

**Kingdom of Morocco / National Agency for the
Development of Oasis Zones and the Argan Tree -
ANDZOA**

**Morocco Sustainable Oasis Ecosystems
Management Project
(P500402)**

Draft version

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

date of negotiations 8 Mai

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Morocco (the Recipient) will cause ANDZOA to implement the **Morocco Sustainable Oasis Ecosystems Management Project** (the Project) , with the involvement of the institutions under the Ministry of Agriculture, Maritime Fisheries, Rural Development and Water and Forests (ORMVA-TF, DPA-Tata, ONCA, ANEF) and those under the authority of the Ministry of Equipment and Water (ABHs ZGR and DON and DRPE), as set out in the Grant Agreement. The Bank acting as administrator of the Global Partnership for Sustainable and Resilient Landscapes Multi-Donor Trust Fund, has agreed to provide financing for the Project as set out in the Grant 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 part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Grant Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that Recipient shall cause ANDZOA to carry out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and The Recipient. the Recipient shall cause ANDZOA To promptly disclose the updated ESCP.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s). Reports should also include environmental and social non-conformities, as well as indicators relating to worker health and safety.</p>	<p>Submit six-monthly annual reports to the Bank throughout Project implementation, commencing the 1^{er} semester after the Signature Date. Submit each report to the Bank no later than 45 days after the end of each reporting period.</p>	ANDZOA (PIU/TA)
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related to the Project that has or is likely to have serious consequences for the environment, affected communities, the public or personnel, including, but not limited to, cases of sexual exploitation and abuse (SEA), sexual harassment (SH) and accidents resulting in death or serious or multiple injuries. Provide sufficient details of the scope, severity and possible causes of the incident or accident, indicating immediate measures taken or measures to be taken without delay to address it, and any information made available by any suppliers and service providers and/or by the prime contractor, if applicable.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	ANDZOA (PIU/TA)
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	<p>Submit monthly reports to the Bank upon request as annexes to the reports to be submitted under action A above.</p>	ANDZOA (PIU/TA)
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p>	<p>Establish and maintain a PIU as set out in the Grant Agreement.</p>	ANDZOA (PIU/TA)

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MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>ANDZOA, through its PIU-AT, will be responsible for overall management of the process of implementing environmental and social procedures relating to the Project. A team will be appointed to implement the environmental and social instruments and to provide operational supervision of the Project's environmental and social risk management plans and procedures.</p> <p>Establish and maintain the Project Management Unit - Technical Assistance (PIU-TA) within the Direction Des Zones Oasiennes (DDZO) with qualified staff and resources to support management of ESHS risks and impacts of the Project, including an environmental and a social specialist, a gender specialist and a communications and stakeholder engagement specialist.</p>	<p>One month at the latest after the Signature Date, this PIU will be staffed by qualified personnel with the required skills for the management of environmental, social and gender issues.</p> <p>Full-time consultant(s) will be hired during the first year of Project implementation to train and assist PIU E&S specialists and focal points to ensure compliance.</p> <p>These positions will be maintained throughout the Project implementation.</p>	
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Adopt and implement the Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP), the Stakeholder Engagement Plan (SEP), the labor Management Procedure (LMP), the resettlement framework (RF), the Cultural Heritage Management Plan (CHMP) and the Action Plan for the Prevention of Sexual Harassment and Sexual Exploitation and Abuse, consistent with the relevant ESSs. 2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. 3. Adopt and implement specific ESIA/ESMPs, in compliance with current national regulations and relevant ESSs. 4. Ensure that the PIU-TA adopts and supports ANDZOA to implement all instruments, as indicated in paragraph 1. The activities described in the exclusion list in the ESMF are not eligible for funding under the Project. 	<ol style="list-style-type: none"> 1. before finalizing the tender documents, then implement them throughout the implementation of the Project. 2. The ESMF was published on April 3, 2024, and must be adopted before the start of any activities and then applied throughout the implementation of the Project. 3. Prepare and adopt specific ESIA/ESMPs prior to the start of activities that requires the adoption of the ESMP. Once adopted, implement the respective ESMP throughout Project implementation. 	<p>1. ANDZOA</p> <p>2. ANDZOA (PIU/TA)</p>
<p>1.3 MANAGEMENT OF CONTRACTORS</p>	<p>As part of the preparation of procurement files and contracts.</p>	<p>ANDZOA (PIU)</p>

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, including the LMP and its code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.	Supervise contractors throughout the implementation of the Project.	
1.4	TECHNICAL ASSISTANCE Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project including ESIA/ESMPs, SEP, LMP, CHMP, RF and SEA/SH Action plan are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout project implementation. Full-time consultant(s) will be hired during the first year of Project implementation to train and assist PIU E&S specialists and focal points to ensure compliance.	ANDZOA (PIU)
1.6			
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	A labor management procedure has been prepared, and published and will be adopted prior to the start of any activities and will be applied throughout the implementation of the Project.	ANDZOA (PIU/TA)
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and make operational a grievance redress mechanism (GRM) for Project workers, as described in the workforce management procedures and in accordance with the provisions of ESS2.	Establish the grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	ANDZOA (PIU/TA)
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement a Waste Management Plan (WMP) to manage hazardous and non-hazardous waste, consistent with ESS3.</p>	Adopt the WMP prior to the start of activities, and thereafter implement the WMP throughout Project implementation.	ANDZOA (PIU/TA)
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 1.2 above.</p>	Same timeframe as for adoption and implementation of specific ESMPs (<i>before finalization of tender documents, then implementation throughout Project implementation</i>)	ANDZOA (PIU/TA)
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action.1.2 above .</p>	Same timeframe as for adoption and implementation of specific ESMPs (<i>before finalization of tender documents, then implementation throughout Project implementation</i>)	ANDZOA (PIU/TA)
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities could have on the population, such as the behavior of Project workers, labor influx, disease transmission, emergency response, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the adoption and implementation of ESMPs (<i>before finalization of tender documents, then implementation throughout Project implementation</i>).	ANDZOA (PIU/TA)
4.3	<p>SEA AND SH RISKS</p> <p>Adopt and implement an SEA/SH Prevention and Response Plan, attached to the final version of the ESMF to assess and manage the risks of SEA and SH.</p>	Adopt the prepared and published SEA/HS Action Plan, before the start of all activities involving any project workers, then apply it throughout Project implementation.	ANDZOA (PIU/TA)
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT FRAMEWORK</p> <p>Adopt and implement a Resettlement Framework (RF) for the Project, consistent with ESS5.</p>	Adopt the prepared and published Resettlement Framework, before issuing bidding documents and thereafter implement the RPF throughout Project implementation.	-

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.2	<p>RESETTLEMENT PLANS</p> <p>Adopt and implement a resettlement action plan (RAP) for each Project activity for which the RPF requires such RAP it, and consistent with ESS5.</p>	<p>Adopt the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and, if applicable, displaced people have been compensated, prior to the commencement of works.</p>	ANDZOA
5.3	<p>GRIEVANCE MECHANISM</p> <p>Establish and adopt a grievance redress mechanism specific to the Project, to be managed by the various contractors to address the grievances of communities, workers and stakeholders, including complaints relating to resettlement and compensation for loss of livelihood.</p>	<p>The grievance redress mechanism must be operational before:</p> <ul style="list-style-type: none"> i) Implementation of the Resettlement Plan ii) Recruiting workers iii) The start of civil works and must be maintained throughout the implementation of the Project. 	-
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</p>			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Include in specific ESIAs a section analyzing local biodiversity and include risk management measures on biodiversity in specific ESMPs to be developed under action 1.2 above.</p> <p>ANDZOA will monitor compliance with ESS6 and its requirements for the preservation and conservation of biodiversity and the sustainable management of biological natural resources throughout the project cycle.</p>	<p>Same timeframe as for the adoption and implementation of specific ESMPs (<i>before the finalization of tender documents and then implementation throughout the Project's implementation.</i>), and thereafter apply these measures throughout the Project's implementation.</p>	ANDZOA (PIU/TA)
ESS8 : CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Adopt and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMP plans and procedures and in application of the guidelines of the specific ESIA prepared for the Project, and consistent with ESS8.</p>	<p>Adopt the Cultural Heritage Management Plan before the commencement of civil works and any other relevant activities then apply the Plan throughout the implementation of the Project.</p>	ANDZOA (PIU/TA)
8.2	<p>CHANCE FINDS</p> <p>Adopt and implement the incidental findings procedure established for the Project and included in the specific ESMPs.</p>	<p>Adopt incidental findings procedures before starting activities, then implement the procedures throughout Project implementation.</p>	ANDZOA (PIU/TA)
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt 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>	<p>The SEP has been prepared by the Recipient and published on April 3, 2024. Adopt the SEP by Signing Date and thereafter implement the SEP throughout Project implementation.</p>	ANDZOA

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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>	<p>Establish the grievance mechanism prior to the start of all activities (including but not limited to civil works, the launch of calls for proposals and adoption of new strategies), and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>ANDZOA</p>
CAPACITY SUPPORT			
RC1	<p>A. Institutional capacity building :</p> <p>Training sessions and targeted groups awareness-raising campaigns will be planned for staff, PIU, implementing agencies (ABH-GZR, ABH-GO ORMVAT and ANEF), and Project workers, etc. on the following topics:</p> <ul style="list-style-type: none"> • Identifying and mobilizing stakeholders • Specific aspects of environmental and social assessment and the ESS of the Bank's ESF • The grievance and complaint management mechanism • Launch and implementation of ANDZOA's gender strategy and environmental and social policy. • Emergency preparedness and response • Public health and safety <p>B. Specific capacity building :</p> <p>Training and awareness-raising sessions will be planned for stakeholders and members of the affected communities on the following topics:</p> <ul style="list-style-type: none"> • The grievance mechanism • Preservation of water resources, pollution prevention and maintenance of small infrastructures/facilities 	<p>During the first three quarters from the Project's Signing Date.</p>	<p>ANDZOA (PIU-AT)</p>

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Public health and safety Prevention and response to Sexual Harassment, Exploitation and Abuse 		
RC2	Training project workers in occupational health and safety, including emergency prevention and emergency preparedness and response.	Before the actual start of activities, then apply reminder sessions throughout project implementation.	ANDZOA (PIU-AT)