

**Debt Management Program of the United Nations Conference on  
Trade and Development (UNCTAD-DMFAS)**

**DMF III – Implementing Partners-2024 P508220**

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

**Negotiated Version**

**March 5, 2026**

## **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Debt Management Program of the United Nations Conference on Trade and Development (hereinafter the “Recipient” or UNCTAD-DMFAS), will implement DMF III Implementing Partners-2024 Project (the Project) as set out in the Grant Agreement (the Agreement). The International Bank for Reconstruction and Development and the International Development Association (hereinafter collectively, the Bank or the World Bank), acting as the administrator of the DMF III Multi-Donor Trust Fund 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 Bank. The extent and mode of Bank’s monitoring with respect to environmental and social performance will be proportionate to the potential environmental and social risks and impacts of the Project. 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 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 Agreement, 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, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Recipient 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 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.
6. A stand-alone Stakeholder Engagement Plan (SEP) and Labor Management Procedure (LMP) will not be needed for this Project. Instead, the related labor and stakeholder engagement measures and actions are reflected in the ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Designate and maintain qualified staff and resources to support the management of Environmental and Social (E&amp;S) risks, including potential stakeholder and labor risks. Given that this is a low-risk project, there will be no separate hiring of staff specifically for E&amp;S risk management. Instead, responsibilities for implementing stakeholder engagement and labor management and grievance redress aspects will be assigned to the UNCTAD staff who possess sufficient training and qualifications.</p>	Assignment of qualified staff no later than thirty (30) days from the Agreement Effective Date and thereafter maintain this staff throughout Project implementation.	UNCTAD-DMFAS
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>UNCTAD will conduct training for its staff on stakeholder engagement, labor management, sexual exploitation or abuse/ sexual harassment (SEA/SH) and the grievance redress mechanism per the requirements specified under the ESCP.</p>	Throughout Project implementation	UNCTAD-DMFAS
<b>MONITORING AND REPORTING</b>			
C	<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. The reports shall include:</p> <ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP (including compliance on labor and working conditions in line with ESS2).</li> <li>• Summary of stakeholder engagement activities carried out as per the ESCP.</li> <li>• Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.</li> <li>• Number and status of resolution of incidents and accidents reported under action D below.</li> </ul>	Starting from the Effective Date, bi-annual reports to the Bank throughout Project implementation. Submit each report to the Bank no later than thirty (30) days after the end of each calendar year during the Project implementation.	UNCTAD-DMFAS
D	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>a) 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 [specify other examples of incidents and accidents, as appropriate for the type of operation].</p> <p>For SEA/SH incidents, the notification and any follow-up reporting shall be shared with the Bank's corporate Grievance Redress Service (GRS).</p> <p>Notwithstanding the above and associated timeframe, UNICEF will report alleged incidents of SH involving UNCTAD Staff and Non-Staff Personnel through its Office of Internal Audit and</p>	a) Notify the Bank no later than 48 hours after learning of the incident or accident.	UNCTAD-DMFAS

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Investigations' annual reports to the UNCTAD Executive Board, which are made publicly available.</p> <p>For any other incidents or accidents, the notification and any follow-up reporting shall be shared with the Bank's task team.</p> <p>b) Provide a report to the Bank with 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<sup>1</sup> and/or Implementing Partner<sup>2</sup>, as appropriate.</p> <p>c) At the Bank's request, share the Contractor and/or Implementing Partner incident or accident notification and report, redacted to remove Personal Data<sup>3</sup>.</p>	<p>b) Provide the report on SEA/SH incidents to the Bank's GRS within 10 days of the notification, and the report on any other incident or accident to the Bank's task team within 30 days of the notification. Depending on the circumstances, this timeframe may be extended with the written agreement of the Bank.</p> <p>c) Upon request, share Contractor's and Implementing Partners' notifications and reports to the Bank within 7 days following the Bank's request, unless otherwise agreed to with the Bank.</p>	
<p><b>CONTRACTORS' AND IMPLEMENTING PARTNERS' REPORTS</b></p> <p>Require Contractors and Implementing Partners to provide regular monitoring reports, at a minimum on a bi-annual basis, on ESHS performance in accordance with the metrics specified in the respective Terms of Reference and contracts, and at the Bank's request, submit such reports to the Bank, redacted to remove Personal Data.</p>	<p>Upon request, submit Contractors' and Implementing Partners' reports to the Bank within 14 days following the Bank's request.</p>	<p>UNCTAD-DMFAS</p>

<sup>1</sup> "Contractor" means a legal entity, or an individual other than Staff/ Non-Staff Personnel, with which the Recipient has concluded a Project-related institutional contract.

<sup>2</sup> "Implementing Partner" means a legal entity, other than a government entity, with which the Recipient has concluded a partnership agreement related to Project implementation.

<sup>3</sup> "Personal Data" means any information relating to a Data Subject, meaning a natural person who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>MANAGEMENT OF CONTRACTORS AND IMPLEMENTING PARTNERS</b>		
	<p>a) Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contractual arrangements with Contractors and Implementing Partners. Thereafter ensure that the Contractors and Implementing Partners comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>b) At the Bank's request, share Project contracts/agreements with Contractors and Implementing Partners with the Bank, redacted to remove Personal Data and confidential business information.</p> <p>c) At the Bank's request, share summaries of the Recipient's assessment of Implementing Partner capacity to implement the ESS for the Project and any capacity enhancement measures.</p> <p>d) At the Bank's request, in relation to an incident or accident reported under Action B, share the Recipient's full assessment<sup>4</sup> of Implementing Partner capacity to implement the ESS for the Project and any capacity enhancement measures, provided that in the event the Recipient determines that the Implementing Partner(s) reasonably objects to such sharing, a meeting between the Association, the Recipient and the Implementing Partner shall be organized.</p>	<p>a) As part of the preparation of procurement documents and respective contracts.</p> <p>b) Supervise Contractors and Implementing Partners throughout Project implementation.</p> <p>c) Share with the Bank within 14 days of the Bank's request, unless otherwise agreed to with the [World Bank/Bank/Association].</p> <p>d) Share with the Bank within 14 days of the Bank's request, unless otherwise agreed to with the Bank.</p> <p>Share with the Bank within 14 days of the Bank's request, unless otherwise agreed to with the Bank. With the understanding that any meeting to take place within these 14 days, unless agreed otherwise.</p>	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p>Engage workers in project activities as outlined by ESS2, and ensure the following measures are implemented:</p> <p>a) Provide all direct and contracted workers with clear written terms and conditions of employment; prohibit child and forced labor; ensure non-discrimination and equal opportunity; and enable workers' access to grievance mechanisms without retaliation.</p>	Implement the relevant policies and procedures throughout Project implementation	UNCTAD-DMFAS

<sup>4</sup> A full assessment would typically be the micro assessment, PSEA assessment and other relevant technical assessments/observations that are generated from time-to-time during the lifecycle of the Project.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>b) Adopt and enforce Codes of Conduct for all project workers, including SEA/SH provisions prior to hiring/assigning project workers; enforce throughout.</li> <li>c) Prepare and implement OHS measures, proportionate to risks, aligned with WBG EHSGs and GIIP.</li> <li>d) Establish and operate a confidential, accessible worker Grievance Mechanism (GM) with SEA/SH-sensitive procedures.</li> <li>e) Include the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities.</li> <li>f) Deliver induction and periodic training to all project workers (and require contractors to do the same) on OHS, CoC (SEA/SH), and the worker GM.</li> </ul>		
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>UNCTAD will utilize its existing grievance mechanisms and procedures to address and resolve concerns or grievances raised by project staff members, including Labor-related grievances and issues related to SEA/SH. The grievance redress mechanism will be implemented via the UN Administration of Justice. The relationship between staff and the United Nations is governed by the Letter of Appointment, the Staff Regulations and Rules (<a href="http://undocs.org/ST/SGB/2018/1">http://undocs.org/ST/SGB/2018/1</a>), the ICSC's Standards of Conduct for the International Civil Service (<a href="https://www.icsc.un.org/Home/SCSIC">https://www.icsc.un.org/Home/SCSIC</a>, and all other relevant legal documents (<a href="https://policy.un.org/policy-list/29060">https://policy.un.org/policy-list/29060</a>). Staff grievances can be resolved informally, such as through mediation, or through formal processes that include an administrative review of complaints. If an administrative review does not satisfy the staff member, the grievance may proceed to a two-tiered system within the administration of justice (<a href="https://www.un.org/en/internaljustice/">https://www.un.org/en/internaljustice/</a>), all in accordance with ESS2</p>	Operate the established grievance redress mechanism as outlined by UN policy throughout project implementation.	UNCTAD-DMFAS
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Include OHS measures in the Project Operation Manual and manage OHS risks and impacts according to ESS2.</p>	Throughout Project implementation	UNCTAD-DMFAS

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>		
<p>10.1 <b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Incorporate stakeholder engagement and information disclosure in the implementation of the Project in a manner consistent with ESS10. Consultations will follow the requirements of ESS10, namely:</p> <ol style="list-style-type: none"> <li>1. UNCTAD will engage with relevant stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project activities and its potential risks and impacts.</li> <li>2. UNCTAD will provide stakeholders with timely, relevant, understandable and accessible information about the environmental and social risks and impacts of the Project, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</li> <li>3. The process of stakeholder engagement will involve the following, as set out in further detail in this ESS: (i) stakeholder identification and analysis; (ii) planning how the engagement with stakeholders will take place; (iii) disclosure of information; (iv) consultation with stakeholders; (v) addressing and responding to grievances; and (vi) reporting back to stakeholders.</li> <li>4. UNCTAD will document and report on the stakeholder engagement activities under the Project regular reports. It will maintain, and disclose a documented record of stakeholder engagement, including a description of the stakeholders consulted, a summary of the feedback received, and a brief explanation of how the feedback was considered, or the reasons why it was not and post-training satisfaction surveys feedback.</li> </ol> <p>Access to training will be conducted through fair and open processes in a socially inclusive manner that provides equal opportunity for all.</p>	<p>Throughout Project implementation.</p>	<p>UNCTAD-DMFAS</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>A project grievance redress mechanism will be implemented through the UN Administration of Justice. Grievances will be administered through informal means such as mediations and/or through a more formal process which includes an administrative review of the complaint and, if such review doesn't satisfy the staff member, a review by a two-tier formal system of administration of justice will be conducted (<a href="https://www.un.org/en/internaljustice/">https://www.un.org/en/internaljustice/</a>).</p> <p>UNCTAD staff will be assigned with responsibility in managing the resolution of grievances and will make publicly available a record documenting the responses to all grievances received.</p> <p>In addition, the UN has developed a Code of conduct, which includes a complaint process, for any events organized, hosted or sponsored in whole or part by a UN system entity wherever it takes place (<a href="https://www.un.org/management/sites/www.un.org.management/files/un-system-model-code-conduct.pdf">https://www.un.org/management/sites/www.un.org.management/files/un-system-model-code-conduct.pdf</a>), all in accordance with ESS10.</p>	Operate the established grievance redress mechanism as outlined by UN policy throughout project implementation.	UNCTAD-DMFAS
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
A: Assign and maintain through Project implementation, qualified staff and resources to support the management of Environmental and Social (E&S) risks, including potential stakeholders and labor risks.			