Democratic Socialist Republic of Sri Lanka

Road Development Authority within the

Ministry of Transport, Highways and Urban Development

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Inclusive Connectivity and Development Project (P176164)

Additional Financing (P176164)

Appraisal Version

August 18, 2026

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1. The Democratic Republic of Sri Lanka (the Borrower) is implementing the Inclusive Connectivity and Development Project (the Project), with the involvement of the Ministry of Transport, Highways and Urban Development (MoTHUD) as set out in the Original Loan Agreement and the Additional Financing Agreement (the Agreements). The International Bank for Reconstruction and Development and the International Development Association (the Bank) has agreed to provide financing for the Project. 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 Borrower 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 Agreements.

3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower 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 Agreements, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.

4. As agreed by the Bank and the Borrower, 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 Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower's representative specified in the Agreements or the Secretary of the Ministry of Transport, Highways and Urban Development (MoTHUD). The Borrower 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.

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	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	Maintain the existing ICDP PT organizational structure with qualified staff to support management of E&S risks of the Project. This will include One (1) Senior Environment Specialist (SES) and One (1) Senior Social Specialist (SSS), two (2) Environmental Officers (EOs) and two (2) Social Officers (SOs),	Maintain existing PT E&S structure and ensure vacant positions are appointed by no later than 30 days after the Effective Date and thereafter maintain these positions in the PMU throughout Project implementation.	Road Development Authority (RDA), Ministry of Transport, Highways and Urban Development (MoTHUD)
B	**CAPACITY BUILDING PLAN/MEASURES** Prepare and implement a capacity building plan that includes: training for PT staff, MoTHUD, RDA, Project workers including Contractors and Sub-Contractors, other stakeholders, and communities, on, but not limited to: E&S risk management, E&S instruments, stakeholder mapping and engagement, emergency preparedness and response, community, occupational health and safety and Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH) prevention and response measures.	The Capacity Building Plan will be prepared by no later than 90 days after the Effective Date and implemented throughout Project implementation.	Project Team (PT), RDA
MONITORING AND REPORTING			
C	**REGULAR REPORTING** 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: • 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, including complaints from labor and on GBV/SEA/SH. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports.	Submit quarterly reports with detailed E&S compliance and monitoring to the Bank throughout Project implementation, commencing from the Effective date. Submit each report to the Bank no later than 15 days after the end of each reporting period.	PT

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	• Number and status of resolution of incidents and accidents reported under action E below.		
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 upon request.	Submit the monthly reports to the Bank upon request and attach as annexes to the reports to be submitted under Action C above.	PT
E	**INCIDENTS AND ACCIDENTS** 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. 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.	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. 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 in writing by the Bank.	PT
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	**ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS** 1. Update and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. 2. Prepare the Environmental and Social Screening Reports (ESSRs) and Environmental and Social Management Plan (ESMPs) and implement throughout project implementation, as set out in the ESMF. The proposed subprojects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.	1. Update and disclose the ESMF prior to Appraisal and thereafter implement the ESMF throughout Project implementation. 2. Prepare the ESSRs and ESMPs and incorporate the ESMP as part of the respective bidding documents for the respective subproject prior to the carrying out of subproject that requires the preparation of such ESSR and ESMP. Once finalized, implement the respective ESMP throughout Project implementation.	PT

	3. The PT shall undertake a Protected Areas Screening for any activity in, or adjacent to, or with the potential to affect a protected area, conservation area, buffer zone, wildlife corridor, critical habitat or other legally protected biodiversity area for which such an enhanced screening is required in accordance with the ESMF and consistent with the ESF. Thereafter, implement such measures as necessary.	3. Prior to approval of the relevant activity. Prior to commencement of works.	
1.2	**MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, relevant E&S assessments or plans as defined by the ESMF screening process, 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.	PT
1.3	**TECHNICAL ASSISTANCE** Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	PT
1.4	**CONTINGENT EMERGENCY RESPONSE FINANCING** 1. Ensure that the Emergency Response Manual for ICDP includes a description of the E&S assessment and management arrangements for the implementation of Component 3- Contingent Emergency Response Component, in accordance with the ESSs. 2. Implement the E&S provisions of the CERC Emergency Response Manual and the Project ESMF.	1. This has been completed. 2. In accordance with the timeframes specified in the CERC Manual including any assessments and plans required therein.	PT
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**LABOR MANAGEMENT PROCEDURES** Update and implement the Labor Management Procedures (LMP) for the Project including, inter alia, provisions on working conditions, occupational, health and safety, code of conduct (which will	Update and redisclose the LMP no later than 30 days after the Effective Date and thereafter implement the LMP throughout	PT

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	include provisions for prevention of SEA/SH and GBV), no use of child or forced labor, workers grievance mechanism, and applicable requirements for contractors, subcontractors, and supervising firms (including, relevant national laws and other ESS2 requirements, such as adoption of a code of conduct, prevention of all forms of forced labor and child labor.	Project implementation.	
2.2	**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PROCEDURES** Implement the OHS Management procedures in the updated ESMF to manage the OHS risks and impacts of the Project as required AND Require contractors and subcontractors to prepare and implement OHS Management procedures in accordance with the ESMPs and ESSRs, as relevant.	Update and disclose the ESMF prior to Appraisal and thereafter implement the ESMF throughout Project implementation.	PT
2.3	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** Continue to operate the existing grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Operate and maintain the existing grievance mechanism throughout Project implementation.	PT
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	**WASTE MANAGEMENT PLAN** Prepare and implement a Waste Management Plan (WMP) or waste management measures, as part of the ESMPs to be prepared for the Sub-Projects, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Same timeframe as for the preparation and implementation of ESMPs.	PT
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared in accordance with the ESMF under action 1.1 above.	Same timeframe as for the preparation and implementation of ESMPs.	PT
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY** Incorporate measures to manage traffic and road safety, especially in relation to landslide mitigation in the Central Province, in the ESMPs to be prepared in accordance with the updated ESMF under action 1.1 above.	Same timeframe as for the preparation and implementation of ESMPs.	PT
4.2	**COMMUNITY HEALTH AND SAFETY** Assess and manage specific risks and impacts to the community arising from Project activities and include mitigation measures in the sub-project specific ESMPs to be prepared in accordance with the ESMF under action 1.1 above.	Same timeframe as for the preparation and implementation of ESMPs.	PT
4.3	**SEA AND SH RISKS** Update and implement a SEA/SH Action Plan as part of the ESMF, to assess and manage the risks of SEA and SH.	Implement the SEA/SH Action Plan throughout Project implementation.	PT

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	The site specific ESMPs will assess the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA) sexual Harassment (SH) and incorporate appropriate measures to manage these risks. The plans will also include awareness raising sessions to educate workers and local communities on GBV/SEA/SH issues.		
4.4	**SECURITY MANAGEMENT** If assistance of security personnel is required as identified during E&S screening to manage temporary access restrictions during civil works, a security risk assessment will be undertaken and a proportionate security management plan will be integrated into the ESMP/s and implemented as part of activity ESMPs to be prepared in accordance with the ESMF under action 1.1 above, to manage risks associated with engaging security personnel.	Same timeframe as for the preparation and implementation of ESMPs.	PT
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	**RESETTLEMENT FRAMEWORK AND PLANS** 1. Update, disclose and implement the Resettlement Policy Framework (RPF), including the Voluntary Land Donation (VLD) Procedures, in accordance with ESS5. 2. Prepare and implement Resettlement Plans (RPs) and Livelihood Restoration Plan (LRP) for each activity under the Project for which LRPs are required, as set out in the RPF and consistent with ESS5.	1. Disclose the updated RPF prior to Appraisal and thereafter implement the RPF throughout Project implementation, including all VLD procedures. 2. Prepare and implement the respective RP or LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided, and [as applicable] displaced people have been resettled and moving allowances have been provided.	PT
5.2	**VOLUNTARY LAND DONATION** Ensure Bank no-objection for all instances of VLD prior to selection of such roads and bridges, as soon as cases are identified through VLD screening forms, and prior to initiating preparation of ESMPs.	Throughout Project implementation.	PT

5.3	**PROCESS FRAMEWORK** Pursuant to Action 6.2 below, and the Protected Areas Screening under Action 1.1, the Borrower shall undertake enhanced mitigation measures as agreed upon with the Bank for any activities located within, adjacent to, or have an impact on protected areas.	Prior to approval of the relevant activity. Measures to be implemented prior to commencement of works. Thereafter maintained throughout Project implementation.	PT
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	**BIODIVERSITY RISKS AND IMPACTS** Prepare and implement a Biodiversity Management Plan(s) (BMP) or integrate biodiversity management measures as part of the ESMP, in accordance with the guidelines of the ESMF prepared for the Project under 1.1 above, and consistent with ESS6.	Same timeframe as for the preparation and implementation of activity ESMPs.	PT
6.2	**NEGATIVE LIST** As defined in the projects updated Negative List in Volume 2 of the ESMF, Subprojects existing within designated Protected Areas will be considered on a case by case basis as per National Regulations, consistent with the ESF.	Prior to approval of the relevant activity.	PT
6.3	**PROTECTED AREAS** Pursuant to Action 6.2 above, and the Protected Areas Screening under Action 1.1, the Borrower shall undertake enhanced mitigation measures as agreed upon with the Bank for any activities located within, adjacent to, or have an impact on protected areas.	Prior to approval of the relevant activity. Measures to be implemented prior to commencement of works. Thereafter maintained throughout Project implementation.	PT
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	**INDIGENOUS PEOPLES PLANS** Ensure Bank no-objection for all subprojects where presence of Indigenous Peoples is indicated, as soon as cases are identified through E&S screening forms, and prior to initiation of procurement process and additional preparatory steps. If E&S screening/s identifies the presence of Indigenous Peoples (IPs) and potential impacts on IPs, and after WB no-objection has been obtained, the PT shall assess the impacts and implement appropriate measures through an Indigenous Peoples Plan (IPP, including measures if FPIC is	Bank prior clearance required of ESSRs for subprojects in potential Vedda/Wanniyalaeto presence. Prior to the carrying out of subproject that requires the preparation of such IPP, prepare IPP/s, and implement the	WB PT

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	deemed relevant), in accordance with the ESMF, consistent with ESS7.	respective IPP throughout Project implementation.	
ESS 8: CULTURAL HERITAGE			
8.1	**CULTURAL HERITAGE RISKS AND IMPACTS** Prepare and implement a Cultural Heritage Management Plan (CHMP) or integrate cultural heritage management measures into the ESMP, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8.	Same timeframe as for the preparation and implementation of activity ESMPs.	PT
8.2	**CHANCE FINDS** Describe and implement the Chance Finds procedures, as part of CHMPs and ESMPs of the Project.	Same timeframe as for the preparation and implementation of activity ESMPs.	PT
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** Update 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. Pursuant to the Protected Areas Screening under Action 1.1, the Borrower shall undertake enhanced measures for stakeholder engagement for activities located within, adjacent to, or have an impact on protected areas and affected communities in such areas.	Update and disclose the SEP prior to Appraisal and thereafter implement the SEP throughout Project implementation. Prior to approval of the relevant activity. Measures to be implemented prior to commencement of works. Thereafter maintained throughout Project implementation.	PT
10.2	**PROJECT GRIEVANCE MECHANISM** Operate an accessible grievance mechanism to promptly and effectively receive and facilitate resolution of concerns and grievances in relation to the Project 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.	Maintain and operate the existing grievance mechanism throughout Project implementation.	PT

	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:

i) Disclosure of ESCP, ESMF, SEP, RPF, and LMP.
ii) Recruitment of a Senior Environmental Specialist and a Senior Social Specialist (two positions) within PT and maintenance of full E&S team as per Section A.
iii) ES assessments and plans to be prepared by the Borrower at the onset of implementation.
iv) Prior to commencement of any activity requiring Protected Areas Screening under ESS1, a protected-area institutional assessment shall establish coordination arrangements with the relevant protected-area management authority and ensure that qualified biodiversity expertise is available to support screening, review, implementation support and monitoring.