Democratic Republic of Timor-Leste

Second Timor-Leste Branch Road Project (P516518)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Draft for Appraisal

October 2026

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ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Democratic Republic of Timor-Leste (the Recipient) will implement the Second Timor-Leste Branch Roads Project (TLBRP2) (the Project), with the involvement of the Ministry of Public Works (MPW), through its Project Management Unit (PMU), as set out in the Financing Agreement (the Agreement). The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the 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 Association. 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 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 Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.

4. As agreed by the Association 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 Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Representative specified in the Agreement. 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.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT[1]			
A	**ORGANIZATIONAL STRUCTURE** • Maintain a PMU under MPW with qualified staff and resources to support management of E&S risks and impacts of the Project including an Environmental Specialist, a Health and Safety Specialist, a Social Specialist (with stakeholder engagement skill), and a Gender Specialist. • Engage and maintain a Construction Supervision Consultants for the civil works that have qualified staff and resources to assist the PMU in supervising the implementation of E&S risk and impact mitigation measures of the works, comprising an Environmental Specialist, a Health and Safety Specialist, and a Social Specialist (with stakeholder engagement skill).	At PMU, the qualified specialists defined in this ESCP are hired within 30 days after the Effective Date, and thereafter, maintain the PMU and these positions throughout Project implementation. Appoint the Construction Supervision Consultants, including the qualified specialists defined in this ESCP prior to the civil work contracts award, and thereafter, maintain these qualified specialists throughout the works contracts.	MPW MPW (through PMU)
B	**CAPACITY BUILDING PLAN/MEASURES** Prepare and implement the following capacity building measures: • Induction and refresher trainings for PMU on the ESCP, environmental and social (E&S) instruments, and the Bank's Environmental and Social Standards (ESSs), including compliance requirements relevant to their roles and responsibilities. • Pre-employment and refresher induction/awareness sessions for all Project workers, including contractors/subcontractors, construction supervision consultants, vendors, and affected communities and key stakeholders on the Bank's ESS with emphasis on ESS2, ESS4, ESS5 and ESS10 as well as the worker's code of conduct covering gender-based violence (GBV), sexual exploitation and abuse/sexual harassment (SEA/SH) referral protocols, grievance redress mechanism (GRM) and prevailing laws and regulations of Timor-Leste. • Community-level, Tetum-language and culturally sensitive awareness sessions for project affected parties on E&S including Labor Management Procedures (LMP), SEA/SH referral protocols, and GRM.	Prior to commencement of the civil works and then annually (at minimum) throughout Project Implementation. Pre-employment induction/ awareness should be conducted prior to commencing construction works; and refresher induction/ awareness on a periodic basis (e.g., semi-annual) throughout Project implementation. Prior to commencing construction activities and then on a periodic basis (e.g., semi-annual) throughout Project Implementation.	MPW

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	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
C	**REGULAR REPORTING** Prepare and submit to the Association regular monitoring reports on the E&S performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under this ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan (SEP). • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them, including GBV/SEA/SH cases handled through the confidential pathway (reported in aggregate, anonymized form to protect survivor confidentiality). • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision consultants' reports. • Number and status of resolution of incidents and accidents reported under action E below.	Submit semi-annual E&S monitoring reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.	MPW (through PMU)
D	**CONTRACTORS' MONTHLY REPORTS** Require the contractors and supervision consultants 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 Association.	Include the E&S performance reports in the project's monthly progress report to the Association no later than 10 days after the end of each reporting period.	MPW (through PMU)
E	**INCIDENTS AND ACCIDENTS** • Notify the Association 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 SEA/SH; or disease outbreaks. Provide available details of the incident or accident to the Association upon request. • Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, 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.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request. Provide an incident investigation report including a Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	MPW (through PMU)

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	**ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS** • Update the Environmental and Social Impact Assessment (ESIA) and the Environmental and Social Management Plan (ESMP) for the Aituto–Hatubuilico Junction Road under Subcomponent 1.1, incorporating a critical habitat assessment of the project's area of influence according to ESS 6 and key requirements of other ESSs. • Prepare and finalize the ESIA and the ESMP for the Hatubuilico Junction–Ramelau Sanctuary Road under Subcomponent 1.2 based on the results of the E&S scoping report and key requirements of other ESSs.	Disclose the updated ESIA and ESMP prior to bidding of the civil works. Prepare the ESIA and ESMP in parallel with the Detailed Engineering Design (DED) of this Road section and disclose the documents prior to bidding of the civil works.	MPW (through PMU)
1.2	**MANAGEMENT OF CONTRACTORS** • Incorporate the relevant aspects of the ESCP, including, inter alia, the ESMP, LMP, SEP, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and construction supervision consultants. Thereafter ensure that the contractors and construction supervision consultants 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 and construction supervision consultants to the Association. • Require the contractor to prepare the contractor's environmental and social management plan (CESMP) that is project- and site-specific.	As part of the preparation of bidding documents and respective contracts. Copies of relevant procurement documents and contracts provided to the Association upon request.	MPW (through PMU)
1.3	**TECHNICAL ASSISTANCE** Carry out consultancies, studies, capacity building, training, and any other technical assistance activities under the Project, including, inter alia, preparing DED and E&S instruments for upgrading the Oeleu–Fatumea Road, in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation (prior to procurement of civil works)	MPW (through PMU)
1.4	**CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING** Not applicable	Not applicable	Not applicable
1.5	**ASSOCIATED FACILITIES** Not applicable	Not applicable	Not applicable
1.6	**USE OF BORROWER'S ENVIRONMENTAL AND SOCIAL FRAMEWORK** Not applicable	Not applicable	Not applicable
1.7	**COMMON APPROACH** Not applicable	Not applicable	Not applicable
1.8	**ACTIVITIES SUBJECT TO RETROACTIVE FINANCING** Not applicable	Not applicable	Not applicable

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**LABOR MANAGEMENT PROCEDURES** Finalize and implement the Labor Management Procedures (LMP) for the Project in accordance with the Borrower's framework (i.e., the country's applicable policy, laws and regulations as well as guidelines) and ESS 2.	LMP is disclosed prior to bidding of civil work contracts and thereafter implemented throughout Project implementation.	MPW (through PMU)
2.2	**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN** Require the contractors and subcontractors to prepare and implement a project- and site-specific Occupational Health and Safety Management Plan (OHSMP) consistent with ESS2 requirements and LMP as part of the CESMP	The OHSMP is disclosed prior to the mobilization of contractor and thereafter implemented throughout Project implementation.	MPW (through PMU)
2.3	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** Establish, operate, and maintain a grievance mechanism for Project workers as described in the LMP and consistent with ESS2.	Establish this grievance mechanism prior to engaging the workers and thereafter implement it throughout Project implementation.	MPW (through PMU)
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT [The relevance of ESS3 is established during the ESA process.			
3.1	**WASTE MANAGEMENT PLAN** Require the contractor to prepare and implement a Waste Management Plan (WMP), as part of the CESMP prepared for the Project, to manage construction, hazardous and non-hazardous waste, consistent with ESS3.	Prior to commencement of the contractor mobilization and thereafter implement it throughout Project implementation.	MPW (through PMU)
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** Require the Contractor to incorporate resource efficiency and pollution prevention and management measures based on the ESMP to be prepared under action 1.1 above, consistent with ESS 3. These measures include assessment on: • Geotechnical aspects of the horizontal cave identified on the Aituto–Hatubuilico Junction Road using the geological baseline data (i.e., soil types, groundwater depths, natural hazards) to determine specific engineering measures that may be required to minimize the impact that the road upgrading works may have on the cave. • Adequacy of quarry materials, asphalt and concrete batch mixing plants. • Alteration of hydrology including drainage patterns, erosion and sedimentation into nearby water bodies as well as the return periods of hydrological events adopted for the design of road drainage and culvert and climate risk impacts to the project.	Conduct the geotechnical assessment under the civil work contract and incorporate the results into the updated ESIA and ESMP for the Aituto–Hatubuilico Junction Road under Subcomponent 1.1 Conduct the assessment in parallel with ESIA and ESMP and DED preparation and disclose the draft ESIA and ESMP for the Hatubuilico Junction–Ramelau Sanctuary Road under Subcomponent 1.2 prior to bidding of the civil works.	MPW (through PMU) MPW (through PMU)
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY**	Conduct the assessment in the existing ESIA and ESMP and disclose	MPW (through PMU)

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Include traffic and road safety risk assessment and associated mitigation measures in the ESIA and ESMP of the Aituto–Hatubuilico Junction Road under Subcomponent 1.1 and the Hatubuilico Junction–Ramelau Sanctuary Road under Subcomponent 1.2 to be finalized under 1.1. above.	the updated ESIA and ESMP for the Aituto–Hatubuilico Junction Road under Subcomponent 1.1 prior to bidding of the civil works. Conduct the assessment in parallel with ESIA and ESMP and DED preparation and disclose the draft ESIA and ESMP for the Hatubuilico Junction–Ramelau Sanctuary Road under Subcomponent 1.2 prior to bidding of the civil works.	MPW (through PMU)
4.2	**COMMUNITY HEALTH AND SAFETY** Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, the behavior of Project workers, risks associated with labor influx (strain on local services, community-worker tension, and communicable disease transmission), community road safety, and community exposure to construction-related hazards, and include the corresponding mitigation measures in the ESMP prepared under Action 1.1 above, consistent with ESS4.	Conduct the assessment in the existing ESIA and ESMP and disclose the updated ESIA and ESMP for the Aituto–Hatubuilico Junction Road under Subcomponent 1.1 prior to bidding of the civil works. Conduct the assessment in parallel with ESIA and ESMP and DED preparation and disclose the draft ESIA and ESMP for the Hatubuilico Junction–Ramelau Sanctuary Road under Subcomponent 1.2 prior to bidding of the civil works.	MPW (through PMU) MPW (through PMU)
4.3	**SEA AND SH RISKS** Prepare and implement a SEA/SH Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH. The SEA/SH Action Plan shall be implemented alongside the mandatory Code of Conduct and the confidential survivor-centered GRM pathway as part of LMP.	SEA/SH Action Plan finalized/updated prior to Contractor mobilization and thereafter implemented throughout Project implementation.	MPW (through PMU)
4.4	**SECURITY MANAGEMENT** 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 in the ESIA and ESMP under 1.1 above.	Conduct the assessment in the existing ESIA and ESMP and disclose the updated ESIA and ESMP for the Aituto–Hatubuilico Junction Road under Subcomponent 1.1 prior to	MPW (through PMU) MPW (through PMU)

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		bidding of the civil works. Conduct the assessment in parallel with ESIA and ESMP and DED preparation and disclose the draft ESIA and ESMP for the Hatubuilico Junction–Ramelau Sanctuary Road under Subcomponent 1.2 prior to bidding of the civil works.	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	**RESETTLEMENT PLANS** • Finalize and implement the Land Acquisition and Resettlement Action Plan (LARAP) of the respective road sections requiring land acquisition, consistent with ESS5. • Prior to acquiring any land or asset required for the Project, ensure that compensation has been provided at full replacement cost and that displaced people have been resettled/relocated and livelihood-restoration allowances have been provided, consistent with the LARAP and ESS5.	Finalize and disclose the LARAP prior to commencement of the civil works, particularly for road sections requiring land acquisition and clearing and thereafter implement it throughout Project implementation. Complete compensation and, where applicable, resettlement prior to taking possession of land and prior to site clearance for the relevant section.	MPW (through PMU) MPW (through PMU)
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	**BIODIVERSITY RISKS AND IMPACTS** • Undertake a Critical Habitat Assessment (CHA) consistent with ESS6 with respect to: presence of threatened, restricted range, migratory, congregatory, endemic species; analysis of the habitats in the project area of influence based on information available in the public domain, site visit and expert consultations (including with the national biodiversity experts) to understand potential for habitat of high biodiversity values and/or triggering critical habitat (CH) is defined in this ESS. • In case CH triggers are present, undertake a detailed CHA with targeted field surveys and studies required to develop a Biodiversity Management Plan to demonstrate compliance with ESS6. • Incorporate the results of the CHA into the ESIA and ESMP of respective subprojects.	For Subproject 1.1., prior to commencement of civil works For Subproject 1.2., in parallel with the ESIA and ESMP and DED undertaking	MPW (through PMU) MPW (through PMU)
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.1	**INDIGENOUS PEOPLES** Adopt and implement the Stakeholder Engagement Plan (SEP) which includes measures to support participation and inclusion of customary communities including vulnerable and disadvantaged groups by applying culturally appropriate engagement to enable them to participate in decision making.	Adopt the SEP within 30 days after the Effective Date and thereafter implement the SEP throughout Project implementation.	MPW (through PMU)
ESS 8: CULTURAL HERITAGE			
8.1	**CULTURAL HERITAGE RISKS AND IMPACTS** Prepare and implement a Cultural Heritage Management Plan (CHMP), as part of updating the ESMP for the Aituto–Hatubuilico Junction Road under Subcomponent 1.1, in accordance with the ESIA findings, including the sensitivity of the Horizontal Cave and other sacred sites identified along the corridor, consistent with ESS8.	Prepare the CHMP as part of the ESMP prior to the commencement of civil works and thereafter implement it throughout Project implementation.	MPW (through PMU)
8.2	**CHANCE FINDS** Describe and implement the Chance Find Procedure as part of the ESMP and require the Contractor to include Chance Find Procedure as part of the CESMP.	Chance Find Procedure is described in the ESMP prior to the commencement of civil works and implemented throughout Project implementation.	MPW (through PMU)
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** 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.	Implement the SEP within 30 days after the Effective Date and thereafter maintain it throughout Project implementation.	MPW (through PMU)
10.2	**PROJECT GRIEVANCE MECHANISM** • Establish, publicize, maintain, and operate an accessible grievance mechanism, both site level and PMU level 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. • 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.	Establish the GRM prior to the commencement of civil works and thereafter implement it throughout Project implementation.	MPW (through PMU)

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY

INDICATORS FOR IMPLEMENTATION READINESS

The following actions are indicators for implementation readiness:

- Point A — Complete E&S staffing at both PMU and Construction Supervision Consultants are in place
- Point B – Capacity building plan developed

- Points 1.1 and 1.2: (i) CESMP (after review by PMU) is shared with the Bank prior to commencement of civil works; (ii) Updated ESIA and ESMP included with the results of CHA disclosed prior to commencement of civil works and relevant mitigation measures included in the CESMP.
- Action 2.1 — Labor Management Procedures (LMP) finalized and disclosed.
- Action 4.3 — SEA/SH Action Plan finalized and disclosed.
- Action 5.1 — LARAP for the Aituto–Haubuilico Junction Road section finalized, and compensation/resettlement completed for that section.
- Action 8.1 — Cultural Heritage Management Plan prepared as part of the updated ESMP.
- Action 10.1 — Stakeholder Engagement Plan (SEP) finalized and disclosed.
- Action 10.2 — Grievance Redress Mechanism (GRM), including the SEA/SH pathway, established and operational.

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