

**PROGESTÃO SERGIPE: PUBLIC SECTOR
MANAGEMENT EFFICIENCY PROJECT
(P513080)**

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

**Negotiated
March 3, 2026**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The State of Sergipe will implement, The Progestão Sergipe: Public Sector Management Efficiency Project (P513080) (the Project), with the involvement of the State Treasure Secretariat (SEFAZ), the Special Secretariat for Planning, Budget and Innovation (SEPLAN), the State Secretariat for Administration (SEAD), the Special Secretariat for Management of Contracts, Tenders and Logistics (SECLOG), the State Secretariat of Education (SEED), the State Secretariat of Health (SES) and the Sergipe State Employee Pension Institute (SERGIPEPREVIDÊNCIA) as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project, as set out in the Agreement. 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 Agreement.
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 Agreement.
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 Agreement, 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 Agreement. 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
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE a. Establish and maintain a Project Management Unit (PMU) with qualified staff and resources to support management of environmental, social, health and safety risks and impacts of the Project including: an environmental and social specialist. Other specialists may be included as necessary during Project implementation.	a.1. Establish a PMU as a Condition of Project Effectiveness. a.2. Hire or appoint the environment and social specialist no later than 90 days from the Project Effectiveness and thereafter maintain the PMU and this position throughout Project implementation.	SEFAZ
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the following capacity building measures: a. Provide periodical training sessions for PMU staff and executing partners on ESF standards relevant for the Project and specific issues, such as SEA/SH and code of conduct, grievance redress mechanisms, community health and safety, reporting of accidents and incidents.	a. Conduct periodical training sessions as defined in the E&S Risk Management Training Plan.	PMU
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (H&S) performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of E&S compliance of Project activities within the reported period. • Summary of stakeholder engagement activities carried out. • Complaints submitted to the grievance mechanism(s), the grievance log, progress made in resolving them and lessons learned. • Number and status of resolution of incidents and accidents reported under action D below.	Submit semestral reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 45 days after the end of each reporting period.	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	INCIDENTS AND ACCIDENTS a. 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. b. 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.	a. Notify the Bank no later than 48 hours after learning about the incident or accident. Provide available details upon request. b. 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.	PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	BORROWER ENVIRONMENTAL AND SOCIAL (ES) FRAMEWORK 1. Ensure that the ESHS risks and impacts of the Project, including in relation to labor and working conditions, are managed in accordance with this ESCP and the Borrower's ES Framework, which includes <i>inter alia</i>, the country's relevant policy, legal and institutional framework, including its national, departmental or local implementing institutions and applicable laws, regulations, procedures and implementation capacity. 2. Promptly notify the Bank of any changes to the Borrower ES Framework that may materially adversely affect the Borrower's ability to manage the ESHS risks and impacts of the Project in line with the ESSs and the immediate measures taken or that are planned to be taken to address said changes and the ensuing potential risks and impacts of the Project. If, in the opinion of the Bank, such changes adversely affect relevant ESHS risk management aspects of the Project, the Borrower shall agree to implement measures and actions to address them in a manner acceptable to the Bank and shall update the ESCP to reflect such agreed actions.	1. Throughout Project implementation. 2. Notify the Bank immediately after taking notice of the change to the Borrower ES Framework. Subsequent actions, if requested by the Bank, shall be reflected in an updated ESCP as indicated in paragraph 4 of the Initial Section of this ESCP.	PMU
1.2	TECHNICAL ASSISTANCE Carry out the consultancies, studies, technical assistance on forestry and bioeconomy, 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 Borrower's ES Framework and the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT a. Incorporate in the contracts for consultants directly hired or engaged through third parties to perform works, the following measures for the proper management of the working conditions of <i>Project workers</i> : i. Comply with the Brazilian labor regulations on 1) terms and conditions of employment, 2) protection of the work force (banning child and forced labor), 3) occupational health and safety, and iv) grievance mechanisms for raising concerns/grievances related with working places and conditions without reprisal. ii. Adopt all measures needed to either require that primary suppliers take measures to remedy promptly and appropriately cases whenever child labor or forced labor inadvertently happen or to replace them in line with ESS 2 requirements. iii. Adopt and cause all contractors and subcontractors to adopt and implement the SEA/SH Prevention Plan (that will be described in the Project Operation Manual and reproduced in all bidding documents), setting standards of behavior and establishing responsibilities and procedures for responding to SEA/SH substantiated allegations. iv. Ensure that 1) OHS procedures are fully applied to community workers, and 2) register evidence that their works are provided on a voluntary basis, do not involve children under the legal age and do not resemble forced labor; and v. Report to the Bank on all incidents and accidents that may cause harm to the health and safety of project workers (and beneficiary community members) or expose them to any form of discrimination, harassment and abuse, and take measures to prevent their recurrence. b. State and replicate all these requirements in all bidding documents for hiring contractors.	a. Throughout Project implementation. b. Before bidding process.	PMU
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism where Project workers can raise concerns about working conditions and terms (including SEA/SH and Gender-Based Violence issues) in a manner consistent with ESS 2.	Establish the grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures on the Terms of Reference in a manner consistent with ESS3.	Throughout Project implementation.	PMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
This standard is not currently relevant.			
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	INVOLUNTARY RESETTLEMENT RISKS AND IMPACTS Relevant aspects of ESS5 shall be incorporated as relevant on the Terms of Reference of technical assistance activities under the Project in accordance with action 1.2 above.	Throughout Project implementation.	PMU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	BIODIVERSITY RISKS AND IMPACTS Relevant aspects of ESS 6 shall be incorporated as relevant on the Terms of Reference of technical assistance activities under the Project in accordance with action 1.2 above.	Throughout Project implementation	PMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES MEASURES Carry out the Project in accordance with the applicable requirements of ESS7. Whenever relevant, the Terms of Reference to carry out technical assistance activities must: - Assess opportunities and barriers to design and implement the Technical Assistance activity in a manner that will ensure that Indigenous peoples' concerns or preferences are addressed and that Indigenous Peoples would have fair and equitable access to project benefits. - Ensure that Indigenous Peoples will be consulted in a proportionate and culturally adequate manner in matters of their interest. - All appropriate measures necessary to achieve results consistent with the requirements set by ESS 7 are taken and followed during the implementation phase.	Throughout Project implementation.	PMU
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Relevant aspects of ESS 8 shall be incorporated as relevant on the Terms of Reference of technical assistance activities under the Project in accordance with action 1.2 above.	Throughout Project implementation.	PMU
ESS 9: FINANCIAL INTERMEDIARIES			
This standard currently is not relevant.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Considering the scope of project-supported activities and low level of E&S risk, the key elements of a Stakeholder Engagement Plan will be incorporated in both the Project design and the ESCP,	Throughout Project implementation.	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	relying on the existing legislation and institutions for citizen/stakeholder engagement and grievance redressing.		
10.2	PROJECT GRIEVANCE MECHANISM a. Establish, maintain and operate an accessible grievance mechanism to receive and facilitate resolution of concerns and grievances in relation to the Project (as well as 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), in a manner consistent with ESS10. b. Publicize SEFAZ's Ombudsman Office contact information through all communication materials about the Project. c. Report to the Bank on the handling of concerns and grievances raised in relation to the project, including a specific section on the handling of concerns and complaints raised by Indigenous Peoples and other vulnerable social groups.	Throughout Project implementation.	PMU (with support of SEFAZ Ombudsman Office)
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for readiness implementation: Actions A and B.			