

Asian Institute of Technology

**ADVANCING EMPLOYMENT AND EQUALITY
IN ENERGY PROJECT**

P513676

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

August 6, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Asian Institute of Technology (AIT or the Recipient) will implement the Advancing Employment and Equality in Energy Project (the Project), as set out in the Letter Agreement (the Agreement). The International Bank for Reconstruction and Development and the International Development Association (collectively, the Bank) acting as the administrator of the Energy Sector Management Assistance Program (ESMAP) Umbrella 2.0 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 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 as applicable, the actions and measures during the indicated 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 AIT 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 Establish and maintain an organizational structure with qualified staff and resources to support management of environmental, social, health and safety risks and impacts including one designated focal point who is well-versed in environment and social issues and able to carry-out E&S due diligence activities in accordance with the World Bank ESF.	No later than 30 days after the Effective Date and maintained throughout Project implementation.	Recipient
B	CAPACITY BUILDING PLAN/MEASURES Training to be provided to all entities involved, including Recipient staff on specific aspects of environmental and social risk management, including ethical conduct, grievance management, occupational health and safety (OHS), and SEA/SH prevention and response.	No later than 30 days after the Effective Date and maintained throughout Project implementation	Recipient
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 the Project E&S performance, in accordance with ESCP measures. • Summary of stakeholder engagement activities carried out as per the ESCP ESS 10. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • Number and status of resolution of incidents and accidents reported under action D below.	Submit annual reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period.	Recipient
D	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.	Notify the Bank no later than 48 hours after learning about 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,	Recipient

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.	unless a different timeframe is agreed to in writing by the Bank.	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS All project activities delivered in person or virtually will be screened for environmental and social risks and impacts against the criteria set out in the Project Operations Manual (POM). Activities that have potentially significant adverse environmental and social risks and impacts will not be considered. Prepare, adopt, and implement E&S procedures in the POM, including screening for E&S risks, OHS, e-waste management, labor management, stakeholder engagement, and grievance redress, consistent with the ESF and relevant ESSs.	Update and maintain the POM throughout Project implementation.	Recipient
1.2	USE OF BORROWER ENVIRONMENTAL AND SOCIAL FRAMEWORK Ensure that the E&S risks and impacts of the Project, are managed in accordance with this ESCP and the Recipient's existing E&S Framework, which includes, inter alia, the country's relevant policy, legal and institutional framework, including its national, institutional, or local implementing arrangements and applicable laws, regulations, procedures, and implementation capacity.	Maintain throughout Project implementation.	Recipient
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Apply Recipient's existing employment regulations and ethical conduct policies to all Project workers (staff, consultants, trainers, facilitators), ensuring nondiscrimination, fair working conditions, adequate OHS commensurate with office-based work, and codes of conduct including SEA/SH provisions. Recipient will also comply with all relevant regulations for labor, SEA/SH prevention, including applicable laws related to prevention of sexual harassment and workplace health and safety. Recipient will ensure that the parties comply with these contractual commitments throughout their respective periods of engagement.	Maintain throughout Project implementation.	Recipient

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Recipient will apply its existing occupational health and safety (OHS) and prevailing national protocols for project staff, consultants, trainers and facilitators ensuring nondiscrimination, fair working conditions, OHS commensurate with office-based work, and codes of conduct including SEA/SH provisions and measures to assess and manage SEA/SH risks during Recipient staff interaction with beneficiaries.	Maintain throughout Project implementation.	Recipient
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS AIT will apply its existing grievance mechanism for project staff, consultants, trainers and facilitators in a manner consistent with ESS 2 and equipped to respond to SEA/SH complaints as described in the POM.	Maintain and operate throughout Project implementation	Recipient
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INCLUSIVE ENGAGEMENT Ensure that Project outreach and participation are inclusive and culturally appropriate, recognizing that Indigenous Peoples may be among potential beneficiaries due to the global scope of the Project, and ensuring equitable access to project benefits and information.	Maintain throughout project implementation	Recipient
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT Identified stakeholders include women and men professionals, early career engineers, students, scholarship recipients, WePOWER governance bodies and National Chapters and other Partners such as power utilities, energy ministries, academic institutions and other relevant stakeholders. Stakeholder engagement consistent with ESS10 is integrated into the Project design including measures for ensuring non-discrimination and inclusion of vulnerable groups through established PIU communication channels, National Chapters, consultations, and disclosure mechanisms, in a meaningful, inclusive, and culturally appropriate manner.	Maintain throughout project implementation	Recipient
10.2	PROJECT GRIEVANCE MECHANISM 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,	Establish the grievance mechanism prior to commencement of project activities and maintain throughout Project implementation	Recipient

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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 existing AIT 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 with project specific oversight by the PIU.		
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for E&S implementation readiness: i) Maintaining and training the designated E&S staff (Focal point) within the PIU to carry out the E&S due diligence activities (Linked to Point A. Organizational Structure) ii) Maintaining and strengthening AIT's existing grievance mechanism for the project (linked to points 2.3 & 10.2)			