

**STATE OF MATO GROSSO  
SECRETARIAT OF EDUCATION**

**MATO GROSSO RESILIENT, INCLUSIVE, AND  
SUSTAINABLE LEARNING PROJECT (P178993)**

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

**November 22, 2022 - version  
(version for negotiation)**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The State of Mato Grosso (the Borrower) will implement the Mato Grosso Resilient, Inclusive, and Sustainable Learning Project (the Project), with the involvement of Secretariat of Education – Mato Grosso (SEDUC), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank), has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Borrower, through SEDUC, 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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower, through SEDUC, shall carry out or cause to be carried 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 Borrower, 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 Borrower and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Secretary in charge of SEDUC. The SEDUC shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME  | RESPONSIBLE ENTITY |
|---|---|--|--------------------|
| <b>MONITORING AND REPORTING</b>   |   |  |                    |
| A   | <p><b>REGULAR REPORTING</b></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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.</p>  | <p>Submit semi-annual reports throughout Project implementation, as part of Project Reports (see Section II of Schedule 2 of the loan Agreement). Commencing after the Effective Date.</p> | SEDUC              |
| B   | <p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident 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, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of 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/or supervising firm, as appropriate.</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>           | SEDUC-             |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |   |  |                    |
| 1.1   | <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Management Unit (PMU) with a core team composed by a senior environmental specialist and a senior social specialist – and appropriate resources for the management of E&amp;S risks and impacts of the Project, plus a communications specialist.</p>  | <p>The PMU shall be established within 30 days after the Effective Date as set out in the Loan Agreement and thereafter maintain the PMU throughout Project implementation.</p>            | SEDUC              |
| 1.2   | <p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>   | <p>Review and finalize the ESMF incorporating the feedback from the consultation process, adopt and disclose it, no later than 30 days after the Effective Date.</p>                       | SEDUC              |

| MATERIAL MEASURES AND ACTIONS   | TIMEFRAME  | RESPONSIBLE ENTITY |
|---|--|--------------------|
| <p>The draft ESMF was prepared setting measures to guide environmental and social risk management and shall be publicly disclosed and consulted with key stakeholders by Appraisal. The feedback received through the public consultation shall be consolidated in the final version of this instrument.</p> <p>The construction and rehabilitation of schools with the support of the proposed Project shall be carried out only on land plots in which the school buildings are already located and there shall be no need for involuntary resettlement (including physical and economic displacement of informal users), land acquisition or restrictions on land uses. The ESMF shall set out a screening tool that shall be used in the selection of schools to be constructed or rehabilitated to screen out schools which would require land acquisition and could cause physical and economic displacement, excluding activities that cannot be support because of the requirements of the ESS 5.</p> | <p>Thereafter implement the ESMF throughout Project implementation.</p>  |                    |
| <p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESMF, the Labor Management Procedures and other relevant ESHS requirements 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.</p>   | <p>As part of the preparation of procurement documents and respective contracts.<br/>Supervise contractors throughout Project implementation.</p>  | <p>SEDUC</p>       |
| <p>1.4 <b>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</b></p> <p>Carry out an ESHS due diligence of the activities subject to retroactive financing using the methodology described in the ESMF (E&amp;S Screening and Procedures to Check Eligible Expenses), reflect such due diligence in a report, which shall also include any corrective action plans or measures that are identified pursuant to such due diligence, in accordance with the ESSs. Subsequently, implement any corrective action plans or measures, as applicable.</p>  | <p>Submit a due diligence report whenever there is a request for reimbursement of expenses for activities subject to retroactive financing. Any corrective action plans or measures identified in such report shall be implemented in a manner and timeframe acceptable to the Bank.</p> | <p>SEDUC</p>       |
| <p>1.5 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training and any other technical assistance activities under the Project are carried out in accordance with terms of reference reviewed and found acceptable to the Bank, that incorporate the relevant requirements of the Environmental and Social Standards.</p>  | <p>The terms of reference shall be reviewed and approved by the Bank prior to their finalization, and technical assistance activities shall be thereafter carried out in accordance with those</p>   | <p>SEDUC</p>       |

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME   | RESPONSIBLE ENTITY |
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|   |  | terms of reference throughout Project implementation.   |                    |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b>                                |  |   |                    |
| 2.1   | <p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>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, 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.</p> <p>Include details of compliance with the LMPs in the semi-annual reports required under action A above.</p>  | Adopt and disclose these procedures no later than 30 days after the Effective Date and thereafter implement throughout Project implementation.  | SEDUC              |
| 2.2   | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a responsive Grievance Mechanism to allow Project Workers under ESS2 to quickly inform management of labor issues and raise workplace concerns and labor-related matters without retaliation. This mechanism shall use the same uptake channels of the project's overall GM but follow separate avenues for the resolution of labor-related complaints and shall be further detailed in the Project Operations Manual.</p> <p>Report on the operation of the project workers GM in the semi-annual reports required under action A above.</p> | Establish grievance mechanism prior engaging Project workers and in any case no later than 30 days after the Effective Date and thereafter maintain and operate it throughout Project implementation. | SEDUC              |
| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> |  |   |                    |
| 3.1   | <p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency, reuse, recycle and recovery of waste, waste management, and transparency that are compliant with this ESS as part of the ESMF.</p>   | Same timeframe than action 1.2.   | SEDUC              |
| 3.2   | <p><b>E-WASTE MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement waste management procedures and good practices of recycle and recovery of E-Waste as part of the ESMF, according to the requirements of the national legislation and ESS 3, as appropriate.</p>   | Same timeframe than action 1.2.   | SEDUC              |

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME  | RESPONSIBLE ENTITY |
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| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>   |  |  |                    |
| 4.1   | <p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Incorporate in the ESMF and require contractors to develop and implement measures and actions in EHS plan to manage risks related to Community Health and Safety including traffic and road safety risks, Labor influx risks, gender-based violence (GBV) and sexual exploitation and abuse (SEA) risks and risks related to the use of security personnel.</p> | Same timeframe than action 1.2. and 1.3.           | SEDUC              |
| 4.2   | <p><b>SEA AND SH RISKS</b></p> <p>Adopt and implement a SEA/SH procedures as part of the ESMF, to assess and manage the risks of SEA and SH.</p>   | Same timeframe than action 1.2.                    | SEDUC              |
| 4.3   | <p><b>CONSULTATION AND COMMUNITY AWARENESS:</b></p> <p>Conduct training for the community designed to heighten awareness of risks and to mitigate impacts specified in this section, especially indigenous communities. This shall be conducted as part of the Stakeholder Engagement Plan, Indigenous People Plan and also required from contractors.</p>   | Before start of civil works for each intervention. | SEDUC              |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [</b>                     |  |  |                    |
|   | Not Relevant to the Project  |  |                    |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>              |  |  |                    |
| 6.1   | <p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Adopt a precautionary approach and apply adaptive management practices in which the implementation of mitigation and management measures are responsive to changing conditions and the results of project monitoring, as part of the ESMF, and consistent with ESS6.</p>   | Same timeframe than action 1.2.                    | SEDUC              |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |  |  |                    |
| 7.1   | <p><b>INDIGENOUS PEOPLES PLAN</b></p> <p>Adopt and implement an Indigenous Peoples Plan (IPP) consistent with ESS7. Include details of implementation of the IPP and compliance with ESS 7 requirements in the semi-annual reports required under action A above.</p>  | Review and finalize the IPP                        | SEDUC              |

| MATERIAL MEASURES AND ACTIONS  |   | TIMEFRAME   | RESPONSIBLE ENTITY |
|--|---|---|--------------------|
|  |   | incorporating the feedback from the consultation process, adopt, and disclose it no later than 30 days after Effective Date, and in any case, prior to the carrying out of any activity in IP communities. Once adopted, implement the respective IPP in accordance with its terms throughout Project implementation. |                    |
| 7.2  | <p><b>GRIEVANCE MECHANISM</b></p> <p>Ensuring Indigenous Peoples (IP) shall have access to the Grievance Mechanism (GM) of the Project in a culturally appropriate. This mechanism shall use the same uptake channels of the Project's overall GM but follow separate avenues for the resolution of IP-related complaints and shall be further detailed in the Project Operations Manual and the IPP.</p>   | Establish grievance mechanism no later than 30 days after the Effective Date, and thereafter maintain and operate it throughout Project implementation.   | SEDUC              |
| <b>ESS 8: CULTURAL HERITAGE</b>  |   |   |                    |
| 8.1.   | <p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Ensure that the civil works to be carried out are consistent with the ESS8, including by reflecting relevant elements of this standard in the relevant procurement documents and contracts with contractors and supervising firms.</p>   | Same timeframe than action 1.3.   | SEDUC              |
| 8.2  | <p><b>CHANCE FINDS</b></p> <p>Adopt and implement a Cultural Heritage Management Procedures, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8. Chance find procedures shall be part of all contracts involving any works under the project</p>  | Same timeframe than for action 1.2. and 1.3.  | SEDUC              |
| <b>ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]</b> |   |   |                    |
|  | This standard currently is not relevant.  |   |                    |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>   |   |   |                    |
| 10.1   | <p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></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> | Review and finalize the SEP incorporating the feedback from the consultation process, adopt, and disclose it no later than 30 days of the Effective Date.   | SEDUC              |

| MATERIAL MEASURES AND ACTIONS |   | TIMEFRAME   | RESPONSIBLE ENTITY |
|-------------------------------|---|---|--------------------|
|                               | Include details of implementation of the SEP in the semi-annual reports required under action A above.  | Thereafter implement the SEP throughout Project implementation.   |                    |
| 10.2                          | <p><b>PROJECT GRIEVANCE MECHANISM</b></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>Report on the operation of the grievance mechanism in the semi-annual reports required under action A above.</p> | Establish the grievance mechanism no later than 30 days after the Effective Date and thereafter maintain and operate the mechanism throughout Project implementation. | SEDUC              |
| <b>CAPACITY SUPPORT</b>       |   |   |                    |
| CS1                           | <p>Regular training on the Environmental and Social Standards to SEDUC operational team, PMU and the technical team hired to support the implementation of the Project</p> <ul style="list-style-type: none"> <li>• stakeholder mapping and engagement</li> <li>• specific aspects of environmental and social assessment</li> <li>• emergency preparedness and response</li> <li>• community health and safety.</li> <li>• Indigenous people engagement and cultural protocols</li> </ul>  | First training within 30 days after the establishment of the PMU and then on annual basis.  | SEDUC              |
| CS2                           | Specify training for Contracts workers on occupational health and safety; community safety SEA/SH, and indigenous people protocols  | Prior any commencement of works and maintained throughout construction  | SEDUC              |