

**Government of Pakistan**

**Federal Board of Revenue**

**Pakistan Raises Revenue(P165982) – AF No. 1**

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

**Negotiated**

**May 29, 2025**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Pakistan (the Borrower) is implementing the Pakistan Raises Revenue (P165982) Project (the Project), with the involvement of the Federal Board of Revenue/Ministry of Finance, as set out in the Original and Additional Loan Financing Agreement (the Agreements). The International Bank for Reconstruction and Development (the Bank), has agreed to provide the original financing and additional financing for the Project, as set out in 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 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 Agreements. 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, if required. 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, 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. 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.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT<sup>1</sup></b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>a. The established PIU at Federal Board of Revenue shall use their resources and qualified staff who are already at post respectively, to support management of environmental, social, health and safety (E&amp;S) risks and impacts of the Project, including an Environmental Specialist and a Social Management Specialist.</p> <p>b. The appointed Project Director at Federal Board of Revenue who respectively serve as administrative head shall continue to oversee the implementation of the E&amp;S instruments.</p>	<p>a. The established PIU and these positions shall be maintained throughout Project implementation.</p> <p>b. The Personnel who have been appointed by Federal Board of Revenue to support E&amp;S management shall be maintained throughout the project implementation.</p>	Federal Board of Revenue through PIU
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Continue to provide capacity building for relevant Project Staff, Federal Board of Revenue' staff, contract workers, etc.:</p> <ul style="list-style-type: none"> <li>• Project Management (scope, implementation, monitoring and Reporting)</li> <li>• World Bank Environmental and Social Framework and Standards</li> <li>• National Environmental Requirements</li> <li>• Sub-project Screening and Scoping</li> <li>• Grievance Redress Mechanism</li> <li>• Occupational Health and Safety</li> <li>• Environmental and Social Report preparation and other reporting requirements</li> <li>• Gender and Disability inclusion</li> <li>• Information on World Bank's Safeguards Incidents Reporting Tool (ESIRT) provided.</li> <li>• Training on GBV/SEA/SH and SEA/SH GRM</li> </ul>	Throughout Project implementation	Federal Board of Revenue through PIU
<b>MONITORING AND REPORTING</b>			

<sup>1</sup> For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&amp;S) performance of the Project. 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.</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.</li> <li>• E&amp;S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports.</li> <li>• Number and status of resolution of incidents and accidents reported under action E below.</li> </ul>	<p>Submit quarterly reports to the Bank throughout Project implementation. Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	<p>Federal Board of Revenue through PIU</p>
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&amp;S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	<p>Submit the monthly reports to the Association as annexes to the reports to be submitted under action C above.</p>	<p>Contractor through PIU</p>
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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; 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.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying 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.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>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 to in writing by the Bank.</p>	<p>Contractor through PIU</p>
<p><b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b></p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>Implement the Environmental and Social Management Plan (ESMP) which includes an Electronic Waste Management Plan prepared under the parent project, consistent with the relevant ESSs. Update the ESMP as may be required during implementation and to ensure the continued effectiveness of risk management measures.</p>	Incorporate the ESMP as part of the respective bidding documents for the respective Project activity prior to the carrying out of subproject Project activity that requires the preparation of such ESMP. Once finalized, implement the respective ESMP throughout Project implementation.	Federal Board of Revenue
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, Environmental and Social Management Plan (ESMP) which includes an Electronic Waste Management Plan, and code of conduct, into the E&amp;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&amp;S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank. The contractors/bidders shall also submit a Forced Labor Performance Declaration (which covers past performance), and a Forced Labor Declaration (which covers future commitments to prevent, monitor and report on any forced labor, cascading the requirements to their own sub-contractors and suppliers).</p>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	PIU, Federal Board of Revenue
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Not Relevant for the Project and the AF</p>		
1.4	<p><b>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</b></p> <p>Not Relevant for the Project and the AF</p>		
1.5	<p><b>ASSOCIATED FACILITIES</b></p> <p>Not Relevant for the Project and the AF</p>		
1.6	<p><b>USE OF [BORROWER/RECIPIENT'S] ENVIRONMENTAL AND SOCIAL FRAMEWORK</b></p> <p>Not applicable to the Project and AF</p>		
1.7	<p><b>COMMON APPROACH</b></p> <p>Not applicable to the Project and AF</p>		
1.8	<p><b>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</b></p> <p>Not applicable to the Project and AF</p>		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare and implement the Labor Management Procedures (LMP) for the Project as part of the ESMP. Adopt and implement the Labor Management Procedures (LMP) for the Project during its construction and operational phases, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (OHS) (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>	Update the LMP as part of the ESMP prior to the commencement of the AF activities and thereafter implement the LMP throughout Project implementation.	PIU, Federal Board of Revenue
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with the ESMP.</p>	Prepare the OHS Management Plan prior to commencement of physical works and thereafter implement the plan throughout Project implementation.	Contractors
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Grievance Redress Mechanisms for Project staff have been established at Federal Board of Revenue and are operating as described in the SEP and consistent with ESS2. These workers' GRMs will continue to operate under the AF.</p>	Throughout Project implementation.	PIU, Federal Board of Revenue
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Update and implement the Electronic Waste Management Plan (EWMP), as part of the ESMP prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Update and implement the EWMP prior to commencement of any activities which will generate hazardous and non-hazardous wastes and thereafter implement the EWMP throughout Project implementation].	PIU, Federal Board of Revenue
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Resource efficiency and pollution prevention and management measures have been incorporated in the ESMP to be adopted under action 1.1 above.</p> <p>In respect of the AF, incorporate resource efficiency and pollution prevention and management measures in ESMPs to be prepared under action 1.1 above.</p>	Same timeframe as for the preparation, adoption and implementation of the ESMPs.	PIU, Federal Board of Revenue
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Not Relevant for the Project and the AF		
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Not Relevant for the Project and the AF		
4.3	<b>SEA AND SH RISKS</b>  Regular training and awareness sessions will be conducted for all project personnel to reinforce their understanding of the CoC and the importance of preventing SEA/SH.	Throughout Project implementation.	PIU, Federal Board of Revenue
4.4	<b>SECURITY MANAGEMENT<sup>2</sup></b> The Project and AF activities will not include the engagement of security personnel.		
4.5	<b>DAM SAFETY (FOR ANNEX A ESS4)</b> The Project and AF will not include the creation of Dam.		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<b>RESETTLEMENT [FRAMEWORK] [PLAN] or [PLANS]</b> Not Relevant for the Project and the AF		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> Not Relevant for the Project and the AF		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS]</b> Not Relevant for the Project and the AF		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CULTURAL HERITAGE RISKS AND IMPACTS</b> Not Relevant for the Project and the AF		
8.2	<b>CHANCE FINDS</b> Not Relevant for the Project and the AF		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	<b>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</b> Not Relevant for the Project and the AF		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

<sup>2</sup> Depending on security risks and details of the project, the Borrower may retain or engage public security personnel, including military, to provide security for the project. Such cases may require a specific security management assessment and/or security management plan and setting out specific measures and actions in the ESCP. See Annex to the “Tip Sheet: Drafting the Environmental and Social Commitment Plan” for further guidance.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>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.</p>	Update the SEP prior to commencement of AF activities and thereafter implement the SEP throughout Project implementation.	PIU, Federal Board of Revenue
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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.</p> <p>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.</p>	GRM established under the parent Project shall continue to be maintained.	PIU, Federal Board of Revenue
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
<p>The following actions are indicators for implementation readiness:</p> <p>These will include actions related to: (1) Update of required instruments such as the ESMP, and SEP, and (2) Identification and engagement with new stakeholders relevant to the AF.</p>			