# Republic of Liberia

# Ministry of Finance and Development Planning
# Forestry Development Authority

# Preparation Grant for Liberia Forest Economy Project (P508345)

# ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

## 4 November 2026



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**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Republic of Liberia (the Recipient) is planning to implement certain activities (the Activities) for the preparation of the proposed Liberia Forest Economy Project (P508345) (the Project) with the involvement of the Forestry Development Authority (FDA) and the Ministry of Finance and Development Planning, for which it has requested a preparation grant, as set out in the Letter Agreement ("Agreement"). The International Development Association (hereinafter the Association), has agreed to provide the grant to finance the Activities, as set out in the referred Agreement.

2. The Recipient shall ensure that the Activities are 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 Association. 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 referred 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 for the Activities, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. 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 Association and the Recipient, this ESCP will be revised from time to time if necessary, during the implementation of the Activities, to reflect adaptive management of changes and unforeseen circumstances related to the Activities or in response to assessment of performance of the Activities. In such circumstances, the Association and the Recipient 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 Agreement or the Managing Director of the Forestry Development Authority. The Recipient shall promptly disclose the updated ESCP.



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| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| **MONITORING AND REPORTING** | | | |
| A | **REGULAR REPORTING**<br><br>Prepare and submit to the Association monitoring reports on the environmental and social (E&S) performance of the Activities, including but not limited to the implementation of the ESCP, status of E&S instruments under preparation, stakeholder engagement activities, complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. | Submit quarterly reports to the Association during implementation of the Activities, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period. | FDA |
| B | **INCIDENTS AND ACCIDENTS**<br><br>Notify the Association of any incident or accident relating to the Activities 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 Association upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.<br><br>Prepare, agree with the Association, 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. | Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.<br><br>Provide review report and Corrective Action Plan to the Association no later than 15 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association. | FDA |
| **ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS** | | | |
| 1.1 | **ORGANIZATIONAL STRUCTURE**<br><br>Existing Environmental and Social Focal Points at FDA will support the establishment of the PIU until the PIU is adequately staffed and resourced to manage the environmental, social, health and safety (E&S) risks and impacts of the Activities. The PIU shall include qualified and experienced personnel, including an E&S Manager, Environmental Specialist, Social Specialist, GBV Specialist, Grievance Mechanism (GM) Officer, and Protected Area Management Focal Point. | Establish a Project Implementation Unit [PIU], and hire/appoint an E&S Manager, a GM officer, an Environmental Specialist, a Social Specialist, a GBV Specialist, and Protected Area Management Focal Point no later than the Effective Date and thereafter maintain the PIU and these positions throughout the Activities implementation. | FDA |



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| 1.2 | **TECHNICAL ASSISTANCE**<br>Ensure that the consultancies, studies (including Feasibility Studies), E&S assessments, preparation of relevant ESS instruments, operational support, capacity building, and training under the Activities financed by the GFPP Grant are carried out in accordance with terms of reference agreed with the Association and consistent with the ESSs, including adequate consideration of occupational health and safety, community health and safety, and sexual exploitation and abuse and sexual harassment (SEA/SH) risks and requirements. Thereafter, ensure that the outputs of such activities comply with the respective terms of reference. | Throughout implementation of the Activities, i.e. December 2026-September 2027. | FDA |
| **ESS 2: LABOR AND WORKING CONDITIONS** | | | |
| 2 | **LABOR MANAGEMENT PROCEDURES**<br>Ensure that workers are engaged in the implementation of the Activities consistent with ESS2.<br>To this end, ensure that the following measures are carried out:<br>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;<br>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP);<br>c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions; | Carry out the measures throughout the implementation of the Activities i.e. December 2026-September 2027 | FDA |



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| | d) Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases;<br>e) Incorporate the relevant requirements above in the E&S specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities;<br>f) Implement these activities in line with the respective Environmental and Social Management Plans (ESMPs) and other E&S instruments to be prepared under Technical Assistance 1.2 above, as well as the SEA/SH Action Plan for LiFE-P (P508345). | | |
| **ESS 3 to ESS9** | | | |
| 3 | Relevant aspects of these standards shall be considered in the technical assistance activities under action 1.2. above, as relevant. | Same timeframe as for action 1.2. | FDA |
| **ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE** | | | |
| 10.1 | **STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE**<br>Incorporate stakeholder engagement and information disclosure measures in the implementation of the Activities, in a manner consistent with ESS10.<br>To this end, ensure that the following measures are implemented:<br>a) Provide stakeholders with information about the environmental and social risks and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format, including but not limited to any environmental and social instruments prepared as part of the Activities, including on the Forestry Development Authority website;<br>b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities;<br>c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (ii) feedback received and responses to said feedback; and (iv) measures to engage | Implement the stakeholder engagement measures throughout the implementation of the Activities i.e. December 2026-September 2027. | FDA |



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| | stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable;<br>d) Implement these activities in line with the SEP for LiFE-P (P508345). | | |
| 10.2 | **GRIEVANCE MANAGEMENT**<br>Until the Project Grievance Mechanism is established and operational, FDA shall disclose a dedicated telephone number through appropriate channels to enable Project-affected people and other stakeholders to grievances related to the Activities.<br>Receive and facilitate resolution of concerns and grievances in relation to the Activities, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all parties affected by the Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.<br><br>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. | Throughout implementation of the Activities.<br>i.e. December 2026-September 2027 | FDA |



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