



REPUBLIC OF ZAMBIA

MINISTRY OF AGRICULTURE

IRRIGATED AND SUSTAINABLE AGRICULTURE FOR
TRANSFORMATION PROJECT UNDER THE AFRICA RESILIENT
IRRIGATION FOR SUSTAINABLE ECONOMIES (AFRICA RISE)
MULTIPHASE PROGRAMMATIC APPROACH

(P514111)

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

NEGOTIATED

JUNE 15, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (the Recipient) will implement the Irrigated and Sustainable Agriculture for Transformation Project (the Project), through the Ministry of Agriculture (MoA), as set out in the Financing Agreement and the Grant Agreement (the Agreements). The International Bank for Reconstruction and Development, acting as administrator of the Food Systems 2030 Multi-Donor Trust Fund, and International Development Association (the Bank) has agreed to provide the original financing for the Project, as set out in Agreements.
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. Once adopted, the 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 through MoA agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Permanent Secretary of MoA. The Recipient through MoA 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	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and Maintain a Project Implementation Unit (PIU) within the MoA with qualified staff and resources to support management of environmental, social, health and safety (ESHS) risks and impacts of the Project including qualified Social Specialist and Environmental Specialist.</p>	<p>Establish and maintain a PIU as set out in the Agreements.</p> <p>Hire or appoint Social Specialist, Environmental Specialist no later than two (2) months after the Effective Date and thereafter maintain these positions throughout Project implementation.</p>	Ministry of Agriculture
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the capacity building plan to train relevant MoA staff, off takers, suppliers, project beneficiaries and surrounding communities and project staff on:</p> <ul style="list-style-type: none"> • ESF requirements on relevant Bank specific aspects of environmental and social assessment and EHS Guidelines. • Capacity enhancement support including training for Ministry of Agriculture staff based on the identified need to support project risk and E&S impact management including stakeholder mapping and engagement. • Grievance redress mechanisms (GRMs). • Risk and prevention of gender-based violence (GBV), including the mechanism for submitting Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) complaints. • Occupational Health and Safety (OHS). • Community Health and Safety. • Dam Safety; and • Emergency Preparedness and Response. 	<p>A full training plan will be prepared not later than 6 months after the Effective. Conducted refresher at least on an annual basis throughout project implementation.</p>	Ministry of Agriculture
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include:</p>	<p>Submit bi-annual reports to the Bank throughout Project implementation, commencing after the Effective Date.</p>	Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out and their outcome as per the Stakeholder Engagement Plan (SEP). • Status of implementation of site specific Environmental and Social Management Plans (ESMPs). • Status of implementation of the ESCP. • Progress made during reporting period, disaggregated by ESS. • Activities to be performed before next reporting period. • Status of procurement and works completed. • Summary of contractor's ESMP (C-ESMP) monthly reports. • Site observations on contractor's performance on implementation of community, environmental, social, health and safety (ESHS) plans. • . • Functioning of the grievance mechanism(s). • Summary of grievance log. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • Capacity building programs conducted. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports; and • Number and status of resolution of incidents and accidents reported under action E below. 	Submit each report to the Bank no later than 45 days after the end of each reporting period.	
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly 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>	Submit the monthly reports to the Bank upon request as annexes to the reports to be submitted under action C above throughout the Project implementation period starting from the Project effective date.	Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
E	<p>INCIDENTS AND ACCIDENTS</p> <ol style="list-style-type: none"> 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 gender based violence (GBV), 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. 	<ol style="list-style-type: none"> 1. Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. 2. 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. 	Ministry of Agriculture
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <ol style="list-style-type: none"> 1. Prepare and implement an Environmental and Social Impact Assessment (ESIA), and corresponding site specific Environmental and Social Management Plans (ESMPs) for the subprojects under Part 1.3 and 3.1 of the Project, consistent with the relevant ESSs. 2. Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. 3. Require the Project to prepare and implement the subproject site-specific Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plans (ESMPs), as set out in the ESMF. The proposed subprojects' activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. 	<ol style="list-style-type: none"> 1. Prepare the ESIAs and ESMPs prior to commencement of activities and thereafter implement the ESIAs and ESMPs throughout Project implementation. 2. Prepare and finalize the ESMF prior to Effective Date thereafter, implement the ESMF throughout Project implementation. 	Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		3. Prepare the site specific ESMPs and incorporate the ESMPs as part of the respective bidding documents for the respective subproject activity prior to carrying out subproject activity that requires the preparation of such ESMP. Once finalized, implement the respective ESMP throughout Project implementation.	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>1. Incorporate the relevant aspects of the ESCP, including, inter alia, relevant E&S assessments or plans, 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. The contracts shall include penalties for noncompliance to E&S requirements. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p> <p>2. The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Bank, including inter alia, implementing adequate occupational health and safety measures, emergency preparedness and response measures, setting out grievance arrangements for Project workers, incorporating labor procedures and requirements into the E&S specifications of the procurement documents and contracts with contractors and subcontractors.</p>	<p>1. As part of the preparation of procurement documents and respective contracts prior to start of activities by contractors. Supervise contractors throughout Project implementation.</p> <p>2. Copies of relevant contracts provided to the Bank upon request.</p>	Ministry of Agriculture
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies including feasibility studies, capacity building, training, and any other technical assistance activities under the Project including,</p>	Throughout Project implementation.	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	inter alia, Human Rights and Dam Safety vis-à-vis non-project beneficiaries with restricted access to the project assets including common resources like water and land 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.		
1.4	PERMITS, CONSENTS, AUTHORISATION Secure relevant permits, consent and authorizations applicable to subproject activities from relevant national authorities and agencies. Comply or cause to comply, as appropriately with conditions, established in these permits, consents and authorizations throughout project implementation.	Throughout Project implementation.	Ministry of Agriculture
1.5	Ensure that relevant aspects of ESS1 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above.	Throughout Project implementation.	Ministry of Agriculture
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare and implement the Labor Management Procedures (LMP) for the Project, as part of the ESMF, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	Adopt the LMP prior to Effective Date, and thereafter, implement the LMP throughout Project implementation.	Ministry of Agriculture
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN <ol style="list-style-type: none"> 1. Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project consistent with the requirements of ESS2, World Bank Group (WBG), EHS guidelines or Good International Industry Practice (GIIP). 2. Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with site specific Contractor's Environmental and Social Management Plans (CESMPs). 	Prepare the OHS management plan prior to commencement of activities, thereafter, implement the OHS management plan throughout project implementation.	Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance redress mechanism (GRM) for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance redress mechanism (GRM) prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	Ministry of Agriculture
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of the ESMF prepared for the Project, to manage hazardous waste including electronic waste, asbestos waste, and non-hazardous waste, consistent with ESS3.	Prepare the WMP with the same timeframe as 1.1 above. Thereafter, implement the WMP throughout Project implementation.	Ministry of Agriculture
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMF/ESIAs/ESMPs.	Same timeframe as for the preparation and implementation of the ESMF/ESIAs/ESMPs.in 1.1 above	Ministry of Agriculture
3.3	INTERGRATED PEST MANAGEMENT PLAN Prepare and implement an Integrated Pesticide Management Plan (IPMP) including the use of animal vaccines as part of the ESMF and site specific ESIAs/ESMPs to manage pesticides consistent with ESSs, WBG EHS guidelines and GIIP.	Same timeframe as for action 1.1 above.	Ministry of Agriculture
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMF and site specific ESIAs/ESMPs	Same timeframe as for action 1.1 above.	Ministry of Agriculture
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia behavior of Project workers, risks of labor influx, response to emergency situations, risk of drowning in the irrigation dams and weirs, fire and life safety of any infrastructure and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for action 1.1 above.	Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	SEA AND SH RISKS Prepare and implement a GBV/SEA/SH Action Plan as part of the ESMF to assess and manage the risks of SEA and SH.	Same timeframe as for preparation and implementation of the ESMF and site specific ESIA/ESMPs in action 1.1 above.	Ministry of Agriculture
4.4	DAM SAFETY (FOR ANNEX A ESS4) Conduct an assessment of the current condition of the rehabilitated dams, review their operations and maintenance procedure as well as the Emergency Preparedness and Response Plan, and recommend corrective actions as needed to ensure compliance with accepted safety standards.	Conduct dam safety assessment prior to commencement of works for development of irrigation schemes.	Ministry of Agriculture
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT POLICY FRAMEWORK 1. Prepare and implement a Resettlement Policy Framework (RPF) as part of the ESMF for the Project, consistent with ESS5. 2. Prepare and implement a Resettlement Action Plan (RAP) or a Livelihood Restoration Plan (LRP) for each activity under the Project for which a RAP or LRP is required, as set out in the RPF consistent with ESS5.	1. Prepare the RPF prior to the Effective Date and thereafter implement the RPF throughout Project implementation. 2. Prepare and implement the respective RAP or LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	Ministry of Agriculture
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS		Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Prepare biodiversity mitigation measures as part of the site-specific ESIA/ESMPs, in accordance with the guidelines of the ESMF prepared for the Project, consistent with ESS6.	Same timeframe as for the preparation and implementation of the site specific ESIA/ESMPs in action 1.1 above.	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES FRAMEWORK Not relevant.	n/a	n/a
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Describe and implement the chance finds procedures as part of the ESMF of the Project.	Same timeframe as for the preparation and implementation of ESMF, ESIA and site specific ESMPs in action 1.1 above	Ministry of Agriculture
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) Not relevant.	n/a	n/a
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare, 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.	Prepare, update the SEP prior to the Effective Date, and thereafter implement the SEP throughout Project implementation.	Ministry of Agriculture
10.2	PROJECT GRIEVANCE MECHANISM	Establish the GRM prior to the Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.	Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ol style="list-style-type: none"> 1. Establish, publicize, maintain, and operate an accessible grievance redress mechanism (GRM), 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. 2. 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. 		

INDICATORS FOR IMPLEMENTATION READINESS

The following actions are indicators for implementation readiness.

A: Hiring Environmental Specialist and Social Specialist.

B: Implementation of the capacity building plan

1.1 Preparation of ESMF/ESIAs/ESMPs.

1.2 Incorporating site specific environmental and social management plans (ESMPs) requirements in bidding documents.

2.1 Preparation of the LMP and OHS plans.

2.3 & 10.2 Establishment of grievance redress mechanism (GRM).

3.2 Incorporation of resource efficiency and pollution prevention and management measures in the ESMP.

10.1 Implementation of SEP.