

**PERMANENT OKAVANGO RIVER BASIN
WATER COMMISSION (OKACOM)**

**Cubango-Okavango River Basin (CORB):
Financing Innovation In Transboundary
Waters Project (P513349)**

Negotiated

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

April 14 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Permanent Okavango River Basin Water Commission (OKACOM) (“Recipient”) will implement the Cubango-Okavango River Basin: Financing Innovation in Transboundary Waters Project (the Project), as set out in the Grant Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank), acting as an Implementing Agency of the Global Environment Facility Trust Fund, 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 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 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. 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 agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient’s Representatives 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.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Establish and maintain a Project Implementing Unit (PIU) 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 specialist and a social specialist, a stakeholder engagement specialist.</p>	a. Within 3 months of Project effectiveness and thereafter maintain the PIU and these positions throughout Project implementation.	PIU within OKACOM
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the following capacity building measures:</p> <ul style="list-style-type: none"> training for PIU E&S staff on stakeholder mapping and engagement, environmental and social assessments and development and implementation of environmental management systems. 	Within 2 month of the recruitment of the E&S staff	PIU within OKACOM
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 (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 documents required under the ESCP. Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. Number and status of resolution of incidents and accidents reported under action D below. 	Quarterly	PIU within OKACOM

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p>INCIDENTS AND ACCIDENTS</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; 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 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>	PIU within OKACOM
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>1. Prepare and implement Environmental and Social Management and Monitoring tools, in line with the ESF, as part of the CORB fund decision making processes.</p> <p>As part of the decision-making process, ensure that downstream projects are screened for E&S risks and impacts, and that relevant project level environmental and social assessment instruments are prepared in line with the CORB Transboundary Environmental Assessment Guidelines (TEAG) and reviewed by the CORB fund prior to implementation.</p>	<p>1. Prepare and operationalize the framework as part of the CORB fund decision-making procedure, prior to financing the first investment project.</p>	PIU within OKACOM
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including pre-feasibility studies for priority investment project), capacity building, training, and any other technical assistance activities for Type 1 and Type 3 investments under the Project in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs and the TEAG. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	<p>Throughout Project implementation.</p>	PIU within OKACOM
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Ensure that Project workers are engaged in the implementation of the Project in accordance with ESS2. To this end, implement the following measures:</p> <p>a) Provide Project workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation, and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;</p> <p>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), the industry-specific EHSGs and other Good International Industry Practice (GIIP), as relevant;</p> <p>c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance mechanisms without fear of retaliation; and (iii) provide effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</p> <p>d) Develop a code of conduct for workers, which shall include measures to prevent and respond to sexual exploitation and abuse, and sexual harassment (SEA/SH) cases;</p> <p>e) Incorporate the relevant requirements above in the E&S specifications of the procurement documents and contracts with third parties that engage Project workers in the implementation of the Project;</p>	Within one month of Effectiveness and throughout Project implementation.	PIU within OKACOM
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>As part of the CORB fund ES screening and monitoring tools, assess and manage specific risks and impacts to the health and safety arising from downstream project activities, and include mitigation measures in the site-specific project E&S instruments to be prepared.</p>	Same timeframe as stipulated in Action 1.1	PIU within OKACOM
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT [
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p>	Same timeframe as stipulated in Action 1.1	PIU within OKACOM

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	As part of the CORB fund ES screening and monitoring tools, assess and manage specific risks and impacts related to the resource efficiency and pollution prevention and management arising from downstream project activities, and include mitigation measures in the site-specific project E&S instruments to be prepared.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY As part of the CORB fund ES screening and monitoring tools, assess and manage specific risks and impacts related to traffic and road safety arising from downstream project activities, and include mitigation measures in the site-specific project E&S instruments to be prepared.	Same timeframe as stipulated in Action 1.1	PIU within OKACOM
4.2	COMMUNITY HEALTH AND SAFETY As part of the CORB fund ES screening and monitoring tools, assess and manage specific risks and impacts to community health and safety arising from downstream project activities, and include mitigation measures in the site-specific project E&S instruments to be prepared.	Same timeframe as stipulated in Action 1.1	PIU within OKACOM
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	As part of the CORB fund ES screening and monitoring tools, assess and manage specific risks and impacts to the health and safety arising from downstream project activities, and include mitigation measures in the site-specific project E&S instruments to be prepared.	Same timeframe as stipulated in Action 1.1	PIU within OKACOM
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS As part of the CORB fund ES screening and monitoring tools, assess and manage specific risks and impacts to community health and safety arising from downstream project activities, and include mitigation measures in the site-specific project E&S instruments to be prepared.	Same timeframe as stipulated in Action 1.1	PIU within OKACOM
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not applicable		
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS	Same timeframe as stipulated in Action 1.1	PIU within OKACOM

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	As part of the CORB fund ES screening and monitoring tools, assess and manage specific risks and impacts to community health and safety arising from downstream project activities, and include mitigation measures in the site-specific project E&S instruments to be prepared.		
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
	Not applicable		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update and implement a Stakeholder Engagement Plan (SEP) for the Project, disclosed on April 1, 2026, prior to Appraisal, 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>	Throughout Project implementation.	PIU within OKACOM
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>	No later than Effectiveness and thereafter maintain and operate the mechanism throughout Project implementation.	PIU within OKACOM
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			
1. Recruitment of E&S staff as outlined under Section A above.			