maintained throughout project implementation.</i>	PCU-MoICS/MoALD Contractors
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Incorporate and implement Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Risk Mitigation Action Plan into the ESMP for each sub-project.</p>	<i>Prior to sub-project approval and maintained throughout Project implementation</i>	PCU-MoICS/MoALD Contractors
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Prepare, adopt, and implement a Resettlement Policy Framework (RPF) for the Trade Component of the Project in accordance with ESS5.</p>	<i>Prior to the Project Appraisal and maintained throughout the Project implementation.</i>	PCU-MoICS/MoALD
5.2	<p><b>RESETTLEMENT PLANS:</b></p> <p>Prepare, adopt, and implement Resettlement Action Plans (RAPs) for sub-projects in accordance with ESS 5 and consistent with the requirements of the Resettlement Policy Framework (RPF) for the Trade Component of the Project.</p>	<i>Prior to sub-project approval and maintained throughout the implementation of the project.</i>	PCU-MoICS/MoALD Contractors
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	Screen, assess Biodiversity-related risks and impacts such as impacts on wildlife, aquatic ecosystems, forests, etc., and incorporate management measures into the ESMP of sub-projects	<i>Prior to sub-project approval and maintained throughout the implementation of the project.</i>	PCU-MoICS/MoALD Contractors
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>INDIGENOUS PEOPLES PLANNING FRAMEWORK (IPPF):</b></p> <p>Prepare, adopt, and implement an IPPF for the Trade Component of the Project consistent with the requirements of ESS7.</p>	<i>Prior to the Project appraisal and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
7.2	<p><b>INDIGENOUS PEOPLES PLAN:</b></p> <p>Where relevant and as identified in the ESIA, prepare, adopt, and implement Indigenous Peoples Plans (IPPs) for sub-projects consistent with the requirements of the IPPF for the Trade Component of the Project.</p>	<i>Prior to sub-project approval and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
<b>ESS 8: CULTURAL HERITAGE</b>			

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.1	<p><b>CHANCE FINDS:</b> Prepare, adopt, and implement the chance finds procedures described in the ESMF developed for the Trade Component of the Project.</p>	<i>Prior to Project appraisal and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD Contractors
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARED AND IMPLEMENTATION:</b> Prepare, update, adopt, and implement a Stakeholder Engagement Plan (SEP).</p>	<i>Prior to Project appraisal and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
10.2	<p><b>PROJECT GRIEVANCE MECHANISM:</b> Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP.</p>	<i>Thirty (30) days after project effectiveness and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
<p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> <li>• Ensure and adapt E&amp;S plans as per the need throughout the lifecycle of the project</li> </ul>			

Part B: ESCP for MoPIT – DoR MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The DoR-DCID will maintain within the PCU qualified staff and resources that is tasked with management of environmental, social, health and safety (E&amp;S) risks and impacts of the AF and Parent Project including an Environmental Specialist, Social Development Specialist, Gender Specialist, and Health and Safety Specialist. These staff will be dedicated solely to the project.</p> <p>DoR-GESU should maintain the unit’s Environmental Inspector and Social Expert to support E&amp;S advisory and capacity-building support for DoR.</p> <p>Each Contractor for the NNM and KDP Road projects will be required to have an Environmental Specialist, Social Development Specialist, and Health &amp; Safety Specialist providing full-time support as per the contract.</p> <p>Construction Supervision Consultants (CSC) for NNM Road hired by DoR-DCID will be required, at minimum, to have an Environmental Specialist, a Social Development Specialist, and a Health and Safety Specialist who provide intermittent support, while an Occupational Health and Safety (OHS) officer and two social mobilizers are full-time to supervise and monitor the implementation of the C-ESMP and other related plans. The AF requires an additional full-time Occupational Health and Safety (OHS) inspectors on-site to enhance OHS supervision.</p> <p>Construction Supervision Consultants (CSC) for KDP Road hired by DoR-DCID will be required, at minimum, to have an Environmental Specialist, a Social Development Specialist, and a Health and Safety Specialist on their team providing intermittent support while an Occupational Health and Safety (OHS) officer and two social mobilizers are full-time to supervise and monitor the implementation of the C-ESMP and other related plans. KDP has considered an additional full-time Occupational Health and Safety (OHS) inspectors on-site to enhance OHS supervision.</p>	<p>A PIU will be established within 90 days after Project effectiveness and maintained throughout project implementation. At least four E&amp;S Specialists will be maintained both for the parent and existing projects within the PIU</p> <p>GESU E&amp;S staffing maintained throughout the project</p> <p>Prior to commencement of any civil works and maintained throughout the contract period.</p> <p>Prior to contractors’ mobilization and maintained throughout the contract period.</p>	<p>DoR-DCID PCU</p> <p>DoR-GESU (The in house staff- Env Inspector and Social Expert)</p> <p>CSC, DoR-DCID PCU</p> <p>CSC and DoR-DCID PCU</p>

	E&S staffing and capacity will be monitored throughout project implementation and put forward Additional staffing and resourcing as needed.		
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>i) Based on E&amp;S Capacity Assessment, develop annual E&amp;S training plan with the following types of training given below. These trainings will be provided to the relevant target groups, such as PCU staff, stakeholder community, project workers, consultants, contractors, sub-contractors. DoR will hire qualified consultants/specialists/trainers to deliver the trainings.</p> <p>ii) Orientation training to staff of DoR-GESU on the World Bank ESF and its implementation modality (screening, scoping etc)</p> <p>iii) Provide training to project staff, including contractors, workers, CSC, and relevant local stakeholders in the project area on the following topics:</p> <ul style="list-style-type: none"> <li>• Issues related to Right of Way (RoW) management, land acquisition and involuntary resettlement</li> <li>• Concerns of Indigenous people, vulnerable, and disadvantaged groups</li> <li>• Occupational health and safety</li> <li>• Community health and safety</li> <li>• Gender-based violence, sexual exploitation, abuse, and harassment, including child sexual exploitation and abuse</li> <li>• Labor practices,</li> <li>• Traffic and road safety,</li> <li>• Bioengineering training course,</li> <li>• Exposure visits to wildlife passes, slope stabilized areas and RoW management</li> <li>• Natural habitat and biodiversity training course,</li> <li>• Consultant Procurement and Contract Management,</li> <li>• Management of Construction Induced Impacts</li> <li>• Additional training will be identified during project implementation</li> </ul>	<p>DoR-GESU/ DoR-DCID-PIU/Project staff- before the project implementation</p> <p>Local Stakeholders of NNM/KDP- after the contractors' mobilization</p> <p>And afterwards, quarterly throughout project implementation.</p>	DoR-DCID-PCU, DoR-GESU
<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>	Submit six monthly reports of the summary of stakeholder reports.	DoR-DCID Project Implementation Unit (PCU)

	<ul style="list-style-type: none"> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> <li>• Status on the implementation of the ESIA/ESMP for NNM and KDP Road</li> <li>• ESMP for Periodic Road Maintenance</li> <li>• Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.</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 action E below.</li> </ul>	Trimester reporting during construction phase of the project. The report will be submitted to the Bank not later than 2 weeks after the end of each reporting period.	
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Contractors, sub-contractors and supervision consultant for the NNM Road, KDP Road and Periodic Road Maintenance Works will provide monthly monitoring reports to the PIU and CSC on the preparation and implementation of C-ESMPs and related plans such as, but not limited to, the Traffic Management Plan, Occupational Health and Safety Plan, Workers Camp Management Plan, SEA/SH/CSEA Risk Mitigation Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, Construction Materials Sourcing Plan, etc. in compliance with the metrics specified in the respective bidding documents and Contracts. Such monthly reports will be submitted to the Bank by PCU upon request.</p>	Monthly and upon request.	Contractors and Sub-contractors, CSC, DoR-DCID, DoR-Maintenance Branch (MB) PCU
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.</li> <li>• 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.</li> </ul>	<p>Notify the Bank within no later than 48 hours after learning of the incident or accident. A report will be provided within a month after learning of the incident or accident acceptable to the Bank, as requested.</p> <p>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>	DoR-DCID PCU, Contractors and Sub-contractors, Construction Supervision Consultant (CSC)
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b>		

	<p>NNM Road: ESIA and corresponding ESMP updated, consulted, and publicly disclosed based on the final design consistent with the relevant ESSs prior to appraisal.</p> <p>KDP Road: Environmental and Social Assessment (ESA) for the Kakarbhitta-Pathlaiya Corridor, including the KDP Road updated, consulted, and publicly disclosed prior to appraisal. ESIA including a Cumulative Impact Assessment and corresponding ESMP and BMP prepared, consulted, approved and publicly disclosed after project approval based on the ESA and final design and alignment, consistent with the relevant ESSs.</p> <p>For Periodic Road Maintenance: ESMP prepared, disclosed on 12<sup>th</sup> April 2020 and being implemented</p> <p>A Strategic Environmental and Social Assessment (SESA), including a Cumulative Impact Assessment conducted for the Mahendra/East West Highway to assess long-term and cumulative impacts and develop a coordinated Management Plan. The SESA also informed future ESIA for other upgradation works along the highway.</p>	<p>Completed prior to project appraisal and being implemented throughout project implementation.</p> <p>ESIA and corresponding ESMP and BMP prepared along with detailed design, disclosed on October 11, 2024 and being implemented throughout project implementation.</p> <p>Prior to site mobilization</p> <p>Completed during prior to mid-term of the project and informed the ESIA preparation of KDP Road, measures implemented throughout the project's duration.</p>	<p>DoR-DCID PCU, DoR-MB, DoR-GESU</p>
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Relevant aspects of the ESCP, inter alia ESIA, ESMPs, Labor Management Procedures, SEA/SH Action Plan, Stakeholder Engagement and related plans incorporated into the ESHS requirements of the procurement documents and contracts for NNM Road, KDP Road, and Periodic Road Maintenance Works. Thereafter, DoR ensures that contractors and supervising firms comply with these ESHS requirements with their subcontractors. Contractors will prepare and submit their ESMPs including Traffic Management Plan, Occupational Health and Safety Plan, Workers' Camp Management Plan, SEA/SH Prevention and Response Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, and Construction Materials Sourcing Plan, which will be reviewed by the CSC and approved by the PIU consistent with relevant provisions in the project ESIA and contract.</p> <p>Provide copies of the relevant contracts with contractors and consultants to the Bank</p>	<p>Prior to issuance of EOI notice, bid preparation and in respective contracts. Contractor documents completed for NNM and required Prior to site mobilization for KDP.</p> <p>Copies of relevant contracts provided to the Bank upon request.</p>	<p>DoR-DCID PCU</p>
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Conduct the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, based on the availability of technical assistance (TA) and in accordance with terms of reference acceptable to the Bank ensuring they are consistent with the Environmental and Social Standards (ESSs). Subsequently, prepare and finalize the outputs of these activities in compliance with the terms of reference</p>	<p>Throughout Project implementation.</p>	<p>DoR-DCID PCU,</p>
1.4	<p><b>CONTINGENT EMERGENCY/EARLY RESPONSE FINANCING</b></p>		

	<p>Ensure that the CER Annex as specified in the legal agreement, includes description of the E&amp;S assessment and management arrangements including environmental and social management frameworks, assessments, and/or plans for the implementation of the agreed CERC component in accordance with the ESSs.</p> <p>Implement the E&amp;S provisions of the CERC Annex including CERC ESMF, any assessments and plans required therein.</p>	<p>The preparation of the CER annex and, if applicable, other E&amp;S documents, as relevant, in form and substance acceptable to the Bank, is a withdrawal condition under Section iv of Schedule 2 of the Financing agreement.</p> <p>In accordance with the timeframes specified in the CERC Annex including, CERC-ESMF and any assessments and plans required therein.</p>	DoR DCID, MoF
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare Labor Management Procedures (LMP) and tailor them into a site-specific labor management plan.</p>	<p>LMP prepared prior to project appraisal. Site specific Plan prepared for NNM and KDP to be prepared within 90 days after commencement of contract. Implement LMP throughout Project implementation.</p>	DoR-DCID PCU, CSC, Contractors and sub-contractors
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>Prepare, adopt, and implement occupational health and safety (OHS) measures specified in the Labor Management Procedures (LMP) for all contracts.</p>	<p>OHS plan completed for NNM and expected for KDP within 90 days after commencement of contract. OHS plans will be implemented throughout project implementation.</p>	DoR-DCID PCU, CSC, Contractors and sub-contractors
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as outlined in the LMP and in accordance with ESS2 and the labor laws of Nepal.</p>	<p>Established for NNM and for KDP prior to engaging project workers. Grievance Mechanism will be maintained and implemented throughout Project implementation.</p>	DoR-DCID PCU, CSC
<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 as part of the ESMP for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Prepared for NNM and for KDP, prior to contractors' mobilization and thereafter implement throughout the project lifecycle.	Contractor and Sub-contractor, CSC, DoR-DCID PCU
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> <b>Construction Materials Sourcing Plan:</b> Prepare, adopt, and implement a Construction Materials Sourcing Plan as part of the C-ESMP for NNM Road, KDP Road, and Periodic Road Maintenance Works in accordance with the ESMP.	Completed for NNM and for KDP, Prior to contractors' mobilization and implementation throughout the project lifecycle.	Contractor and Sub-contractor, CSC, DoR-DCID PCU, DOR-MB
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Prepare, adopt, and implement a Traffic Management Plan for the construction site and transport routes, in accordance with the ESMP for NNM Road, KDP Road, and Periodic Road Maintenance Works.	Completed for NNM and for KDP, Prior to contractors' mobilization and implementation throughout the project lifecycle.	DOR-DCID PCU, Contractors, CSC, DOR-MB
4.2	<b>ROAD SAFETY AUDITS:</b> Carry out a road safety audit for NNM Road and KDP Road to improve their safety features.	Prior to the final design of the road and after completion of works.	DoR-DCID Consultants
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from NNM Road, KDP Road and Periodic Road Maintenance activities, including risks related to the behavior of Project workers and labor influx. Incorporate these measures in the C-ESMPs to be prepared in accordance with the ESMP, in a manner acceptable to the Bank.	Completed for NNM and for KDP, prior to contractors' mobilization and implementation throughout the project lifecycle.	DoR-DCID PCU, DoR-, MB Contractors, CSC
4.3	<b>SEA AND SH RISKS</b> Prepare and adopt a SEA/SH Action Plan, including Child SEA/SH measures, within the existing SEA/SH action plan to assess and manage the risks of SEA and SH.	Prepare the SEA/SH Action with child SEA/SH measures incorporated prior to contractors' mobilization, thereafter, implement throughout the project lifecycle.	Contractor and sub-contractors CSC, DoR-DCID PCU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			

5.1	<b>RESETTLEMENT POLICY FRAMEWORK:</b> Prepare, adopt, and implement a Resettlement Policy Framework (RPF) for the KDP road in accordance with ESS-5.	RPF prepared prior to Project Appraisal	DoR-DCID PCU, DoR-GESU
5.2	<b>RESETTLEMENT PLANS:</b> NNM Road: Prepare, adopt, and implement a Resettlement Action Plan (RAP) in accordance with ESS 5.  For KDP Road: Prepare, adopt, and implement a Resettlement Action Plan (RAP) according to approved and disclosed RPF	RAP for NNM road prepared and disclosed on 8 Dec 2020. RAP for KDP road prepared and disclosed on 26 June, 2024.  Implement the respective RAPs prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided, displaced people have been resettled and moving allowances have been provided.	DoR-DCID PCU, DoR-GESU.
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> NNM Road: Screened and assessed biodiversity-related risks and impacts and incorporated and implemented relevant management measures into the ESMP of the NNM Road.  KDP Road: Conducted a biodiversity assessment, including a critical habitat assessment and biodiversity management plan, as part of the ESIA. The assessment was carried out by independent Biodiversity Experts familiar with World Bank requirements and Good International Industry Practice, and the World Bank and DoR agreed on the plan and its key recommendations. Implement the Biodiversity Management Plan and its relevant recommendations as part of impact mitigation measures.  For Periodic Road Maintenance (PRM): Incorporated biodiversity management measures into the ESMP.	Prior to project appraisal  BMP completed along with detailed design, disclosed on October 11, 2024 and being implemented throughout project implementation.  Prior to the approval of each contract	DoR-DCID, Consultants DoR-MB
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES PLANNING FRAMEWORK (IPPF):</b> KDP: Prepared, adopted and implemented an IPPF consistent with the requirement of ESS-7	Prior to project appraisal	DoR-DCID PCU
7.2	<b>INDIGENOUS PEOPLES PLAN:</b> NNM and KDP road: Prepared, adopted, and implemented Indigenous Peoples Development Plans		

	(IPDPs) for subprojects consistent with the requirements of the Indigenous Peoples Planning Framework (IPPF).	IPDP for NNM road prepared and disclosed on 12 <sup>th</sup> April 2020 and for KDP prepared and disclosed on 26 June, 2024 and thereafter implement throughout project implementation.	DoR-DCID PCU, DoR-GESU, CSC
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS:</b> NNM Road and PRM: Prepared, adopted, and implemented the chance finds procedures described in the ESMP.</p> <p>KDP Road: Assessed risks and impacts of the road improvements on cultural heritage and incorporate and implement management measures including chance find into the ESMP</p>	<p>Prior to project appraisal and maintained throughout project implementation</p> <p>Prepared as part of the ESIA, disclosed on October 11, 2024 and being implemented throughout project implementation.</p>	DoR-DCID PCU, DoR-GESU, DoR-MB Contractors and sub-contractors
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARED AND IMPLEMENTATION:</b> Prepared, updated, adopted, and implemented a Stakeholder Engagement Plan (SEP).</p>	SEP prepared prior to project appraisal and maintained throughout project implementation.	DoR-DCID PCU, DoR-GESU, CSC
10.2	<p><b>PROJECT GRIEVANCE MECHANISM:</b> Prepare, adopt, maintain and operate a grievance mechanism, as outlined in the SEP, ensuring a survivor-focused approach in the case of a CSEA/SH incident.</p>	Project GRM prepared prior to project appraisal and maintained throughout project implementation.	DoR-DCID PCU, CSC, Contractors and sub-contractors
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
<p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> <li>Ensure and adapt E&amp;S plans as per the need throughout the lifecycle of the project</li> </ul>			