

UKRAINE
MINISTRY OF FINANCE OF UKRAINE

**ADDITIONAL FINANCING -
STRENGTHENING GOVERNMENT CAPACITY
FOR FISCAL REFORM IMPLEMENTATION
PROJECT
(P506476)**

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

Updated Version
April 8, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Ukraine (the Recipient) is implementing the Strengthening Government Capacity for Fiscal Reform Implementation Project (the Project), with the involvement of the Ministry of Finance (MoF), as set out in the Original Grant Agreement and Additional Grant Agreement (collectively, the Agreements). The International Bank for Reconstruction and Development and International Development Association (hereinafter collectively, the Bank) have agreed to provide the original financing and additional financing for the Project, as set out in the Agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above.
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 Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
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, 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. As provided for under the Agreements, 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, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through MoF and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient's Representative specified in the Grant 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	ORGANIZATIONAL STRUCTURE Maintain a PIU with qualified staff and resources to support management of environmental and social, health and safety (E&S) risks and impacts of the Project including at least one Social and Environmental Specialist.	a. Throughout Project implementation.	MOF
B	CAPACITY BUILDING PLAN/MEASURES As part of AF launch activities, conduct ESF training for the following audiences: Responsible staff involved in the project. The PIU staff Contractors and site supervisors Main topics: 1.Environmental and Social Framework. 2. Labor management procedures, including Handling workers’ and beneficiaries’ Grievances. 3.Prevention and response to potential cases of GBV/SEA/SH and application of Codes of Conduct. 4. E&S risk management including OHS/EHS 5. Community health and safety including SEA/SH Require Contractors to deliver training of contracted workers and subcontractor’s workers to raise awareness about their rights and obligations and OHS risks and the requirements consistent with Project LMP (including workers’ Code of Conduct) which will be embedded to the Contractor’s ESMP, emergency prevention, preparedness, and response arrangements	Prior to the commencement of activities and thereafter throughout Project implementation.	MOF
MONITORING AND REPORTING			
C	REGULAR REPORTING 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).	Semi-Annually throughout Project implementation.	MoF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	CONTRACTORS' MONTHLY REPORTS Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.	Submit the reports to the Bank upon request OR as annexes to the reports to be submitted under action C above.	MOF
E	INCIDENTS AND ACCIDENTS 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 details 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. 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.	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide subsequent report and Corrective Action Plan to the Bank within a timeframe acceptable to the Bank.	MoF
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS Prepare and implement site specific Environmental and Social Management Plan (ESMP) commensurate with the expected activities for the renovation works of existing government premises to enable the establishment and operation of a Security Operations Center (SOC) [including inter alia reinforcement of floors, internal reconfiguration of spaces, installation of IT equipment, upgrades to electrical and backup power supply systems, installation of ventilation and cooling systems suitable for continuous IT operations, improvements to physical security and access control, installation of armored windows, bathrooms, and the dismantling and removal of structures and fire safety enhancements]. Prepare and implement, with the support of Social Specialist, Environmental Specialist, E-Waste Management Plan and War-Hazard Emergency Preparedness and Response Plan in a manner that is consistent with the ESF.	Prior to the commencement of the issuance of the bidding document and thereafter implemented throughout project implementation. Prior to the commencement of the bidding process of the corresponding activities.	MOF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS Adopt and apply the environmental and social risk management measures for all activities under the Project, as specified in this ESCP. These measures will be further detailed in the Project Operational Manual. Report on application of the measures.	As part of the updating of the Project Operational Manual within thirty (30) days after the Signature Date.	MoF
1.3	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.	MOF
1.4	TECHNICAL ASSISTANCE 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 acceptable to the Bank that are consistent with the ESSs and EHS Guidelines. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation.	MOF
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES a) Prepare, adopt and implement the labor management procedures for the Project, consistent with ESS2, inter alia, the following provisions: ▪ Ensure that Project workers, as defined under ESS2, i.e. directly engaged by the Recipient or through third-parties to work specifically in relation to the project a (direct and contracted workers) will be hired, promoted and their employment, where needed, terminated based on principles of non-discrimination and equal opportunity, no-harassment, and freedom of association; • Ensure that all Project workers are provided with information and documentation that is clear and understandable regarding their terms and conditions of employment, their rights under national labor and employment laws, including payment of wages and deductions, periods of rest and leaving;	a) Prepare, adopt these procedures no later than 30 days after the Signature Date, and thereafter implement throughout Project implementation. Submit annual reports of compliance with these labor management procedures throughout Project implementation.	MOF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	- Ensure the adoption of appropriate occupational health and safety measures, in line with ESS2, at the workplace (no matter their locations and including without limitation on in-person training activities), which shall consider inter alia an assessment of the potential OHS risks associated with the tasks to be carried out and include mitigation measures and a program to train workers, in the Emergency Preparedness and Response Plan. - Ensure the adoption of a code of conduct that sets out measures against practices related with sexual exploitation and abuse/sexual harassment (SEA/SH) in the workplace, including the dissemination of the referral services available in the country to respond to such behaviors; and - Prohibit and ban child labor as well as forced labor, per ESS2 requirements and applicable national laws. - Report on compliance with these Labor Management Procedures. b) Incorporate the relevant aspects of the LMP into the ESMP in 1.1	b) Same timing as ESMP in 1.1.	
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT Require contractors and subcontractors to provide PPEs and ensure that workers consistently use the PPEs as required and in alignment with the objectives of ESS2.	Prior to the commencement of the corresponding, and thereafter implement the plan throughout Project implementation.	MOF
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2 to allow workers to promptly inform management of labor issues and raise workplace concerns and labor-related matters without retaliation. This mechanism will use the same uptake channels of the Project's overall GM but follow separate avenues for the resolution of labor-related complaints. The GM for Project workers will be further detailed in the updated Project Operational Manual. Report on the operation of the Project workers GM.	Establish worker grievance mechanism within 30 days of the Signature Date and thereafter maintain and operate it throughout Project implementation.	MOF
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	WASTE MANAGEMENT PLAN Prepare and implement an E-Waste Management Plan for management of e-wastes resulting from procurement, installation and decommissioning of IT equipment, based on Ukraine's national requirements and consistent with ESS3 with an annex of a Waste Management Plan (WMP), consistent with ESS3.	Prepare the E-Waste Management Plan with a WMP annex prior to the commencement of the bidding process of the relevant activities, and thereafter implement throughout Project implementation.	MOF
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Ensure that the requirements of World Bank Life and Fire Safety for public building will be outlined in a manner that is consistent with ESS 4 requirements for buildings accessible to the public in the POM for implementation. Prepare and implement an Emergency Preparedness and Response Plan outlining measures in response to community health and safety risks associated with the operating context, including measures to promote community awareness.	Prior to commencement of the works and thereafter, implemented throughout project implementation. Prior to the commencement of the activities involving in-person participation of general, and thereafter implement throughout Project implementation	MOF
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not relevant to the Project		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not relevant to the Project		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant to the Project		
ESS 8: CULTURAL HERITAGE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Not relevant to the Project		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant to the Project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Update, adopt and implement a Stakeholder Engagement Plan (SEP) for the Project covering the additional financing activities, 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. To this end, ensure that the following measures are implemented: a) Provide stakeholders with information about the environmental and social risks and impacts of the activities in a timely, understandable, accessible, and appropriate manner and format, including but not limited to any environmental and social instruments prepared as part of the activities; b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the activities; c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (iii) feedback received and responses to said feedback; and (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable.	Adopt the updated SEP within 30 days of the Signature Date, thereafter implemented throughout Project implementation.	MoF
10.2	PROJECT GRIEVANCE MECHANISM	Operate and maintain the existing grievance mechanism of the parent project throughout Project implementation.	MOF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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. The GM will be further detailed in the Project Operational Manual. 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.		
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: 1. Recruitment and training of E&S staff within Project Implementation Unit of MOF 2. Conduct ESF training in targeted contractors, subcontractors and workers 3. Adopt Labor Management Procedures – (2.1) 4. Provide PPE for Workers – (2.2) 5. Establish Grievance Mechanism – (2.3, 10.2) 6. Adopt E-Waste Management Plan – (3.1) 7. Adopt War-Hazard Emergency Preparedness and Response Plan – (4.1) 8. Adopt Updated Stakeholder Engagement Plan – (10.1)			