

**REPUBLIC OF KIRIBATI**  
**The Kiribati Health Systems**  
**Strengthening Project (P176306) and the**  
**Additional Financing for the Kiribati**  
**Health Systems Strengthening Project**

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

**18 March 2025**

**Negotiated Version**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Kiribati (the Recipient) is implementing the Kiribati Health Systems Strengthening Project (the Project), with the involvement of the Ministry of Health and Medical Services (MHMS) as set out in the Original Financing Agreement and the Financing Agreement for the Additional Financing Agreement for the Project (the Agreements). The International Development Association (hereinafter the Association) has agreed to provide the original financing (P176306) and additional financing for the Project, as set out in the Agreements. This Environmental and Social Commitment Plan (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 ESCP, in a manner acceptable to the Association. 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 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 prepared or updated, adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESSs, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association. 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 Association 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 the MHMS, and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Representative specified in the Agreements. The Recipient, through the MHMS, shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p><b>REGULAR REPORTING</b></p> <p>The Recipient shall prepare and submit to the Association 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 environmental and social (E&amp;S) documents required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism (GM). The Project Management Unit (PMU) environment and social risk officer (ESRO) will prepare and submit the Environmental and Social Monitoring Reports (ESMR) on a six-monthly basis for the Project.</p>	<p>Submit six-monthly reports to the Association throughout Project implementation. Submit each report to the Association no later than 45 days after the end of each reporting period.</p>	MHMS (PMU)
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>The Recipient shall promptly notify the Association 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 gender based violence (GBV, sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury such as chemical spills, the inappropriate disposal or handling of healthcare waste, and worker injuries. 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 entity, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose measures to prevent its recurrence.</p>	<p>Minor incidents will be reflected in the six-monthly ESMT reports to the Association. Major incidents shall be reported to the Association within 48 hours after learning about the incident or accident<sup>1</sup>. A subsequent report will be provided to the Association, as requested.</p>	MHMS (PMU)

<sup>1</sup> Major incidents/accidents must be reported in accordance with the World Bank Safeguards Incident Response Toolkit’ (SIRT). The SIRT outlines the requirements for reporting GBV cases and has a protocol that defines incident severity and reporting requirements.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p><b>C</b></p> <p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>The Recipient shall require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.</p>	<p>MHMS (PMU)</p>
<p><b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b></p>		
<p><b>1.1</b></p> <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>a) The Recipient shall maintain the PMU, resourced with qualified staff, including an ESRO, and resources to support management of ESHS risks and impacts of the Project.</p> <p>b) The Recipient shall support the recruitment of an E&amp;S focal person for construction of the Kiritimati District Hospital (KDH). The E&amp;S focal person will represent the PMU ESRO and shall be responsible for ensuring all activities and undertakings by the contractor(s) are carried out in accordance with the contractors' environmental and social management plan (C-ESMP).</p> <p>c) The Kiribati Fiduciary Services Unit (KFSU) (as engaged by the Ministry of Finance and Economic Development (MFED)) shall support the management of ESHS risks and impacts of the Project maintaining an international ESHS specialist, a local environmental officer, and a local social officer.</p>	<p>a) The PMU, including the ESRO, shall be retained throughout the implementation of the Project.</p> <p>b) The E&amp;S focal person shall be recruited prior to the start of KDH construction.</p> <p>c) The ESHS Specialist, Environmental Officer, and Social Officer shall be retained throughout the implementation of the Project.</p>	<p>a) MHMS (PMU)</p> <p>b) MHMS (PMU)</p> <p>c) MFED (KFSU)</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2</p> <p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>a) The Recipient shall assess the environmental and social risks and impacts of proposed Project activities, in accordance with the Environmental and Social Management Framework (ESMF) that has been prepared, disclosed, and adopted for the Project, consistent with the relevant ESSs. The ESMF shall be reviewed, updated, and disclosed to reflect the additional financing for the KDH.</p> <p>b) The Recipient shall prepare, disclose, consult, adopt, and implement any environmental and social management plans (ESMPs) or other E&amp;S risk management instruments required for the respective Project activities based on the assessment process, in accordance with the World Bank ESSs, the ESMF, the Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) in a manner acceptable to the Association.</p> <p>c) The Recipient shall prepare, disclose, consult on, adopt, and implement an ESMP for the KDH site clearance and update, disclose, consult on, adopt, and implement the final Environmental and Social Impact Assessment (ESIA) for the construction of the KDH, in a manner acceptable to the Association and consistent with the relevant ESSs.</p>	<p>a) Implement the ESMF throughout Project implementation. Update and disclose the ESMF within three (3) months of the AF effective date.</p> <p>b) Utilization of goods or the implementation of physical works shall not commence prior to the finalization and approval of the relevant E&amp;S risk management instrument(s).</p> <p>c) Prior to the commencement of site clearance and construction activities for the KDH and thereafter implemented throughout Project implementation.</p>	<p>MHMS (PMU)</p>
<p>1.3</p> <p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>a) The Recipient shall incorporate the relevant aspects of this ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures (LMP), and code of conduct, 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>b) The Recipient shall cause all contractors and subcontractors to follow activity level E&amp;S instruments as defined through the screening process set out in the ESMF.</p>	<p>a) Before commencing the procurement process for the relevant Project activities, and thereafter throughout the carrying out of such activities.</p> <p>b) During implementation, before the carrying out of the relevant Project activities.</p>	<p>MHMS (PMU)</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.4</p> <p><b>TECHNICAL ASSISTANCE</b></p> <p>a) The Recipient shall ensure that all consultancies, studies, capacity building, training, and any other technical assistance (TA) activities under the Project specify the environmental and social instruments to be supported under the TA are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference (TORs).</p> <p>b) The Recipient shall submit any consultancy TORs and outputs for no-objection by the Association prior to finalization to ensure consistency with WB ESF and relevant Kiribati legal standards and GIIP requirements.</p>	<p>a) Throughout Project implementation.</p> <p>b) Submit any consultancy TORs and outputs to the Association for no-objection during Project implementation, as they are developed.</p>	<p>MHMS (PMU)</p>
<p>1.5</p> <p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) The Recipient shall ensure that the Contingent Emergency Response Component (CERC) Manual includes a description of the E&amp;S assessment and management arrangements including an ESMF Addendum for the implementation of Component 4, if the ESMF measures do not fit the type of activities and the E&amp;S risks of the proposed CERC activities, in accordance with the ESSs.</p> <p>b) The Recipient shall implement the E&amp;S provisions of the CERC Manual, including, if applicable, the ESMF Addendum, and any assessments and plans required therein.</p>	<p>a) The preparation of the CERC Manual and, if applicable, an ESMF Addendum, in form and substance acceptable to the Association is a withdrawal condition under Section III.B.1.(b) of Schedule 2 of the Financing Agreement for the Additional Financing. The CERC manual will be updated within six (6) months of the AF effective date.</p> <p>b) In accordance with the timeframes specified in the CERC Manual including, if applicable, the ESMF Addendum, and any assessments and plans required therein.</p>	<p>MHMS (PMU)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>The Recipient shall implement the LMP for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), 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>	Implement the LMP throughout Project implementation.	MHMS (PMU)
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>The Recipient shall maintain and operate a GM for Project workers, as described in the LMP and consistent with ESS2.</p>	Maintain and operate the GM for Project workers throughout Project Implementation.	MHMS (PMU)
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>a) The Recipient shall prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the ESMF, ESIA, and other project specific E&amp;S risk management instruments.</p> <p>b) The Recipient shall undertake an unexploded ordnance (UXO) survey to identify the risk of UXO on the preferred KDH site and develop and implement a chance finds protocol for any UXO identified during construction. If UXO are identified, the UXO consultant shall recommend clearance and Evidence of Disposal (EOD) measures, and the Recipient will be responsible for financing the removal and disposal.</p>	<p>a) Throughout the Project implementation period.</p> <p>b) Prior to the commencement of site clearance activities and thereafter implement the UXO chance finds procedure throughout the site clearance and construction works.</p>	MHMS (PMU)
<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>The Recipient shall incorporate resource efficiency and pollution prevention and management measures in the ESMF, ESIA, and other E&amp;S risk management instruments to be prepared under action 1.2 above, in a manner acceptable to the Association.</p>	Prior to the commencement of relevant Project activities and throughout the Project implementation period.	MHMS (PMU)

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>		
<p><b>4.1</b>  <b>COMMUNITY HEALTH AND SAFETY:</b>                      The Recipient shall manage specific risks and impacts to the community arising from Project activities including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMF, ESIA and other E&amp;S risk management instruments to be prepared under action 1.2 above, in a manner acceptable to the Association.</p>	<p>Prior to the commencement of relevant Project activities and throughout the Project implementation period.</p>	<p>MHMS (PMU)</p>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>		
<p><b>5.1</b>  <b>RESETTLEMENT PLANS:</b>                      The Recipient shall prepare, disclose, and consult on resettlement action plan(s) (abbreviated RAP(s)) for each activity under the Project for which the Resettlement Policy Framework (RPF) requires such RAP, in accordance with ESS5 and the RPF that has been prepared for the Project, before carrying out activities that involve land acquisition, restrictions on land use, and involuntary resettlement, and thereafter adopt and implement the respective abbreviated RAP(s) as set out in the RPF and consistent with ESS5.</p>	<p>Prior to the commencement of relevant Project activities and prior to any physical or economic displacement.</p>	<p>MHMS (PMU)</p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>		
<p><b>6.1</b>  <b>BIODIVERSITY RISKS AND IMPACTS:</b>                      The Recipient shall hire a suitably qualified ecological consultant/consultancy to undertake a critical habitat assessment and ecological baseline study to confirm the eligibility of the preferred KDH site and develop a comprehensive biodiversity assessment and flora and fauna inventory for the preferred KDH site and thereafter include the identified mitigation measures into the site clearance ESMP and construction ESIA, consistent with ESS6.</p>	<p>Prior to the commencement of relevant activities and thereafter throughout the site clearance and construction works.</p>	<p>MHMS (PMU)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 8: CULTURAL HERITAGE</b>			
<b>8.1</b>	<p><b>CHANCE FINDS:</b></p> <p>a) The Recipient shall assess the risks and impacts of the construction of the KDH on tangible and intangible cultural heritage as part of the site-clearance ESMP and the construction ESIA.</p> <p>b) The Recipient shall implement the chance finds procedure described in the ESMF developed for the Project, consistent with ESS8.</p>	<p>a) Same timeframes as for 1.2(c) above.</p> <p>b) Implement the chance find procedure throughout Project implementation</p>	MHMS (PMU)
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
<b>10.1</b>	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>The Recipient shall implement the Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which includes 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>	Implement the SEP throughout Project implementation.	MHMS (PMU)
<b>10.2</b>	<p><b>PROJECT GRIEVANCE MECHANISM:</b></p> <p>The Recipient shall maintain and operate the GM 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, as described in the SEP and in a manner consistent with ESS10.</p>	Maintain and operate the GM throughout Project implementation	MHMS (PMU)
<b>CAPACITY SUPPORT (TRAINING)</b>			
<b>CS1</b>	<p>The PMU ESRO shall train the MHMS and other relevant implementing support staff on the Project's ESF instruments, Code of Conduct, and provisions to prevent GBV/SEA/SH, the relevant requirements of the ESMF, ESIA and other E&amp;S risk management instruments to be prepared under action 1.2 above, and the roles and responsibilities of key agencies in the ESF implementation.</p>	As new Project team members join the Project throughout implementation.	MHMS (PMU)

	<b>MATERIAL MEASURES AND ACTIONS</b>	<b>TIMEFRAME</b>	<b>RESPONSIBLE ENTITY</b>
<p><b>CS2</b></p>	<p>The PMU ESRO shall provide contractors with training on the relevant aspects of the Project ESF instruments and relevant ESHS requirements (including SEA/SH and GBV prevention).</p>	<p>Prior to work commencing and throughout Project implementation.</p>	<p>MHMS (PMU)</p>

