



MINISTRY OF ENVIRONMENT



# ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

ACCELERATING RENEWABLE ENERGY INTEGRATION AND SUSTAINABLE ENERGY  
(ARISE) PROJECT (P172788)

**The Republic of Maldives**  
**Accelerating Renewable Energy Integration and Sustainable Energy**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Republic of Maldives is planning to implement the Accelerating Renewable Energy Integration and Sustainable Energy (ARISE) (the **Project**), with the involvement of the following Ministries/agencies/units: The Ministry of Environment, State Electric Company Limited (STELCO) and Fenaka Corporation Limited (incase the electricity service provider within the project implementation area changes during project implementation stage the new party will become a project implementation partner). The International Development Association (IDA), hereinafter the Bank/the Association, has agreed to provide financing for the Project.
2. The Republic of Maldives will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out a summary of the material measures and actions.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the Stakeholder Engagement Plan and Labor Management procedures that have been developed for the Project.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. The Republic of Maldives is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by Republic of Maldives as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and Republic of Maldives, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, Republic of Maldives will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Republic of Maldives. The Republic of Maldives will promptly disclose the updated ESCP. Depending on the project, the ESCP may also specify the funding necessary for completion of a measure or action.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Republic of Maldives shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

<b>Accelerating Renewable Energy Integration and Sustainable Energy</b>			
<b>ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN</b>			
<b>Summary of the Material Measures and Actions to Mitigate the Project's Potential Environmental and Social Risks and Impacts</b>	<b>Timeframe</b>	<b>Responsibility / Authority and Resources/Funding Committed</b>	<b>Date of Completion</b>
<b>ESCP Monitoring and Reporting</b>			
<p><b>REGULAR REPORTING:</b> Prepare &amp; submit to the Bank regular monitoring reports on the environmental, social, health and safety issues &amp; performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p> <p>Collaborate with other agencies and third parties, such as the Island Councils, STELCO and FENAKA, who are responsible for managing specific risks and impacts and implementing mitigation measures to establish such mitigation measures to gather inputs for reporting.</p>	Every three months during project implementation, within 7 days of the end of the three-month period	Environmental and Social Specialist of the PMU (ESS), Environmental and Social Officers (ESSOs), Communications Specialist (CS) and Project Management Specialist (PMS) of the PMU, Ministry of Environment (MoE)	Throughout Project implementation.
Ensure that adequate institutional arrangements, systems, resources and personnel are in place to carry out monitoring of E&S issues including Environmental/field officers.	Within 1 month of project effectiveness	PMS, MoE	Throughout Project implementation.
<b>INCIDENTS AND ACCIDENTS NOTIFICATION:</b> Promptly notify the Bank of any incident, including GBV, or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers.	Within 24 hours of the incident taking place	ESS, ESOs, PMS, MoE	Throughout Project implementation.
Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.	Within three days of the incident/accident taking place	ESS, ESOs, PMS, MoE	Throughout Project implementation.

	Prepare a report on the incident or accident and propose any measures to prevent its recurrence.	Within 7 days of the incident/accident taking place	ESS, ESOs, PMS, MoE	Throughout Project implementation.
	<b>SUPPLIERS/ CONTRACTOR'S MONTHLY REPORTS</b> Ensure that supplier/contractors/investors who have signed agreements on supplying BESS systems/ solar systems/ grid infrastructure submit their monthly performance reports, including implementation of their respective ESMP, to the PMU.	Monthly, within 5 days of the end of the month	Suppliers, Contractors and investors with valid signed agreements with the MoE under the operation, ESS, ESOs, MoE	Throughout Project implementation.
	Submit the contractor's monthly reports to the Bank, upon request.	Upon Request by the World Bank	ESS, ESOs, MoE	Throughout Project implementation.
<b>SUMMARY ASSESSMENT</b>				
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>				
<b>1.1</b>	<b>ORGANIZATIONAL STRUCTURE:</b> Establish an organizational structure with qualified staff to support management of E&S risks of the Project. One (1) Environment and Social Specialist (ESS) and Communications Specialist (CS) to assist with social safeguards and awareness to be recruited at PMU level. Environmental and Social Officers/Focal points (ESSO) need to be identified from each project location by the electricity service provider (at the moment STELCO or Fenaka) should be assigned/ recruited to assist the team in environmental screening and monitoring activities.	Within 90 days of the project effectiveness date.	PMS, MoE, Stelco, Fenaka	Throughout Project implementation.

<p><b>1.2 ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEMS AND SPECIFIC <del>SPECIFIC</del> ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND MANAGEMENT PLANS:</b></p> <p><u>Carryout screening of Independent Power Producers (IPPs) to ensure that they have an Environmental and Social Management System (ESMS) acceptable to the World Bank and is consistent with the Performance Standard. Maintaining and adhering to ESMS throughout the project period will be contractually required.</u></p> <p>Carry out specific environmental and social impact assessments (ESIAs) and Environmental and Social Management Plans (ESMPs), in accordance with the Environmental and Social Management Framework (ESMF) that has been prepared for the Project, to identify, assess and manage the specific environmental and social risks and impacts of all the subprojects associated with civil works (installation of solar cells, both on land and floating systems, BESS systems and any civil works associated with grid upgradation activities). All minimum standards and guidance provided in the ESMF will be ardently followed during project implementation, in the preparation of ESIAs/ESMPs.</p> <p>Subprojects with environmental and social impacts larger than moderate risks as per ESF definition will not be eligible for funding through the World Bank.</p>	<p><u>Screening of IPPs will be undertaken during bidding process</u></p> <p>ESIAs and ESMPs prepared, acceptable to the World Bank prepared before launching the bidding process for any civil works as appropriate, and thereafter implemented through the execution of works. Bidding documents will include provisions for contractors in line with ESMF and specific ESIA and ESMP prepared for the particular sub-project.</p> <p>Under component-1 for solar installation the investor will prepare the ESIA and ESMPs required.</p>	<p><del>Suppliers, Contractors and investors with valid signed agreements with the MoE under the operation, ESS, ESOs, MoE</del></p> <p><u>ESMS screening done by MOE, ESS. Implementation by IPP and MOE.</u></p> <p><u>ESIA and ESMP for components 2 and 3 prepared by MOE, ESS. Monitoring undertaken by ESO and ESS.</u></p> <p><u>ESIA and ESMP for component 1 prepared by IPPs. Monitoring undertaken by ESO, ESS and IPP.</u></p>	<p>Within the specified timeframe and throughout Project implementation.</p>
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<p><b>1.3</b></p>	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS:</b>                  The following tools will be developed and implemented for each subproject site where civil works will be undertaken as part of the ESMP:                  OHS management plan                  Site rehabilitation plan</p>	<p>Before the commencement of civil works.</p>	<p>Suppliers, Contractors and investors with valid signed agreements with the MoE under the operation, ESS, ESOs, MoE</p>	<p>July 1<sup>st</sup> 2020 for the first set of construction works.                   The rest of the construction activities will be preceded by approved plans.</p>
<p><b>1.4</b></p>	<p><b>MANAGEMENT OF CONTRACTORS:</b>                  For All Contracts Management by the PMU                  Ensure that all suppliers/contractors have the necessary capacity to comply with the corresponding ESIA/ESMPs in accordance with the ESMF and the Project's Labor Management Procedures throughout <u>their contract. This includes ensuring that the procurement documents include the necessary technical specifications for the adequate handling of issues contained in the specific ESIA/ESMPs and Labor Management Procedures. MINEDUC will also ensure that:</u>                   a) <u>All implementing partners to have Environment and Social Staff</u>                  b) <u>Ensure that GBV code of conduct are included in service providers tender documents in accordance with national laws and the bank ESF requirements.</u></p>	<p>Development of procedures: August 2020_   <u>Implementation: whole life of the project.</u></p>	<p>MoE, ESS, ESOs,</p>	<p>August 2020</p>

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	<p><del>their contract. This includes ensuring that the procurement documents include the necessary technical specifications for the adequate handling of issues contained in the specific ESIA/ESMPs and Labor Management Procedures. MINEDUC will also ensure that;</del></p> <p>a) <del>All implementing partners to have Environment and Social Staff — Ensure that GBV code of conduct are included in service providers tender documents in accordance with national laws and the bank ESF requirements.</del></p>	<p><del>Implementation: whole life of the project.</del></p>		
1.5	<p><b>PERMIT, CONSENTS AND AUTHORIZATIONS:</b> Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities.</p> <p>MoE shall obtain environmental certification and building permits, from the respective authorizing agencies, prior to the commencement of any construction activities.</p> <p>All construction materials shall be sourced from authorized sites.</p>	<p>ESIA/ESMP Clearance from the EPA and World Bank Clearance: before the commencement of construction works subject to ESIA; Other permits, consents and authorizations: before commencement of related project activities; Implementation and compliance: throughout the project life</p>	<p>Suppliers, Contractors and investors with valid signed agreements with the MoE under the operation, ESS, ESOs, MoE</p>	<p>Throughout Project implementation.</p>
1.6	<p><b>LEASE AGREEMENTS:</b> MOU will be signed with landowner confirming space for rooftop solar PV. A Space Lease Agreement will be signed between the roof owner and the investor confirming the space. Purchase land on a willing-buyer-willing-seller approach (i.e., as a private transaction with no involuntary resettlement impacts) for ground-mounted PV installations</p>	<p>Prior to commencement of civil works</p>	<p>MoE, ESOs, ESS, Legal Specialist (LS)</p>	<p>Throughout project implementation</p>
1.7	<p><b>TECHNICAL ASSISTANCE:</b> Ensure that terms of reference for studies, capacity building, training and any outputs of technical assistance provided under the Project, are acceptable to the Association and duly incorporate and take into consideration the requirements of the ESSs.</p>	<p>Throughout Project implementation.</p>	<p>MoE, ESS</p>	<p>Throughout Project implementation.</p>

**ESS 2: LABOUR AND WORKING CONDITIONS**

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<p><b>2.1</b></p>	<p><b>LABOR MANAGEMENT PROCEDURES:</b> Implement the labor management procedures (LMP) prepared in accordance with the requirements of national law and ESS2, which clearly spells out the (i) terms and conditions of employment; (ii) measures to ensure nondiscrimination and equal opportunity; (iii) provisions to form workers’ organizations; and (iv) prevention of child and forced labor</p>	<p>Throughout the project period</p>	<p>MoE, ESOs, ESS</p>	<p>Throughout Project implementation.</p>
<p><b>2.2</b></p>	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS:</b> The project will establish and operationalize a Grievance Mechanism for workers as per the Labor Laws of the Government of Maldives and stipulated in the LMP.</p>	<p>Before start of civil works</p>	<p>MoE, ESOs, CS, ESS</p>	<p>Throughout the project implementation</p>
<p><b>2.3</b></p>	<p><b>OHS MEASURES:</b> Prepare and implement appropriate occupational health and safety measures (OHS), including emergency preparedness and response measures, as part of the development and implementation process of the corresponding ESMPs, in accordance with the guidelines contained in the ESMF and the Labor Management Procedures <b>Applicability and Approach:</b> a) Employers and supervisors are obliged to implement all reasonable precautions to protect the health and safety of workers. b) The contractor will hire a technical staff capable to manage the occupational health and safety issues of their employees.</p>	<p>Before commencement of civil works.</p>	<p>Suppliers, Contractors and investors with valid signed agreements with the MoE under the operation, ESS, ESOs, MoE</p>	<p>Throughout the execution of the project</p>

<p><b>2.4</b></p>	<p><b>EMERGENCY PREPAREDNESS AND RESPONSE:</b>                  Prepare and implement appropriate Emergency Preparedness and Response (EPR), as part of the development and implementation process of the corresponding ESMPs, in accordance with the guidelines contained in the ESMF and the Labor Management Procedures  <b>The emergency Preparedness and Response will include:</b>                  a) engineering controls (such as containment, automatic alarms, and shut-off systems) commensurate with the nature and scale of the hazard;                  b) identification of and secure access to emergency equipment available on-site and nearby;                  c) notification procedures for designated emergency responders;                  d) <u>Training program for emergency responders including drills at regular intervals;</u>                  e) <u>Public evacuation procedures;</u>                  f) <u>Designated coordinator for ERP implementation;</u>                  g) <u>Measures for restoration and clean-up of the environment following any major accident;</u>                  h) <u>Documentation of emergency preparedness and response activities, resources, and responsibilities.</u></p>	<p>Prior to initiating construction. Maintained throughout Project implementation.</p>	<p>Suppliers, Contractors and investors with valid signed agreements with the MoE under the operation, ESS, ESOs, MoE</p>	<p>Throughout the execution of the project</p>
<p><b>2.5</b></p>	<p><b>PROJECT WORKERS TRAINING:</b>  <u>Training will be provided to workers in hygiene, health and safety, sexual transmitted diseases, Gender based violence/exploitation and sexual abuse.</u></p>	<p><u>August 2019, prior to commencement of construction, with regular site training sessions.</u></p>	<p><u>Suppliers, Contractors and investors with valid signed agreements with the MoE under the operation, ESS, CS, ESOs, MoE</u></p>	<p><u>Within the specified timeframe and throughout Project implementation.</u></p>

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	<p><del>d) Training program for emergency responders including drills at regular intervals;</del></p> <p><del>e) Public evacuation procedures;</del></p> <p><del>f) Designated coordinator for ERP implementation;</del></p> <p><del>g) Measures for restoration and clean-up of the environment following any major accident;</del></p> <p><del>h) Documentation of emergency preparedness and response activities, resources, and responsibilities.</del></p>			
<b>2.5</b>	<p><b>PROJECT WORKERS TRAINING:</b>  <del>Training will be provided to workers in hygiene, health and safety, sexual transmitted diseases, Gender based violence/exploitation and sexual abuse.</del></p>	<p><del>August 2019, prior to commencement of construction, with regular site training sessions.</del></p>	<p><del>Suppliers, Contractors and investors with valid signed agreements with the MoE under the operation, ESS, CS, ESOs, MoE</del></p>	<p><del>Within the specified timeframe and throughout Project implementation.</del></p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>				
<b>3.1</b>	<p><b>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS:</b>  Measures to effectively manage wastes and hazardous materials will be identified and included as part of the specific ESIA/ESMPs to be prepared under action 1.2, managed as per the minimum standards stipulated in the project ESMF and also stipulated as cradle to grave management conditions in the Power Purchase Agreements and MOUs signed with suppliers/investors of solar cells and BESS operating systems.</p>	<p>Throughout project implementation.</p>	<p>MoE, ESOs, ESS</p>	<p>Throughout project implementation.</p>
<b>3.2</b>	<p><b>Resource Efficiency:</b> Feasible measures (financial and technical) for improving efficiency in consumption of energy and water, as well as other resources and material inputs will be identified through the specific ESIA/ESMPs to be prepared under action 1.2.</p>	<p>Throughout project implementation.</p>	<p>MoE, ESOs, ESS</p>	<p>Throughout project implementation.</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>				
<b>4.1</b>	<p><b>TRAFFIC AND ROAD SAFETY:</b>  Appropriate measures will be identified, and plans prepared to ensure road safety and minimize traffic accidents. These will be part of the site specific ESMPs/ESIAs.</p>	<p>Throughout project implementation</p>	<p>MoE, ESOs, CS, ESS</p>	<p>Throughout project implementation</p>

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4.2	<b>COMMUNITY HEALTH AND SAFETY:</b> The site specific ESMPs/ESIAs will incorporate appropriate measures to effectively mitigate potential risks and impacts of the project to the community and ecosystems.	Throughout project implementation	MoE, ESOs, CS, ESS	Throughout project implementation
4.3	<b>GBV AND SEA RISKS:</b> The site specific ESMPs/ESIAs will assess the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA); and incorporate appropriate measures manage these risks. The plans will also include awareness raising sessions to educate workers and local communities on GBV/SEA issues.	Throughout project implementation	MoE, ESOs, CS, ESS	Throughout project implementation
4.4	<b>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</b> Part 2.3 aimed at addressing GBV/SEA issues under this Project, which will support gender sensitive consultations and awareness activities and trainings.	Throughout Project implementation.	MoE, ESOs,CS, ESS	Throughout Project implementation.
4.5	<b>EMERGENCY RESPONSE MEASURES:</b> Throughout the life cycle of the project, there will be continuous assessment of possible risks to the communities as it relates to emergency incidents such as the uncontrolled release of pollutants and fire, accidents, etc. Emergency plans shall be prepared and operationalized. The plans shall entail response procedures; communication protocols; and staffing and training requirements for their effective implementation.	November 2019 prior to commencement of construction and maintain during the project timeline	MoE, ESOs, CS, ESS	September 2025
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>				
	<b>This standard is not relevant for the Project.</b> Sub-project requiring land acquisition from private parties will not be eligible for funding from the World Bank.			Not applicable
<b>ESS 6 BIODIVERSITY RISKS AND IMPACTS:</b>				
6.1	<b>Measures to effectively manage risks and impacts on biodiversity will be identified and included as part of the specific ESIAs/ESMPs to be prepared under action 1.2</b>	Prior to commencement of each sub-project and maintained during construction	MoE, ESOs, ESS	

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				Throughout project implementation
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>				
	This standard is not relevant for the Project.			
<b>ESS 8: CULTURAL HERITAGE</b>				
8.1	<b>CHANCE FINDS:</b> The ESMPs/ESIA to be prepared (action 1.2) will incorporate chance find procedures in case valuable artefacts or culturally valuable materials are found during project implementation.	Prior to commencement of each sub-project and maintained during construction	MoE, ESOs, ESS	Throughout project implementation
8.2	<b>CULTURAL HERITAGE:</b> The ESMPs/ESIA to be prepared (action 1.2) will incorporate chance find procedures in case valuable artefacts or culturally valuable materials are found during project implementation.	Prior to commencement of each sub-project and maintained during construction	MoE, ESOs, ESS	Throughout project implementation
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>				
	This standard is not relevant for the Project.			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>				
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION:</b> Develop and implement a Stakeholder Engagement Plan (SEP), to ensure engagement with the project-affected communities and other stakeholders throughout Project implementation.  As committed in SEP, annual reports of stakeholder engagement activities undertaken by the project will be prepared and disclosed publicly through the website of the Ministry. The SEP will be reviewed during mid-term and revised if necessary.	SEP already prepared. Will be implemented throughout Project implementation and reviewed during the MTR and annual reporting.	MoE, ESOs, ESS, CS	Within the specified timeframe throughout Project implementation.
10.2	<b>PROJECT GRIEVANCE MECHANISM:</b>			

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<p>Establish, maintain and operate a grievance mechanism to ensure reception and timely response to any complaints made about the Project (including those from members of the communities, local businesses and other stakeholders), as described in the SEP.</p>	<p>The grievance mechanism will be established by August 2020, prior to commencement of the Project, and will be maintained and operated throughout Project implementation.</p>	<p>MoE, ESOs, ESS, CS</p>	<p>Within the specified timeframe, throughout Project implementation.</p>
<p><b>Capacity Support (CS standards for Contractors/Suppliers)</b></p>			
<p><b>Specify Training to be provided</b></p>	<p><b>Specify Targeted Groups and Timeframe for Delivery</b></p>	<p><b>Specify Training Completed</b></p>	
<p><b>Introduction to ESF, Processes and best practices as per the ESMF</b></p>	<p>E&amp;S specialist, ESO, IPPs</p>	<p>At project commencement and refresher at project midterm.</p>	
<p><b>Environment and social monitoring and reporting</b></p>	<p>E&amp;S specialist, ESO, CS</p>	<p>At project commencement and refresher at project midterm.</p>	
<p><b>Training on Stakeholder engagement and consultation</b></p>	<p>E&amp;S specialist, ESO, CS</p>	<p>At project commencement and refresher at project midterm.</p>	
<p><b>Use of Personal Protective Equipment (PPE)</b></p>	<p>E&amp;S specialist, ESO, IPs, CS</p>	<p>Continuous throughout Project timeline</p>	
<p><b>Emergency Preparedness and Response</b></p>	<p>Site Engineers and Project Manager</p>	<p>A month prior the Sub-Project commencement</p>	
<p><b>Occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.</b></p>	<p>All workers and Project staff</p>	<p>Continuous throughout Project timeline</p>	
<p><b>Environmental Awareness</b></p>	<p>All workers and project staff</p>	<p>Continuous throughout the project implementation</p>	
<p><b>Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)</b></p>	<p>All workers and project staff</p>	<p>Continuous throughout the project implementation</p>	
<p><b>Sexually Transmitted Diseases (STDs) and other communicable diseases</b></p>	<p>All workers and project staff</p>	<p>Continuous throughout the project implementation</p>	