Republic of Cameroon

Ministry of Forests and Wildlife

Sustainable Congo Basin Forest Economies Program - Phase 1 (P505923)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Negotiated Version

March 4, 2026

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ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Cameroon (the Recipient) will implement Phase 1 of the Sustainable Congo Basin Forest Economies Project (the Project) under the Multiphase Programmatic Approach, with the involvement of the Ministry of Forestry and Wildlife (MINFOF), as set out in the Financing Agreement (the Agreement). The International Development Association (the Association) has agreed to provide financing for the Project, as set out in 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 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 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 under the Project, 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, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. 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. The Recipient 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 column below irrespective of whether they are listed in the referred subsection.

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	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	**ORGANIZATIONAL STRUCTURE** a. Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources including one environmental, health and safety (EH&S) specialist, one social specialist, who will also act as focal point for the Project's GRM, and one GBV specialist. b. Hire an independent Implementation Support agency to provide independent oversight to ensure compliance with the requirements of the World Bank Environmental and Social Framework.	a. Establish a PIU and appoint the specialists no later than 90 days of the Effective Date and thereafter maintain the PIU and these positions throughout Project implementation. b. Hire an independent Implementation Support agency no later than ninety (90) days after the Project Effectiveness Date and maintain, throughout the entire duration of the Project's implementation, in accordance with the terms of reference (ToR) defining the agency's deployment period and modalities.	PIU within the Ministry of Forestry and Wildlife (MINFOF) (the "PIU")
B	**CAPACITY BUILDING PLAN/MEASURES** Prepare and implement an E&S Risk Management training plan for periodic capacity-building of the Project team, addressing E&S requirements as set out in the Project's ESF documents to be prepared in accordance with this ESCP.	Prepare and submit to the Bank an E&S Risk Management training plan within 120 days after the Project Effective Date.	**PIU**
MONITORING AND REPORTING			
C	**REGULAR REPORTING** Prepare and submit to the Association regular monitoring reports on the environmental, social, and Occupational Health and Safety (OHS) 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 as per the Stakeholder Engagement Plan. • Status of implementation of the SEA/SH Action Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, progress made in resolving them and lessons learned (grievance management). • Number and status of resolution of incidents and accidents reported under action E below,	Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.	**PIU**
D	**CONTRACTORS' MONTHLY REPORTS** Require contractors to provide quarterly monitoring reports on E&S and H&S performance in	Submit the quarterly reports to the Association upon request. These reports shall also be	**PIU**

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.	submitted to the Association as annexes to the quarterly reports required under action C above.	
E	**INCIDENTS AND ACCIDENTS** Notify the Association 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 Association upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. 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. Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	**PIU**
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	**ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS** 1. Develop, finalize, disclose and implement the Environmental and Social Management Framework (ESMF). 2. Screen activities in compliance with the ESMF provisions and, based on the screening recommendations, prepare and implement Environmental and Social Impact Assessment (ESIA), and or Environmental and Social Management Plan (ESMP) for Components 2 and 3 activities. 3. Finalize Institutional Assessments (IA) of the agencies responsible for managing protected areas to identify gaps in staffing, training, supervision, and accountability related to ESF compliance. These assessments shall inform targeted capacity-building measures and help ensure that any engagement with protected areas is consistent with the requirements of ESS1, ESS5, and ESS6.	1. ESMF was prepared and disclosed in country and on WB portal on April 22, 2025 2. Implement the ESMF throughout Project implementation. 2. Prepare the ESIAs and ESMP prior to finalization of sub-project design and bidding of civil works and thereafter implement the ESIA and ESMP throughout Project implementation. 3. Draft Institutional Assessment was prepared in November 2025	**PIU**

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		4. Finalize and adopt the IA no later than 3 months after the Effective Date, or prior to the commencement of activities in protected areas, whichever is sooner, and implement any required measures identified in the IA within a timeframe agreed with the Association.	
1.2	**MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, waste management guidelines, occupational health and safety guidelines, SEA/SH Action Plan, Labor Management Procedures, and code of conduct, into the E&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&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.	**PIU**
1.3	**TECHNICAL ASSISTANCE** Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	**PIU**
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**LABOR MANAGEMENT PROCEDURES** Develop, finalize, disclose and implement the Labor Management Procedures (LMP) for the Project	1.The LMP was finalized and disclosed on January 12, 2026 2. Implement the LMP throughout Project implementation.	**PIU**
2.2	**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN** Assess and manage specific risks and impacts to worker occupational health and safety arising from Project activities, and include mitigation measures in the site-specific ESMPs to be prepared under action 1.1.2 above	Same timeframe as the preparation and implementation of site-specific ESMP.	**PIU**
2.3	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2 and include a protocol to address SEA/SH related complaints.	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	**PIU**
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	**WASTE MANAGEMENT PLAN**	Same timeframe as for the	**PIU**

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Assess and manage specific risks and impacts risks related to hazardous and non-hazardous waste generated by Project activities and include mitigation measures in the site-specific ESMP to be prepared under action 1.1.2	preparation and implementation of the ESMP.	
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** Incorporate resource efficiency and pollution prevention and management as well as pest management measures consistent with the ESMF in the ESMP to be prepared under action 1.1.2 above.		**PIU**
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY** Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.1.2 above and consistent with the ESMF.	Same timeframe as for the preparation and implementation of the ESMP.	**PIU**
4.2	**COMMUNITY HEALTH AND SAFETY** Assess and manage specific risks and impacts to the community arising from Project activities, including management of project financed community rangers and their training on the code of conduct, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMP to be prepared under action 1.1.2 above.	Same timeframe as for the preparation and implementation of site-specific ESMP.	**PIU**
4.3	**SEA AND SH RISKS** Develop, finalize, disclose and implement the SEA/SH Action Plan for the Project	1. The SEA/SH Plan was finalized and disclosed on January 12, 2026. 2. Implement the SEA/SH Action Plan throughout Project implementation.	**PIU**
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	**RESETTLEMENT/PROCESS FRAMEWORKS** 1. Develop, finalize, disclose and implement the Resettlement Policy Framework (RPF) for the Project 2. Prepare and implement Resettlement Action Plans (RAP) and Livelihood Restoration Plans (LRP) for each activity under the Project for which such Plans are required as set out in the Resettlement Policy Framework and Process Framework, consistent with ESS5. 3. Develop, finalize, disclose and implement the Process Framework (PF) 4. Where access restrictions arise, Action Plans for the communities will be prepared	1. The RPF was finalized and disclosed on January 12, 2026. 2. Implement RPF throughout Project implementation. 3. The PF was finalized and disclosed on January 12, 2026. 4. Implement the PF throughout Project implementation.	**PIU**

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		5. Prepare and implement site-specific respective RAPs and/or Access Plans for access restrictions prior to carrying out the relevant works, including ensuring that compensation has been provided prior to civil works or project activities	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	**BIODIVERSITY RISKS AND IMPACTS** Assess and manage specific risks and impacts on biodiversity arising from Project activities, and include mitigation measures and other measures related to the sustainable use of natural resources in the site-specific ESMP to be prepared under action 1.1.2 above As needed and according to detailed site-specific impact assessments, prepare Biodiversity Management Plans	1. Same timeframe as for the preparation and implementation of the ESMP. Prepare the BMP after completion of ESIA and thereafter implement it throughout site-specific Project implementation.	**PIU**
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	**INDIGENOUS PEOPLES PLANS** 1. Develop, finalize, disclose and implement the Indigenous Peoples Framework (IPF) 2. Indigenous Peoples Plans (IPP) will be prepared in accordance with the guidelines provided in the IPF and will be implemented	1.The IPPF was finalized and disclosed on January 12, 2026. 2.IPPs will be prepared and implemented throughout the Project.	**PIU**
ESS 8: CULTURAL HERITAGE			
8.2	**CHANCE FINDS** Prepare and implement the chance finds procedures as part of the ESMP to be prepared under action 1.1 above, consistent with the guidelines in the ESMF and with ESS8 to protect and report chance finds that might occur as a result of the implementation of Project activities.	Same timeframe as for the preparation and implementation of the ESMP.	**PIU**
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** 1. Develop, disclose and implement the Stakeholder Engagement Plan (SEP) 2. Update the existing SEP and implement it 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.	1. The SEP was finalized and disclosed on January 12, 2026. 2. Update the SEP no later than one month after Project's Effective Date, and thereafter implement it throughout Project	**PIU**

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		implementation.	
10.2	**PROJECT GRIEVANCE MECHANISM** 1. Establish, publicize, maintain, and operate an accessible grievance mechanism (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, in a manner consistent with ESS10. 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. 2. Hire an independent GM firm or NGO to verify actions taken to operationalize and respond to recorded grievances.	1. Establish the GM no later than sixty (60) days from the Project's Effective Date and thereafter maintain and operate the GM throughout Project implementation. 2. GM firm or NGO to be hired no later than 3 months from the Project's Effective Date.	**PIU**
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: - A: Organizational Structure (Establishment of a PIU) - 1,1 3: Finalize Institutional Assessments of the agencies responsible for managing protected areas - 2,1: Prepare and implement the Labor Management Procedures for the Project - 2.2: Establish and operate a grievance mechanism for Project workers - 4.3: Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH - 5.1: Prepare and implement RPF, PF, and RAPs - 10.1: Update and implement the Stakeholder Engagement Plan (SEP) no later than one month after Project's effective date - 10.2: Establish, publicize, maintain, and operate an accessible grievance mechanism (GM)			

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