

Republic of Sao Tome and Principe

Second Transport Sector Development and Resilience Project (P512160)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Negotiated Version

February 25, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Democratic Republic of São Tomé and Príncipe (the Recipient) will implement the proposed Sao Tome and Principe Transport Sector Development and Resilience Project (P512160) (the **Project**), with the involvement of the Ministry of Infrastructure and Natural Resources and the support of the Project Fiduciary and Administrative Agency - AFAP and the National Institute of Roads (INAE) as set out in the Financing Agreement and the Grant Agreement (the Agreements). The International Development Association (hereinafter the Association) 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 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 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 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 Recipient and the Association will 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 Agreements. 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	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain the existing PIU with qualified staff and resources to support management of Environmental, Social, Health, and Safety (ESHS) risks and impacts of the Project including the following positions:</p> <ul style="list-style-type: none"> a. One full-time Environmental Specialist b. One full-time Social Specialist c. One part-time Gender-Based Violence (GBV) / Sexual Exploitation and Abuse (SEA)/ Sexual Harassment (SH) Specialist d. One full-time Occupational Health and Safety (OHS) Specialist e. One experienced consultant full-time at least for 12 months to support the PIU E&S Teams described above <p>The human resources mentioned in a, b, c , d and e must have experience and qualifications in accordance with terms of reference acceptable to the Association and be hired or appointed based on those terms of reference.</p>	<p>A to C to be hired no later than 30 days after Effective Date and thereafter maintained throughout Project implementation.</p> <p>D to be hired no later than 90 days after Effective Date, and thereafter maintained throughout Project implementation.</p> <p>E- One experienced consultant 30 days after Effective Date .</p>	INAE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>1. Prepare and implement a capacity-building plan for the INAE personnel, PIU staff and Project workers (including contractors and community workers (GIMES)) covering the following topics:</p> <ul style="list-style-type: none"> • Assessment and management of ESHS risks and impacts; • Identification and management of E&S risks including occupational and community health and safety; GBV/SEA/SH; and waste management, among others; • Labor and working conditions, including occupational health and safety; • Community health and safety; • Traffic and Road safety; • Emergency preparedness and response; • Resource efficiency and pollution prevention and management; • Stakeholder mapping and engagement; • Grievance mechanisms; • Incidents/accidents reporting procedures including for SEA/SH cases; • Contractors/Subcontractors/Supervising Firms ESHS performance management; • Codes of Conduct with SEA/SH provisions; • Social and Behavior Change Communication, baseline and monitorization. <p>2. Prepare and implement an awareness-raising plan for the affected communities and beneficiaries, covering the following topics:</p> <ul style="list-style-type: none"> • Sexual Exploitation and Abuse (SEA) / Sexual Harassment (SH); • Sexually Transmitted Diseases (STD)Community Health and Safety; • Traffic and Road safety; • Codes of conduct for Project workers (including contractors and community workers (Roads Maintenance Intervention Groups - GIMES) • Community and Stakeholder Engagement; • Grievance Mechanisms; • Project-related employment opportunities. • Resettlement Activities 	1 and 2 no later than 30 days after Effective Ddate and thereafter maintained throughout Project implementation.	INAE
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S instruments required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. 	Submit quarterly reports commencing after the Effective Date and no later than 20 business days after the end of each reporting period.	INAE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Complaints submitted to the grievance mechanism, the grievance log, and progress made in resolving them, including SEA/SH cases. E&S performance of contractors and subcontractors as reported through contractors' and supervision firms' reports. Number and status of resolution of incidents and accidents reported under action E below. Reported GBV/SEA/SH cases. Status and advances of any ongoing resettlement or livelihood restoration process. Progress on elaboration and contribution of pertinent Terms of References for the Project Details on the E&S Screening Activities under the project 		
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 Association.</p>	Submit the monthly reports to the Association as annexes to the reports referred in Section C, and upon request from the Association.	INAE
E	<p>INCIDENTS AND ACCIDENTS</p> <ol style="list-style-type: none"> 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 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 Association upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes, and provide a review report. Prepare, agree with the Association and implement a Corrective Action Plan, informed by the review of the root causes, 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"> Notify the Association no later than 48 hours after learning of the incident or accident. GBV or SEA/SH incidents should be notified no later than 24 hours after learning of the incident. Provide available details upon request. Provide review report 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. Provide Corrective Action Plan to the Association, as agreed with 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. 	INAE

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <ol style="list-style-type: none"> 1. Disclose existing Environmental and Social Impact Assessment (ESIA) with Environmental and Social Management Plan (ESMP) for the EN1 between Guadalupe and Neves 2. Disclose existing Environmental and Social Impact Assessment (ESIA) with Environmental and Social Management Plan (ESMP) for the Lagarto Bay Marginal Road (ES101). 3. Prepare, adopt consult upon, disclose, and implement the following instruments for the Project, consistent with the relevant ESSs: <ol style="list-style-type: none"> a. Stakeholder Engagement Plan (SEP); b. Labor Management Procedures (LMP) including a SEA/SH Action Plan (AP) as Annexe c. Site-specific Resettlement Plan (RP) for EN1 between Guadalupe and Neves and Lagarto Bay Marginal Road (ES101) d. Occupational Health and Safety (OHS) Plan – Subcomponent 2.2– Grupos de Interesse para Manutenção de Estradas – (GIME in Portuguese) 4. Update site-specific Environmental and Social Impact Assessment (ESIA) with Environmental and Social Management Plan (ESMP) for the EN1 between Guadalupe and Neves 5. Update Site-specific Environmental and Social Impact Assessment (ESIA) with Environmental and Social Management Plan (ESMP) for the Lagarto Bay Marginal Road (ES101) 6. Cause the contractors to develop and implement Construction ESMPs (C-ESMPs), consistent with the relevant ESSs and site-specific Environmental and Social Impact Assessments (ESIAs) and corresponding Environmental and Social Management Plans (ESMPs) under item 1.1 (3d), 1.1(4) and 1.1(5) and including appropriate Traffic Management Plans. 7. Obtain, the permits, consents and authorizations that are applicable to the Project from national authorities. Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation. 	<ol style="list-style-type: none"> 1. Disclose by negotiations the existing ESIA/ESMP for the EN1 between Guadalupe and Neves. 2. Disclose by negotiations the existing ESIA/ESMP for Lagarto Bay Marginal Road (ES101). 3 Prepare, disclose and implement the following instruments on the following dates: <ol style="list-style-type: none"> a. A SEP was prepared, disclosed on the 5th of November, 2025 and thereafter it shall be implemented throughout Project implementation. b. LMP including a SEA/SH Action Plan no later than 60 days after effective date. c. RP compensation measures for EN1 between Guadalupe and Neves and Lagarto Bay Marginal Road (ES101) implemented prior to carrying out the civil works, in the affected areas. d. OHS Plan for GIMEs prior engagement of community workers. 4. Updated ESIA/ESMP for the EN1 between Guadalupe and Neves prior to procurement processes for the works. 	<p>INAE</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<p>5. Updated ESIA/ESMP for the Lagarto Bay Marginal Road (ES101) prior commencement of civil works.</p> <p>6. Cause the contractors to adopt the ESIA's, RPs and ESMPs under item 1.1 (3c),1.1(4) and 1.1(5) and to develop the C-ESMPs before the commencement of any works and thereafter implement them throughout Project implementation.</p> <p>7. Before the start of activities that requires such permits and implement them throughout Project implementation</p>	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>a. Incorporate the relevant aspects of the ESCP, including, inter alia, the Labor Management Procedures, (including GBV/SEA/SH Action Plan and Code of Conduct), Waste Management Plan (WMP), OHS Plan, Chance Finds Procedure, Community Health and Safety Plan (CHSP), R[A]P(s), Traffic Management Plan (TMP), and ESMP, 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 and supervision firms to the Association.</p> <p>b. Cause contractors, subcontractors and supervising firms to comply with the ESHS specifications of their respective contracts.</p>	<p>a. As part of the preparation of procurement documents and respective contracts.</p> <p>b. Supervise contractors throughout Project implementation.</p>	INAE
1.3	<p>TECHNICAL ASSISTANCE</p> <p>a. Ensure that the consultancy, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the output of such activities comply with the terms of reference.</p> <p>b. Submit the terms of reference for TA activities to the Association for its review and approval.</p>	<p>a. Throughout Project implementation.</p> <p>b. Prior to launching the procurement processes for TA activities.</p>	INAE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.4	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>a. Ensure that the CERC Manual, as specified in the Original Financing Agreement, includes a description of the ESHS assessment and management arrangements, in accordance with the ESSs.</p> <p>b. Implement the E&S provisions of the CERC Manual.</p>	<p>a. The adoption of the CERC Manual, in form and substance acceptable to the Association, is a withdrawal condition under Section III.B.1(b) of Schedule 2 of the Financing Agreement for the Project.</p> <p>b. In accordance with the timeframes specified in the CERC Manual.</p>	INAE
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare and implement the Labor Management Procedures (LMP) for the Project, which LMP shall include:</p> <p>a. Code of Conduct including provisions relating to GBV/SEA/SH risks</p> <p>b. measures to manage labor influx, mitigate associated social risks (including GBV/SEA/SH, communicable diseases, and community tensions), and promote local hiring where feasible and promote opportunities to vulnerable workers</p> <p>c. the GBV/SEA/SH Action Plan as an annex</p>	Prepare the LMP no later than 60 days after Effective Date and thereafter implement the LMP throughout Project implementation	INAE
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>a. Require contractors and subcontractors to (i) prepare and implement OHS Management Measures or Plan in accordance with the ESIA/ESMP; and (ii) integrate OHS Management Measures into C-ESMPs.</p> <p>b. Prepare and implement OHS Management Plan for the GIMEs personnel involved in routine maintenance of paved and unpaved roads, pothole repairs, and specialized interventions such as coastal protection and slope stabilization works (including gabion installation) including mandatory use of appropriate Personal Protective Equipment (PPE) such as helmets, high-visibility clothing, gloves, and safety boots. GIME personal will also follow a safe work procedure for handling materials, operating machinery, and working near traffic or unstable slopes.</p>	<p>a. Prepare C-ESMPs with OHS Management Measures prior to the implementation of relevant activities and implemented throughout the duration of the relevant Project activities.</p> <p>b. Prepare and implement OHS Management Plan for the GIMEs no later than 90 days after effective date and implemented throughout the duration of the relevant Project activities</p>	INAE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers (including contractors and community workers (GIMES)), as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	INAE
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Prepare and implement a WMP, as part of each ESMP prepared for the Project, to manage hazardous and non-hazardous waste, consistent with ESS3, and require contractors and sub-contractors to include and comply with such WMPs in their C-ESMPs.</p>	Prepare the WMP as part of the ESMP Same timeframe as under action 1.1 above, and thereafter implement the WMP throughout Project implementation. C-ESMP WMPs on same timeframe as C-ESMP.	INAE
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.1 above.</p>	Same timeframe as under action 1.1 above.	INAE
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>a. Require contractors and subcontractors to prepare a Traffic Management Plan (TMP) incorporating measures to manage traffic and road safety risks as part of the C-ESMP(s) to be prepared under action 1.1 above.</p> <p>b. Conduct a Road Safety Audit of the detailed engineering designs of the main civil works and prepare a response matrix to explain how the audit findings and recommendations informed or have been taken into consideration in the final design aligned with ESS4.</p>	<p>a. Prepare C-ESMPs including TMP with traffic and road safety measures prior to commencement of civil work and implement them throughout Project implementation.</p> <p>b. Conduct a Road Safety Audit up to the final version of the engineering designs implement recommendations throughout Project implementation.</p>	INAE
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Develop and implement CHSP(s) as part of the ESMP(s) with measures and actions to assess and manage specific risks and impacts to the community arising from Project activities and require contractors and subcontractors to include mitigation measures reflecting the CHSP(s) in the C-ESMPs, including behavior of Project workers (including contractors and community workers (GIMES)), risks of labor influx, SEA/SH, and response to emergency situations</p>	Prior to the start of the works and throughout the implementation of the Project (same timeframe as for the preparation and implementation of the C-ESMPs under action 1.1 (4), (5) and (6) above.).	INAE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p>SEA AND SH RISKS</p> <p>Prepare and implement a SEA/SH Action Plan as part of the LMP, to assess and manage the risks of SEA and SH.</p>	Prepare the SEA/SH Action Plan (annexed to the LMP) no later than 60 days after Effective Date and thereafter implement the SEA/SH Action Plan throughout Project implementation	INAE
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT PLANS</p> <p>Prepare and implement a Resettlement Plan (RP) or a Livelihood Restoration Plan (LRP) for each site under the Project for which such RP or LRP is required, consistent with ESS5, and require contractors and subcontractors to include mitigation measures reflecting the RP(s) in the respective C-ESMPs.</p>	Prepare and implement the respective RP or LRP prior to carrying out the civil works in the affected areas, including ensuring that before taking possession of the land and related assets, full compensation has been provided and, as applicable, displaced people have been resettled and moving allowances have been provided.	INAE
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>a) Fully adhere to the Obo National Park management plan and regulatory frameworks including both the UNESCO biosphere reserve guidelines, and require contractors, supervising firms and subcontractors to do so as part of their contracts.</p> <p>b) Prepare and implement Biodiversity Management Measures (BMM) as part of the ESMPs and cause contractors to include BMM in the respective C-ESMPs, if required, in accordance with the guidelines of the ESIA/ESMPs prepared for the relevant Project activity, and consistent with ESS6.</p>	<p>a) Throughout Project implementation.</p> <p>b) Prepare the BMM prior to the start of the works and throughout the implementation of the Project (same timeframe as for the preparation and implementation of the C-ESMPs under action 1.1 (6) above.).</p>	INAE
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
NOT CURRENTLY RELEVANT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Require contractors and subcontractors to adopt and implement measures to address potential risks to cultural heritage in the C-ESMP consistent with ESS8 and per the specific ESIA/ESMP.</p>	Prior to the start of the works and throughout the implementation of the Project (same timeframe as for the preparation and implementation of the C-ESMPs under action 1.1 (6) above.).	INAE
8.2	<p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures, as part of the ESIA/ESMP of the Project. Project and require contractors and subcontractors to include mitigation measures reflecting the chance finds procedure as part of their C-ESMPs.</p>	Describe the chance find procedures in the ESIA/ESMP before launching the procurement processes for the civil works and cause the contractors. Implement the procedures throughout Project implementation.	INAE
ESS 9: FINANCIAL INTERMEDIARIES			
NOT CURRENTLY RELEVANT			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Elaborate, consult upon 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>	A SEP was prepared, disclosed on the November 5 , 2025, and thereafter it shall be implemented throughout Project implementation.	INAE
10.2	<p>PROJECT GRIEVANCE MECHANISM</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>	Maintain and operate the existing Grievance Mechanism supported by the Project Fiduciary and Administrative Agency – AFAP and INAE throughout Project implementation.	INAE and AFAP
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <p>A. 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.</p> <p>1.1., 2.1, 2,2b</p> <p>10.1, 10.2 Maintain, and operate an accessible grievance mechanism</p>			