

Syrian Arab Republic
Ministry of Transport (MoT)

**Syria Railway Rehabilitation and
Modernization Project (P517871)**

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

Technical Design

September 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Syrian Arab Republic (the Recipient), with the involvement of the Ministry of Transport (MoT) , will implement the Syria Railway Rehabilitation and Modernization Project (P517871) (the Project), 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 or Minister of Transport. 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 irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT¹			
A	ORGANIZATIONAL STRUCTURE a. Establish and maintain a Project Management Unit (PMU) within the Ministry of Transport (MoT) with qualified staff and resources to support management of environmental, social, health and safety (ESHS) risks and impacts of the Project. This will include the following E&S Focal Points: one Environmental/Health & Safety (EHS) focal point, and one Social focal point. b. Ensure that the PMU hires/appoints, with ToR acceptable to the Association, the following full-time ESHS positions within its key team members: An Environmental Specialist, Occupational, Health and Safety (EHS) Specialist, a Social Specialist/ Stakeholder Engagement, a Gender Specialist with GBV expertise.	a. Assign E&S Focal Points before the Effective Date and thereafter maintain the PMU including such E&S positions throughout Project implementation. b. Ensure PMU's ESHS positions be filled within 60 days after the Effective Date, and thereafter maintain these positions throughout Project implementation	Ministry of Transport (MoT)/ Project Management Unit (PMU)
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the following capacity building measures: 1. Training for the PMU staff on stakeholder engagement and grievance mechanism, Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) requirements including pollution control, occupational health and safety, community health and safety, solid and hazardous waste management, emergency response, Gender-Based Violence (GBV)- Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH). 2. Training for contractors on stakeholder engagement and grievance mechanism, implementation of the ESMP including occupational health and safety, labor management, community health and safety, security management, waste management, SEA/SH and Code of Conduct. 3. Training/sensitizing for project-affected communities and targeted stakeholders on grievance mechanism, community health and safety, and SEA/SH and Code of Conduct	1. Training program to be developed no later than 60 days after the recruitment of environmental and social specialists referenced A.b above. Training delivery to be throughout Project implementation. 2. Prior to commencing works and throughout Project implementation. 3. Prior to commencing works and throughout Project implementation.	MoT / PMU
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include:		MoT / PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	• Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanisms, the grievance log, and progress made in resolving them, including SEA/SH complaints. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. • Implementation of the SEA/SH Action Plan. • Implementation of the Resettlement Plans (RPs) and/or Livelihood Restoration Plans (LRPs) as needed. • Labor management procedures and working conditions	Submit quarterly reports to the Association throughout Project implementation. Submit each report to the Association no later than 15 days after the end of each reporting period.	
D	CONTRACTORS' MONTHLY REPORTS Require contractors to provide monthly monitoring reports on E&S performance to the PMU in accordance with the metrics specified in the respective bidding documents. Submit such reports to the Association upon request.	Submit the monthly reports to the PMU, no later than 10 days after the end of the previous month and submit upon request to the Association.	MoT / PMU
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.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.	MoT / PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.	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.	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Prepare and implement the Environmental and Social Impact Assessment (ESIA) for Al-Sharqiyah—Homs—Tartous corridor including a comprehensive assessment of potential social impacts and ESMP to identify appropriate mitigation and management measures, in a manner consistent with the Environmental and Social Standards (ESSs), the Environmental, Health and Safety Guidelines (EHSs), and relevant Good International Industry Practice (GIIP). 2. Prepare environmental and social studies for future investments in the north-south corridor development consistent with the relevant ESSs.	1. Prepare the ESIA, consistent with the relevant ESSs, before completion of the procurement process and include them as part of the respective bidding documents for the relevant activities. Thereafter implement the ESIA/ESMP throughout Project implementation. 2. Prepare environmental and social studies for future investments along with relevant technical studies during project implementation.	MoT / PMU
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, ESMP, the Labor Management Procedures, community and workers grievance mechanisms, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors, supervising firms and UN agencies (if engaged for project implementation). 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.	MoT / PMU
1.3	TECHNICAL ASSISTANCE	Throughout Project implementation.	MoT / PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
1.4	ASSOCIATED FACILITIES Ensure that any activities which meet ESS1 definition of associated facilities (if any) in the associated facility to be identified in the relevant E&S instruments that are carried out in accordance with the applicable requirements of this ESCP and the ESSs.	Same timeline as Action 1.1.1	MoT/PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare and implement the Labor Management Procedures (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 and subcontractors.	Prepare, disclose and implement the LMP prior to engaging any project workers and thereafter implement the LMP throughout Project implementation.	MoT / PMU
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN 1. Prepare and implement an OHS Management Plan, as part of the ESIA under Action 1.1.1, to assess and manage the OHS risks and impacts of the Project. 2. Engage the United Nations Mines Action Service (UNMAS), or other competent, independent, internationally recognized, UNMAS-accredited entity with relevant qualifications and experience acceptable to the Association, operating under the oversight of a centralized international mine-action coordination and certification arrangement (e.g. UMNAS), to ensure that all project worksites and their access routes are free from landmines and Explosive Remnants of War (ERW), consistent with the ESIA, the LMP, the Traffic Management Plan, and any other relevant E&S instrument.	1. Same timeframe as action 1.1.1. Thereafter implement the OHS Management Plan throughout Project implementation.	1. MoT / PMU 2. MoT / PMU 3. MoT/PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The contracted entity shall be responsible for: (a) conducting landmine and ERW contamination assessments for each project worksite and its access routes; (b) carrying out clearance activities based on assessment findings in accordance with the International Mine Action Standards (IMAS); and (c) ensuring the safe handling, transport, and disposal of any hazardous waste generated during clearance activities, consistent with IMAS and good international industry practice (GIIP). The centralized international mine-action coordination body operating in accordance with IMAS shall carry out the oversight, quality assurance, and certification of clearance activities including, inter alia: (a) conduct regular field quality assurance and performance monitoring to uphold impartiality, transparency, IMAS, and sector good international industry practice; and (b) validation of clearance outputs and issuance of formal clearance reports and certification confirming that project worksites and their access routes are safe for project activities. The MoT will share with the Association each worksite clearance reports and certification that demonstrate that the decontamination process and waste disposal have been conducted following IMAS and GIIP. 3. Provide regular training and awareness sessions to Project workers on risks related to landmines and ERW and actions to be taken if encountered.	2. Same timeline as action 1.1.1 above and in all cases before conducting any site visits or commencement of relevant-Project activities. Share with the Association each worksite clearance reports, and certificates after obtaining them from UNMAS/ other competent, independent, internationally recognized, UNMAS-accredited entity with relevant qualifications and experience acceptable to the Association. 3. Upon engaging of project workers and before allowing access to Project worksites.	
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. The grievance mechanism shall include a channel to enable workers to confidentially and anonymously report sensitive grievances in accordance with the LMP.	Establish workers grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MoT / PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN 1. Prepare and implement a Waste Management Plan (WMP) , as part of under Action 1.1.1 prepared for the Project, to manage solid and hazardous wastes, consistent with ESS3. 2. Ensure that any removed landmines and Explosive Remnants of War (ERW) have been properly removed and disposed following IMAS and GIIP. These practices will be part of an action plan to be included in the relevant E&S instruments and Project Operations Manual (POM). 3. PMU shares each worksite certificate and necessary documentation that demonstrate that the decontamination process has been conducted following IMAS and GIIP.	1. Same timeline as Action 1.1.1 and for preparation, thereafter, implement the WMP throughout Project implementation.	MoT / PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		2. Practices to be included in the relevant E&S instruments and POM upon its preparation. Implementation of measures before commencement of relevant project activities and throughout project implementation. 3. Share the work certificate and necessary documentation with the Association before commencement of relevant project activities.	
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESIA to be prepared under Action 1.1.1.	Same timeframe as Action 1.1.1	MoT / PMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Prepare Traffic Management Plan to manage traffic and road safety risks as part of the ESIA to be prepared under action 1.1.1 above.	Same timeframe as Action 1.1.1	MoT / PMU
4.2	COMMUNITY HEALTH AND SAFETY Assess and 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, exposure to waste, exposure to landmines or ERW risks and include mitigation measures in the ESIA/ESMP to be prepared under actions 1.1.1 and 2.2, including an Emergency Response Plan to be prepared as part of the ESIA above.	Same timeframe as Action 1.1.1	MoT / PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	SEA AND SH RISKS 1. Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH. SEA/SH Action Plan will cover all project's components and workers. 2. Ensure that contractors' contracts include obligations for compliance with all the applicable commitments in the SEA/SH Action Plan, including the application of a Code of Conduct for all workers. 3. Conduct awareness raising campaigns for the community and service providers designed to heighten awareness of risks and to mitigate impacts, including a SEA/SH grievance mechanism procedure made available for project affected communities.	1. Prepare the SEA/SH Action Plan 90 days after the Effective Date and prior to the hiring of the security personnel or assigning Recipient's security services and before the start of relevant project activities. Thereafter implement it throughout Project implementation. 2. Upon engaging with each Project contractor 3. Implement throughout Project implementation.	MoT / PMU
4.4	SECURITY MANAGEMENT 1. Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities as set out in the standalone Security Management Plan (SMP) to be prepared by MoT, which shall include a Code of Conduct (CoC) template and included in all procurement packages under the Project. 2. In accordance with the SMP, the MoT shall ensure appropriate measures are in place to safeguard Project equipment and provide protection for Project sites during implementation, ensuring the safety of personnel, assets, and activities within the project boundaries. These measures shall be implemented through MoT staff and/or contracted security personnel, in coordination with relevant government agencies as necessary. 3. Where applicable, the MoT/PMU shall submit to the Association copies of any relevant correspondences and agreements with relevant government authorities related to security arrangements. 4. Before deploying the Recipient's security staff or engaging security personnel for the provision of security to Project workers, sites and/or assets, consistent with the ESSs, the following measures shall be adopted:	1. Prepare the SMP including the Code of Conduct before the completion of the procurement process of the relevant project activities and prior to carrying out any activities requiring the use of security personnel, and thereafter implement it throughout Project implementation. 2. and 3. to be completed prior to carrying out any activities requiring the use of security personnel, and thereafter implement it throughout Project implementation.	MoT / PMU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
✓ Assess the risks and impacts of engagement of the security personnel and the Recipient's security staff, as part of the assessment referred to in action bullet 1 above, and implement measures to manage such risks and impacts, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such security personnel; ✓ Rely on Recipient's security staff and/or contracted service, ensure the signing of a proper agreement that includes clauses on compliance with the Code of Conduct (CoC); ✓ Ensure Recipient's security staff received adequate training for security personnel and the Recipient's security staff prior to deployment and on a regular basis, on the use of force and appropriate conduct, all satisfactory to the Association; ✓ Adopt and enforce standards, protocols and codes of conduct for the selection and use of security personnel, including mandatory orientation and training on Codes of Conduct and SEA/SH prevention within selected PHC boundaries, and screen such personnel to verify that they have not engaged in past unlawful or abusive behavior, including SEA/SH or excessive use of force where feasible; ✓ Exclude from Project-related duties any security personnel who are found, through credible information or grievance mechanisms, to have engaged in unlawful or abusive behavior, including SEA/SH, during Project implementation ✓ Ensure that any concerns or grievances regarding the conduct of security personnel are received, monitored, documented (taking into account the need to protect confidentiality), resolved through the Project's grievance mechanism (see actions 10.1 and 10.2 below) and reported to the Association after receiving the concern or grievance in the timeframe specified in action E above. 5. The MoT shall promptly review all allegations of unlawful or abusive acts of Recipient's security staff or security personnel deployed to protect Project personnel and property, take action (or urge appropriate parties to take action) to address the incident and prevent recurrence, all in accordance with the requirements of ESS4 and in a manner acceptable to the Association. 6. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of the Recipient's security services or security personnel deployed to protect Project personnel and property in the Project. 7. Ensure that all project worksites under the Project and their access routes are free from landmines and Explosive Remnants of War (ERW), consistent with the ESIA, the LMP, the Traffic Management Plan, and any other relevant E&S instrument, as outlined under action 2.2.	4. Adopt the measures prior to the hiring of security personnel or assigning Recipient's security services. Implement measures including the agreements/ correspondences (including clauses on compliance with the Code of Conduct) and SEA/SH Action Plan throughout the implementation of the Project. 5. Notify the Association after receiving the concern or grievance in the timeframe specified in action E above. 6. As set out under actions 10.1. 7. Prior to the commencement of relevant-Project activities. Share with the Association each worksite clearance reports, and certificate within 15 days of obtaining them from UNMAS / other competent, independent, internationally recognized, UNMAS-accredited entity with relevant qualifications and experience acceptable to the Association	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT PLAN 1. Prepare and implement a Resettlement Framework (RF) for the Project, consistent with ESS5. 2. Once exact locations are identified and final designs are available, the site-specific screening will be carried out before any civil works commencement, to identify the risks associated with land impacts. economic displacement or encroachment within the project footprint. 3. Prepare and implement a Resettlement Plan (RP) and/or a Livelihood Restoration Plan (LRP) consistent with ESS5. RPs/LRPs to be reviewed, cleared by the Association, and disclosed. The project GM shall be used to address resettlement-related complaints and is described in SEP.	1. Prepare the RF no later than 60 days after the Effective Date and prior to the carrying of relevant project activities, and thereafter implement the RF throughout Project implementation. 2. Prior to carrying out relevant works. 3. Prepare and implement the respective RPs and/or LRPs prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation (at replacement cost) has been provided, and as applicable displaced people have been resettled and moving allowances have been provided. Throughout project implementation as needed.	MoT/PMU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	BIODIVERSITY RISKS AND IMPACTS Incorporate biodiversity conservation, and risk prevention and management measures in the ESIA/ESMP to be prepared under Action 1.1.1 above.	Same timeframe as Action 1.1.1	MoT/PMU
ESS 8: CULTURAL HERITAGE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.1	CHANCE FINDS Describe and implement the chance-find procedures, as part of the ESIA and site-specific ESMP to be prepared under action 1.1.1 above.	Same timeframe as Action 1.1.1	MoT / PMU
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Finalize, adopt and implement the 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.	The SEP was disclosed on XX, 2026. The SEP shall be updated and adopted no later than 60 days after the Effective Date and thereafter shall be implemented throughout Project implementation.	MoT / PMU
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. 2. 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. 3. Adopt and implement the GM Standard Operating Procedures (SOPs) covering SEA/SH complaints that will be developed and implemented and adopted, including enhancement to the existing GM 4. Continue implementing enhancements to the existing Ministry of Health grievance mechanisms to meet Project and ESCP requirements.	1. Establish the grievance mechanism 60 days after the Effective Date and before the commencement of project activities, and thereafter operate and maintain the mechanism throughout Project implementation. 2. Operate and maintain the GM sensitive to SEA/SH throughout Project implementation. 3. SOPs prepared and adopted 60 days after the Effective Date and thereafter maintained throughout project implementation. 4. GM at MoT enhanced within the first year after the Effective Date and maintained throughout Project implementation.	MoT / PMU
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
1. Assigning E&S focal points from the MoT as required under Action A. 2. Hiring of qualified environment, OHS, social, and gender specialists as part of the PMU as indicated in Action A 3. Training for the PMU staff on stakeholder engagement and grievance mechanism, ESIA/ESMP including occupational health and safety, community health and safety, solid and hazardous waste management, emergency response, security management, SEA/SH as indicated in Action B 4. Preparation of E&S instruments as per Action 1.1.1 5. Preparation of the LMP as per Action in 2.1 6. Operationalization of the workers' GM as per Action 2.3 7. Operationalization of project GM as per Action 10.2. 8. Ensure that all worksites and their access routes, consistent with the ESIA (action 1.1.1) and the Traffic Management Plan (action 4.1) are free from landmines and Explosive Remnants of War (ERW) as per Action 2.2.		