

**Lebanese Republic**  
**Ministry of Social Affairs (MOSA)**

**Social Safety Net Enhancement and System  
Building Project**  
**(P512384)**

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

**Final Negotiated**  
**November 19, 2025**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Lebanese Republic (the Borrower) will implement the Social Safety Net Enhancement and System Building Project (the Project), with the involvement of the Ministry of Social Affairs (MOSA), as set out in the Loan 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. 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 MOSA'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</b> |   |   |                    |
| A   | <b>ORGANIZATIONAL STRUCTURE</b><br><br>Establish and maintain a Project Management Unit (PMU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project, including an Environmental and Social Specialist (E&S Specialist).   | Establish the PMU as per the timeframe set forth in the Agreement and hire the Environmental and Social Specialist no later than thirty (30) days after the Effective Date and thereafter maintain the PMU and these positions throughout Project implementation. | MOSA               |
| B   | <b>CAPACITY BUILDING MEASURES</b><br><br>Prepare and implement the following capacity building measures: <ul style="list-style-type: none"> <li>• Training for PMU staff on Environmental and Social Framework and Risk and Impact management, including awareness raising on energy efficiency and e-waste proper disposal practices.</li> <li>• Training for Project workers on sexual exploitation and abuse/sexual harassment (SEA/SH) prevention and response.</li> <li>• Awareness raising/training for stakeholders on the grievance mechanism.</li> <li>• Training for Project workers on the grievance mechanism.</li> </ul>   | No later than 90 days after the Effective Date.   | PMU within MOSA    |
| <b>MONITORING AND REPORTING</b>                         |   |   |                    |
| C   | <b>REGULAR REPORTING</b><br><br>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: <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>• Number and status of resolution of incidents and accidents reported under action D below.</li> </ul> | Submit bi-annual (every six months) 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.                                      | PMU within MOSA    |

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME   | RESPONSIBLE ENTITY |
|---|---|---|--------------------|
| D   | <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; pollution of the environment; forced or child labor; 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> | PMU within MOSA    |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |   |   |                    |
| 1.1   | <p><b>USE OF THE BORROWER'S ENVIRONMENTAL AND SOCIAL FRAMEWORK</b></p> <p>Ensure that the E&amp;S risks and impacts of the Project are managed in accordance with this ESCP and the Borrower's national E&amp;S Framework, which includes, inter alia, the country's relevant policy, legal and institutional framework, including its national, departmental, or local implementing institutions and applicable laws, regulations, procedures, and implementation capacity.</p> <p>Promptly notify the Bank of any changes to the Borrower's E&amp;S Framework that may materially and adversely affect the Borrower's ability to manage the Project's E&amp;S risks and impacts in accordance with the ESSs. This notification should include any immediate or planned measures to address these changes and their potential effects on the Project. If the Bank determines such changes adversely affect the Project's relevant ESHS risk management aspects, the Borrower shall agree to implement measures and actions to address them in a manner acceptable to the Bank. The ESCP shall then be updated to reflect these agreed actions.</p> | <p>Throughout Project implementation.</p> <p>Notify the Bank immediately upon becoming aware of any changes to the Borrower's E&amp;S Framework. Any subsequent actions requested by the Bank shall be incorporated into an updated ESCP, as outlined in paragraph 4 of the introductory section of this ESCP.</p>                            | PMU within MOSA    |
| 1.2   | <p><b>TECHNICAL ASSISTANCE</b></p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), 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.  | PMU within MOSA    |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b>  |   |   |                    |
| 2.1   | <b>USE OF BORROWER FRAMEWORK FOR LABOR MANAGEMENT PROCEDURES</b>  | Throughout Project implementation.  | PMU within MOSA    |

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME  | RESPONSIBLE ENTITY |
|---|---|--|--------------------|
|   | Ensure labor management and working conditions for Project workers comply with this ESCP and the Borrower's labor framework. This framework includes, inter alia, the country's relevant policy, legal, and institutional framework covering national, departmental, and local implementing bodies, as well as applicable laws, regulations, procedures, and implementation capacity.   |  |                    |
| 2.2   | <b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b><br>Establish and operate a grievance mechanism for Project workers, as described in the Stakeholder Engagement Plan and consistent with ESS2. The grievance mechanism shall provide a confidential and anonymous reporting channel for sensitive grievances, including harassment, separate from regular management communication lines. This mechanism will be accessible to all Project workers, including civil servants assigned to the Project, direct workers, and contracted personnel.   | Establish the grievance mechanism no later than 30 days after the Effective Date and thereafter maintain and operate it throughout Project implementation.                           | PMU within MOSA    |
| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>                                   |   |  |                    |
| 3.1   | <b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b><br>Incorporate resource efficiency and pollution prevention and management measures into the Request for Proposal (RFP) for suppliers and contractors. This RFP shall require that all newly procured hardware and IT equipment and digital infrastructure comply with energy efficiency standards and internationally recognized environmental and sustainability best practices. Thereafter, ensure that the suppliers and contractors comply and that they require their subcontractors to comply with the resource efficiency and pollution prevention and management measures of their respective contracts. Provide copies of the relevant contracts with suppliers and contractors to the Bank. | As part of the preparation of RFP and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request. | PMU within MOSA    |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>   |   |  |                    |
| 4.1   | <b>SEA AND SH RISKS</b><br>Prepare and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH.  | Prepare the SEA/SH Action Plan no later than 60 days after the Effective Date, and thereafter implement the SEA/SH Action Plan throughout Project implementation.                    | PMU within MOSA    |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>                       |   |  |                    |
|   | Not relevant  |  |                    |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>              |   |  |                    |
|   | Not relevant  |  |                    |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |   |  |                    |
|   | Not relevant  |  |                    |
| <b>ESS 8: CULTURAL HERITAGE</b>   |   |  |                    |

| MATERIAL MEASURES AND ACTIONS  |  | TIMEFRAME  | RESPONSIBLE ENTITY |
|--|--|--|--------------------|
|  | Not relevant   |  |                    |
| <b>ESS 9: FINANCIAL INTERMEDIARIES</b>   |  |  |                    |
|  | Not relevant   |  |                    |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>   |  |  |                    |
| 10.1   | <b>STAKEHOLDER ENGAGEMENT PLAN</b><br>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.   | Update the SEP no later than 30 days after the Effective Date and thereafter implement the SEP throughout Project implementation.  | PMU within MOSA    |
| 10.2   | <b>PROJECT GRIEVANCE MECHANISM</b><br>Adapt, 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.<br><br>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. | Adapt the existing grievance mechanism no later than 30 days after the Effective Date and thereafter maintain and operate the mechanism throughout Project implementation. | PMU within MOSA    |
| <b>INDICATORS FOR IMPLEMENTATION READINESS</b>   |  |  |                    |
| The following actions are indicators for implementation readiness: <ul style="list-style-type: none"> <li>Recruitment of the E&amp;S specialist as per Action A.</li> <li>Operationalization of the grievance mechanism as per Action 10.2.</li> <li>Operationalization of the grievance mechanism for workers as per Action 2.2.</li> </ul> |  |  |                    |