

**Ministry of Finance and Public Enterprises
Republic of Maldives**

**Maldives Emergency Support for Critical
Services Project**

P516182

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

Negotiated

April 10, 2026

1. The Republic of Maldives (the Recipient) will implement the Maldives Emergency Support for Critical Services Project (the Project) through its Ministry of Finance and Public Enterprises (MoFPE) as the implementing agency, utilizing the existing Project Management Unit (PMU) of the MoFPE, and with the involvement of the State Trading Organization (STO), as set out in the Financing 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 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 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.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Maintain the existing environmental and social management team within the PMU that is tasked with E&S management to support management of environmental, social, health and safety risks and impacts of the Project including a Environment and Social Specialist and a Public Communications Specialist.</p> <p>b. Maintain the implementation arrangements set forth in the Implementation Agreement, with terms acceptable to the Bank, executed between MoFPE and STO for this Project.</p>	<p>a. Maintain existing PMU of MCGP and maintain these positions throughout Project implementation.</p> <p>b. Maintain in accordance with the terms of the Implementation Agreement</p>	Ministry of Finance and Public Enterprises (MoFPE)
B	<p>CAPACITY BUILDING MEASURES</p> <p>Train relevant Project workers proportionate to the emergency nature and risk profile of the Project. Training shall be provided to:</p> <p>(i) PMU staff responsible for environmental and social oversight;</p> <p>(ii) State Trading Organization (STO) staff involved in the procurement, handling, storage and transport of Project financed fuel; and</p> <p>(iii) contracted fuel transport and handling personnel.</p> <p>Training shall cover fuel spill prevention and response, waste management, fire and explosions risk management, management of air emissions, emergency preparedness, occupational health and safety, incident notification procedures, codes of conduct (including SEA/SH awareness), and grievance mechanisms.</p>	Commence trainings no later than 30 days after the Effective Date and continue as required during Project implementation.	PMU, MoFPE
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental and social (E&S), and occupational health and safety (OHS) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> ESCP Implementation, i.e. measures noted in ESS1–ESS4 below. 	<p>Submit monthly reports to the Association throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	PMU, MoFPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> 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. Number and status of resolution of incidents and accidents (including SEA/SH) reported under action E below, and corrective actions. 		
D	<p>INCIDENTS AND ACCIDENTS</p> <p>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; 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 Association upon request. These include accidental fuel spills during marine transportation or offloading at ports, leakage from storage tanks, improper handling or disposal of fuel residues and oily waste, air emissions from fuel handling and storage, and fire and explosion hazards.</p> <p>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.</p>	<p>Notify the Association 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 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.</p>	PMU, MoFPE
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>a. The PMU shall ensure that environmental, social, health and safety risks associated with the procurement, transportation, offloading, storage and distribution of fuel financed under the Project are identified and managed in accordance with ESS1, ESS2, ESS3 and ESS4. To this end, the Recipient shall:</p>	<p>a. Due diligence completed within 30 days of Effectiveness. E&S measures applied throughout Project implementation</p> <p>b. Same timeframe as above.</p>	PMU, MoFPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>(i) conduct a proportionate environmental and social due diligence to confirm the application of STO's existing fuel supply chain arrangements (including marine transport, ports, storage facilities and interisland distribution) to Project-financed fuel, including review of relevant procedures and records (e.g., spill prevention and response, emergency preparedness, incident reporting, and worker safety arrangements), and identify any additional ESCP-specific measures required to ensure consistency with ESS1–ESS4;</p> <p>(ii) ensure monitoring of E&S performance of STO and any relevant service provider engaged in fuel transport/handling through periodic reporting.</p> <p>b. Prepare and allocate budget for the implementation of the requirements of this ESCP.</p>		
1.2	<p>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</p> <p>For fuel purchases eligible for retroactive financing, the PMU shall carry out a proportionate and confirmatory environmental and social due diligence of the relevant activities applicable to Project-financed fuel, to confirm consistency with ESS1–ESS4, including review of existing documentation and records, such as incident records, spill management practices and worker safety arrangements. Where gaps are identified, corrective measures shall be implemented in a manner and timeframe acceptable to the Association.</p>	Follow the same timeframe as section 1.1, then implement during the Project's implementation phase.	PMU, MoFPE
1.3	<p>PART USE OF RECIPIENT'S ENVIRONMENTAL AND SOCIAL FRAMEWORK</p> <p>a. Ensure that the E&S risks and impacts of the Project, are managed in accordance with this ESCP, relevant ESF standards and the Recipient's E&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>b. Promptly notify the Association of any changes to the Recipient's E&S Framework that may materially adversely affect the Recipient's ability to manage the E&S risks and impacts of the Project in line with the ESSs and the immediate measures taken or that are planned to be taken to address said changes and the ensuing potential risks and impacts of the Project. If, in the opinion of the Association, such changes adversely affect relevant E&S and HS risk management aspects of the Project, the Recipient shall agree to implement measures and actions to address them in a manner acceptable to the Association. The ESCP shall be updated to reflect such agreed actions.</p>	<p>a. Follow the same timeframe as section 1.1, then implement during the Project's implementation phase.</p> <p>b. Notify the Association immediately after taking notice of the change to the Recipient's E&S Framework. Subsequent actions, if requested by the Association, shall be reflected in an updated ESCP as indicated in paragraph 4 of the Initial Section of this ESCP.</p>	PMU, MoFPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.4	<p>Supplier ESHS Compliance for Project Financed Fuel</p> <p>Where fuel supply and logistics contracts applicable to Project financed fuel cannot be amended, the PMU shall ensure that suppliers and service providers engaged for Project financed fuel deliveries comply with minimum environmental, social, health and safety requirements consistent with ESS1–ESS4.</p> <p>To this end, the Recipient shall:</p> <p>(a) issue a formal notification or directive to relevant suppliers and service providers specifying the applicable ESHS requirements for Project financed activities; and</p> <p>(b) obtain a written acknowledgement or side letter from such suppliers and service providers confirming compliance with the applicable ESHS requirements for Project-financed fuel deliveries; and</p> <p>(c) ensure that only fuel supplies and logistics services that comply with these requirements are eligible for financing under the Project.</p> <p>(d) Compliance shall be verified through documentation and monitoring by the PMU and STO.</p>	<p>a. Same timeframe as section 1.1, then implement during the Project's implementation phase.</p> <p>b. Required prior to start of Negotiations</p> <p>c. Same timeframe as section 1.1, then implement during the Project's implementation phase.</p> <p>d. Same timeframe as section 1.1, then implement during the Project's implementation phase.</p>	PMU, MoFPE in coordination with STO
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES.</p> <p>Ensure that workers are engaged in the implementation of the Project consistent with ESS2. To this end, ensure that the following measures are implemented:</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, <i>inter alia</i>, 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), and other relevant Good International Industry Practice (GIIP) and, the industry-specific EHSGs as appropriate.</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 and redress mechanisms without fear of retaliation; and effective freedom to form and join workers</p>	Follow the same timeframe as section 1.1, then implement during the Project's implementation phase.	PMU, MoFPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</p> <p>d. Maintain the existing grievance mechanisms of STO and MoFPE throughout Project implementation;</p> <p>e. Implement the STO's HR policies on Gender Equality and Discrimination & Anti-Harassment and code of conduct for Project workers, and measures to prevent and respond to SEA and SH cases;</p>		
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT MEASURES</p> <p>Require STO to implement OHS Management Measures during handling, storage and transportation of fuel financed under the Project, in accordance with STO's existing operational procedures, general Environmental, Health and Safety Guidelines (EHSGs) of the Association, and other relevant Good International Industry Practice (GIIP) and, as appropriate and include relevant OHS clauses.</p>	Follow the same timeframe as section 1.1, then carry out the Measures during the Project's implementation phase.	PMU, MoFPE
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Maintain and operate the existing grievance mechanism for Project workers at STO and PMU consistent with ESS2.</p>	Follow the same timeframe as section 1.1 and operate during the Project's implementation phase.	PMU, MoFPE
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT MEASURES</p> <p>Maintain and operate STO's existing waste management operational procedures applicable to Project-financed fuel activities, in accordance with the international maritime safety standards (IMO and MARPOL), and other relevant Good International Industry Practice (GIIP). Ensure that existing waste management measures are applied to the handling of hazardous and non-hazardous wastes including management of oil spills, and other waste associated with Project-financed fuel,, consistent with ESS3.</p>	Follow the same timeframe as section 1.1 and implement during the Project's implementation phase.	PMU, MoFPE
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>The Recipient shall ensure that pollution risks associated with the transportation, offloading, storage and distribution of Project-financed fuel are prevented and managed in accordance with ESS3, and other Good International Industry Practice, including through spill prevention and response measures.</p> <p>A) Maintain and operate STOs existing Resource Efficiency and Pollution Prevention Operational Procedures including robust spill prevention measures, emission controls, emergency response preparedness, regular fuel quality testing fleet efficiency</p>	Follow the same timeframe as section 1.1 and implement during the Project's implementation phase.	PMU, MoFPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>improvements, monitoring of carbon intensity indicators, adoption of low-sulfur fuels, solar energy pilots, water conservation measures, and circular practices like gas cylinder requalification developed as per international maritime safety standards (IMO and MARPOL).</p> <p>B) Assess and manage any gaps in the current Operational Procedures by adhering to ESS3 guidelines.</p> <p>C) Incorporate resource efficiency and pollution prevention and management measures as required under action 1.1 above.</p>		
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRANSPORTATION (SEA AND ROAD SAFETY)</p> <p>Manage transportation of Project-financed fuel as per STOs existing Operational Procedures and ESS4 and Incorporate measures to manage transportation risks as required i under action 1.1 above.</p>	Follow the same timeframe as section 1.1 and implement during the Project's implementation phase.	PMU, MoFPE
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>The PMU shall assess and manage risks to community health and safety arising from accidental fuel spills, fires or explosions related to Project-financed fuel activities, including through emergency preparedness, incident response procedures and coordination with relevant authorities, in accordance with ESS4.</p>	Follow the same timeframe as section 1.1 and implement during the Project's implementation phase.	PMU, MoFPE
4.3	<p>SEA AND SH RISKS</p> <p>Implement SEA/SH prevention measures, including all existing STO and MoFPE measures, as required, to assess and manage the risks of SEA and SH.</p>	Follow the same timeframe as section 1.1 and implement during the Project's implementation phase.	PMU, MoFPE
4.4	<p>SECURITY MANAGEMENT</p> <p>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 and include reference to the measures, as needed.</p>	Follow the same timeframe as section 1.1 and implement during the Project's implementation phase.	PMU, MoFPE
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT</p> <p>Incorporate stakeholder engagement and information disclosure in the implementation of the Project, in a manner consistent with ESS 10. To this end, it will be ensured that the following measures are continuously implemented:</p>	Follow the same timeframe as section 1.1 and implement during the Project's implementation phase, and provide reporting as per C.	PMU, MoFPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> a) Identify relevant stakeholders. b) Provide stakeholders with information about the environmental and social risks and impacts of the Project in a timely, understandable, accessible and appropriate manner and format; c) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, as relevant to Project-related environmental and social aspects; d) Document the stakeholder engagement activities, including: (i) stakeholder identification and/or mapping; (ii) information disclosed; (iii) description of consultations and participation mechanisms utilized, and records of meetings held; (iv) feedback received and responses to said feedback; and (iii) measures to engage stakeholders who, because of their circumstances, may be disadvantaged or vulnerable. 		
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>The Project shall maintain, publicize and operate the existing grievance mechanisms of the STO and MCGP (P179286) to receive and facilitate resolution of concerns and grievances related to Project financed fuel procurement, transportation, storage and distribution, including grievances related to environmental pollution (e.g. spills), community health and safety, worker conduct, and SEA/SH, 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>	Follow the same timeframe as section 1.1 and implement during the Project's implementation phase, and provide reporting as per C.	PMU, MoFPE
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			
Action A (Organizational Structure), 1.1 (ESHS Due Diligence), 3.1 (Waste Management Measures), 4.1 (Transportation Safety) and 10.2 (GRM).			