

**Turkmenistan/Project Implementation Unit (PIU)
under the Ministry of Finance and Economy**

**Turkmenistan One Health for Pandemic Prevention
Food Systems Resilience and Ecosystem Health
(P512354)**

**As Phase 2 of the Multi-Phase Programmatic
Approach**

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

For Appraisal

September 9, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

1. Turkmenistan (the Recipient), through four project implementing agencies (the Ministry of Health, the Ministry of Agriculture, the Ministry of Ecology and Natural Resources; and the Ministry of Finance and Economy (MoFE) (collectively, the Project Implementing Agencies)), and with the assistance of the Project Implementation Unit (PIU) under the MoFE will implement the One Health for Pandemic Prevention Food Systems Resilience and Ecosystem Health in Central Asia as Phase 2 of the Multi-Phase Programmatic Approach program (the Project), as set out in the Grant Agreement. The International Bank for Reconstruction and Development (the Bank) acting as administrator of the Pandemic Prevention, Preparedness and Response Trust Fund has agreed to provide financing for the Project, as set out in the Grant Agreement.
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 Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Grant Agreement.
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 adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESSs, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the Grant 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 [the Director of the Project Implementation Unit] 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 <ol style="list-style-type: none"> Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project. Key E&S staff within the PIU include one Environmental Specialist and one Social Development Specialist. Review staffing needs during the first year of Project implementation and engage short-term staff/consultants (such as a biosafety and medical waste management experts) as needed. 	<ol style="list-style-type: none"> within 2 months from the Effective Date, each to the satisfaction of the Bank, and thereafter maintain the PIU and these positions throughout Project implementation. Review E&S staffing needs within one year following the Effective Date. 	PIU
B	CAPACITY BUILDING PLAN/MEASURES <p>Prepare the list of the representatives from the line ministries and targeted groups who require the training on:</p> <ul style="list-style-type: none"> Stakeholder mapping and engagement. Specific aspects of environmental and social assessment and management. Biosafety and medical waste management Emergency preparedness and response. Community health and safety. Reporting on ESHS performance of the Project. 	During Project Implementation.	PIU
MONITORING AND REPORTING			
C	REGULAR REPORTING <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan, and functioning of the grievance mechanism(s), and the application of environmental and social risk management measures, and labor management procedures.</p>	Submit bi-annual reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 15 days after the end of each reporting period.	PIU
D	CONTRACTORS' MONTHLY REPORTS <p>Require contractors to provide bi-annual monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	Starting from the Effective Date, submit bi-annual reports and provide the report to the Bank upon request.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
E	<p>INCIDENTS AND ACCIDENTS</p> <p>a. Notify the Bank of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request.</p> <p>b. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>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>	PIU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>a. Prepare and implement an Environmental and Social Management Plan (ESMP).</p> <p>b. Prepare and implement detailed site-specific ESMPs for each laboratory and/or activity by relevant Implementing Agency.</p>	<p>a. Submit a draft ESMP for review to the Bank within 3 months from the Effective Date; and disclose, consult on, adopt, and implement final ESMP prior to commencement of any activities involving procurement or field operations.</p> <p>b. Prior to commencement of any activities involving procurement or field operations.</p>	<p>a. PIU</p> <p>b. Implementing Agency</p>
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S documents, the Labor Management Procedures, and Code of Conduct, into the E&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&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors to the Bank.</p>	<p>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>	PIU
1.3	<p>TECHNICAL ASSISTANCE</p>	Throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Grant are carried out 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.		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare, disclose, consult upon, adopt and implement Labor Management Procedures (LMP) applicable to the entire Project including, inter alia, provisions on working conditions, occupational, health and safety, code of conduct, workers grievance mechanism, and applicable requirements for contractors, subcontractors, and supervising firms (including relevant national laws and other ESS2 requirements, such as adoption of a code of conduct, prevention of all forms of forced labor and child labor).	Within 2 months from the Effective Date.	PIU
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Grievance mechanism operational prior engaging Project workers and maintained throughout Project implementation	PIU
2.3	OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Implement occupational, health and safety (OHS) measures as per applicable national law, ESS2 and guidelines specified in the subproject specific ESMPs and LMP.	Throughout Project implementation	PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	a. Prepare and implement a Waste Management Plan (WMP), as part of the ESMP prepared for the Project, to manage hazardous and non-hazardous waste, including e-waste consistent with ESS3.	Same timeframe as for the adoption and implementation of the ESMP under action 1.1 (a&b).	PIU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	a. Assess and manage specific risks and impacts to the community arising from Project activities before commencement of any activities involving procurement or field operations, including inter alia behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMP to be also incorporated in the site-specific ESMPs. b. Conduct a risk hazard assessment (RHA) as part of the ESMP. Based on the result of the RHA, prepare an Emergency Response Plan (ERP) as part of the ESMP, in coordination with the relevant local authorities and the affected community, considering the emergency prevention, preparedness, and response arrangements put in place for project workers under ESS2. c. Improve the system of medical waste management, increase awareness of labs staff and population on transmission of zoonotic diseases during project operation phase.	a. Prior to commencement of any activities involving procurement or field operations. b. Prior to commencement of any activities involving procurement or field operations. c. During the Project implementation	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	ESS5 is not currently relevant.	N/A	N/A
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	As part of the ESMP, incorporate wildlife-sensitive protocols, restricting vehicle/boat access in ecologically sensitive zones during sensitive periods (e.g., nesting, calving). The ESMP shall also include training activities for field staff, and coordinate with local protected area authorities.	Same timeframe as for the adoption and implementation of the ESMP under action 1.1 (a&b).	PIU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	ESS7 is not relevant as there are no IP/SSAHUTLC in Turkmenistan as per the standard definition of this standard.	N/A	N/A
ESS 8: CULTURAL HERITAGE			
8.1	ESS8 is not relevant since the Project does not finance any physical investments that may affect cultural heritage, both tangible and intangible. Similarly, the Project will not finance feasibility and design studies with impacts on cultural heritage.	N/A	N/A
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	ESS9 is not relevant since the Project does not finance and/or involve financial intermediation activities.	N/A	N/A
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare, disclose, and consult upon 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.	SEP to be disclosed by the Effective Date and thereafter implement SEP throughout Project implementation.	PIU
10.2	PROJECT GRIEVANCE MECHANISM 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.	Establish the grievance mechanism no later than two months following the Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.	Prepare and disclose annual GRM analysis report.	
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <p>Organizational Structure (Action A)</p> <p>Capacity Support (B)</p> <p>Regular Reporting (Action C)</p> <p>Project Grievance Mechanism (Action 10.2)</p>			