

**The Republic of Fiji**  
**Fiji: Climate Resilient Bridges Project,**  
**P180979**

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

**Appraisal**  
**9<sup>th</sup> October 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Fiji (the Borrower) will implement the Fiji: Climate Resilient Bridges Project (the Project), with the involvement of the Fiji Roads Authority (FRA), as set out in the Financing Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank), has agreed to provide financing for the Project, as set out in the Agreement.
2. The Borrower 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[s]. 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 Borrower 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 Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Borrower, 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 Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower's Representative specified in the Agreement. The Borrower 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<sup>1</sup></b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a project management unit (PMU) 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 health and safety specialist, an environmental specialist, and a social specialist.</p>	Establish and maintain a PMU no later than 60 days after the effective date and thereafter maintain these positions throughout Project implementation.	FRA
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement the capacity building plan including: training for PMU staff, stakeholders, communities, Project workers on stakeholder mapping and engagement, E&amp;S assessments, labor management procedures, GRMs, SEA/SH, worker and community health and safety, biodiversity management plans (BMPs), and any other training identified by a needs assessment that must be undertaken by the PMU prior to the commencement of construction works.</p>	90 days after effectiveness and thereafter during project implementation.	FRA
<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> <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.</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>	Submit six-monthly reports to the Bank throughout Project implementation, commencing six months after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period.	FRA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>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.</p>	Submit the monthly reports to the Bank upon request and as annexes to the reports to be submitted under action C above.	FRA
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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.</p> <p>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>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</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>	FRA
<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>Implement the Environmental and Social Impact Assessments (ESIAs), and corresponding Environmental and Social Management Plan (ESMPs) that were prepared, consulted, cleared and disclosed, consistent with the relevant ESSs during project preparation.</p>	Implement the ESIA and ESMP throughout Project implementation.	FRA
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>a. Incorporate the relevant aspects of the ESCP, including, inter alia, ESIA/ESMPs, the Labor Management Procedures, 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 E&amp;S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p> <p>b. Require Contractors to develop Contractor ESMPs that must be consistent with Project E&amp;S assessments and ESSs and must be cleared by the Association prior to the commencement of physical works.</p>	<p>a. As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p> <p>b. Prior to the commencement of physical works and implemented thereafter.</p>	FRA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Carry out the consultancies, studies, 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.	FRA
1.7	<p><b>COMMON APPROACH</b></p> <p>The Project is co-financed with the Aisia Development Bank and a common approach has been agreed as outlined in the Memorandum of Understanding (MOU) and as reflected in E&amp;S assessments. ESSs will be implemented as minimum standard.</p>	Throughout project implementation.	FRA
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare and implement the Labor Management Procedures (LMP) for the Project in a manner acceptable to the Association.</p>	Adopt the LMP 30 days after the Letter of Acceptance from FRA, and thereafter implement the LMP throughout Project implementation.	FRA
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>Require contractors and subcontractors to prepare and implement OHS Management Plan in accordance with the LMP and ESMP.</p>	Prepare the OHS Management Plan prior to commencement of physical works, and thereafter implement the plan throughout Project implementation.	FRA
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p> <p>The Borrower shall ensure to appoint a capable person to receive and handle sensitive cases related to SEA/SH and GBV and to be clearly outlined in the LMP consistent with ESS2</p>	Establish grievance mechanism prior engaging Project workers, contractors/ETC and thereafter maintain and operate it throughout Project implementation	FRA
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	<b>WASTE MANAGEMENT PLAN</b> Require the contractor to prepare and implement a Waste Management Plan (WMP), as part of the Contractor ESMP prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Prepare the WMP prior to the commencement of construction works and thereafter implement the WMP throughout Project implementation.	FRA/Contractor
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Implement resource efficiency and pollution prevention and management measures in the ESMP to referenced under action 1.1 above.	Implement the ESIA and ESMP throughout Project implementation.	FRA/Contractor
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the preparation and implementation of the ESMP.	FRA
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities which may include risks to the behavior of Project workers, risks of labor influx, response to emergency situations, STIs, SEA/SH, vandalism and include mitigation measures in the ESMPs .	Same timeframe as for the preparation and implementation of the ESMPs.	FRA
4.3	<b>SEA AND SH RISKS</b> Prepare and implement a SEA/SH Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH within the project and communities.	Adopt the SEA/SH Action Plan as part of the ESMP no later than 30 days after the Letter of Acceptance from FRA and thereafter implement the SEA/SH Action Plan throughout Project implementation	FRA
4.4	<b>SECURITY MANAGEMENT<sup>2</sup></b> Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities as part of the ESMP and guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.	Prior to engaging security personnel and thereafter implemented throughout Project implementation	FRA
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			

<sup>2</sup> Depending on security risks and details of the project, the Borrower may retain or engage public security personnel, including military, to provide security for the project. Such cases may require a specific security management assessment and/or security management plan and setting out specific measures and actions in the ESCP. See Annex to the “Tip Sheet: Drafting the Environmental and Social Commitment Plan” for further guidance.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	<p><b>LAND ACQUISITION AND RESETTLEMENT PLANS</b></p> <p>Prepare, update and implement a Land Acquisition and Resettlement Plan (LARP) for each activity under the Project where such LARP is required consistent with ESS5 to include impact assessment, mitigation, and entitlements for any physical or economic displacement to the titled and non-titled affected persons</p>	<p>Disclose the LARPs prior to the project appraisal and to be adopted by the PMU no later than 30 days from the Letter of Acceptance by FRA and thereafter implement the LARPs throughout Project implementation.</p> <p>Adopt, and submit to the Banks for no objection and approval before implementing the respective final LARP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable with displaced people having been resettled and moving allowances have been provided.</p>	DOF, FRA
5.2	<p><b>GRIEVANCE MECHANISM – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement</b></p> <p>The Borrower shall establish, implement and monitor a grievance mechanism for Land Acquisition, Restrictions on Land Use and Involuntary Resettlement ensuring the proper register of the grievance, identification of the relevant stakeholders, and resolving the grievance as outlined within the LARP under Action 5.1 above.</p>	Establish a grievance mechanism prior to engaging the contractor/ETC and thereafter maintain and operate it throughout Project implementation.	DOF, FRA
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Prepare and implement a Biodiversity Management Plan (BMP) in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS6.</p>	Prepare the BMP prior to the commencement of physical works and thereafter implement the BMP throughout Project implementation.	FRA/ Contractor
<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 [FRAMEWORK] [PLAN] or [PLANS]</b></p> <p>Adopt, implement and update the stakeholder engagement and land access processes specified in the ESIA, LARPs and SEP consistent with ESS7.</p> <p>These processes and approaches shall be designed to ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of iTaukei people.</p>	Implement the ESIA, SEP and LARPs, throughout Project Implementation	FRA
<p><b>ESS 8: CULTURAL HERITAGE</b> [The relevance of ESS8 is established during the ESA process. As with other ESSs, ESS8 may require the preparation of specific measures that may be set out in an E&amp;S document (e.g., ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate measure or action. <b>See sample actions below.</b>]</p>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Adopt and implement an E&amp;S screening procedure as part of the ESMP consistent with ESS8. The included E&amp;S screening procedure shall dictate the exclusion of activities that may significantly affect sites with archaeological, paleontological, historical, religious, or unique natural values and require the development of management measures such as the completion of a Cultural Heritage Management Plan (CHMP) (if applicable) for the project.</p>	[Indicate timing e.g., Prepare the CHMP [prior to] [no later than] [insert date or milestone], and thereafter implement the CHMP throughout Project implementation.]	FRA
8.2	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures, as part of the ESMP of the Project.</p>	Describe the chance find procedures in the ESMP. Implement the procedures throughout Project implementation.	FRA
<p><b>ESS 9: FINANCIAL INTERMEDIARIES</b></p> <p>ESS9 is not relevant to the Project.</p>			
<p><b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Adopt, update 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>	Adopt the SEP no later than 30 days from Loan Agreement signing.	DOF, FRA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, 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>Establish the grievance mechanism no later than 30 days from the Letter of Acceptance from FRA and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>DOF, FRA</p>
<p><b>INDICATORS FOR IMPLEMENTATION READINESS</b></p> <p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> <li>A. Establish and maintain a PMU no later than 60 days after the effective date and thereafter maintain these positions throughout Project implementation.</li> <li>1.2(b) Require Contractors to develop Contractor ESMPs that must be consistent with Project E&amp;S assessments and ESSs and must be cleared by the Association prior to the commencement of physical works.</li> <li>5.1 Update the LARPs prior to commencement of physical works</li> <li>5.1 Implement the LARPs with respect to land required for site possession prior to commencement of physical works.</li> <li>6.1 Prepare the BMP prior to the commencement of physical works.</li> </ul>			