

Province of Salta

Resilient Infrastructure for Regional Economic Development and Job Creation - Salta Project (P510696)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Negotiated Version

May 29, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Province of Salta (the Borrower), through the Secretariat of Financing and Financial Planning (SFFP) as set out in the Loan Agreement (the Agreement), will implement the Resilient Infrastructure for Regional Economic Development and Job Creation - Salta Project (the Project). The International Bank for Reconstruction and Development (the Bank), has agreed to provide financing for the Project, as set out in the Agreement.
2. The Borrower, through SFFP, 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, through SFFP, 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, through SFFP, 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, through SFFP, 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, through SFFP, 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 or the SFFP of the Ministry of Economy and Public Services. The Borrower, through SFFP, 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 Maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including one social specialist and one environmental specialist (including health and safety expertise). The overall E&S responsibility and coordination will rely on the E&S team of the SFFP. This team will work with all relevant government areas, as Ministry of Production and Mining, Secretariat of Mining, Secretariat of Civil Works, the Provincial Directorate of Roads (PVD), and Compañía Salteña de Agua y Saneamiento S.A-Aguas del Norte (Water and Sanitation Company of Salta-Northern Waters), among others.	The E&S specialists shall be assigned and/ or hired no later than 30 days after Effective Date and the positions shall be maintained thereafter as part of the PIU.	SFFP
B	CAPACITY BUILDING PLAN In accordance with the guidelines set forth in the Environmental and Social Management Framework (ESMF) (Action 1.1) regarding capacity-building activities, prepare and implement annual capacity building plans (prior to carrying out of the activity that requires such training), which may include training for PIU staff, competent agencies, stakeholders, communities and Project workers (including contractors, sub-contractors, supervisors) on project E&S instruments, stakeholder mapping and engagement, specific aspects of environmental and social assessment, emergency preparedness and response, community health and safety, grievance mechanisms, code of conduct, prevention of sexual exploitation and abuse, and sexual harassment (SEA/SH), occupational health and safety, incidents and accidents response, among others.	The first Annual Capacity Plan shall be prepared within 3 months after Effective Date, and shall be revised and updated annually throughout Project implementation, and informed within the six-monthly reports as indicated in Action C	SFFP
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP (including timetables). • 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. • 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.	Submit six-monthly reports to the Bank throughout Project implementation, commencing after the Effective Date of the Project. Submit each report to the Bank no later than forty-five (45) days after the end of each reporting period.	SFFP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	- Status of implementation of the SEA/SH Action Plan. - Design and results of implementation of Capacity Building Annual Plans.		
D	CONTRACTORS' MONTHLY REPORTS a. Require contractors and supervising firms to provide monthly monitoring reports on E&S performance and health and occupational safety (OHS) aspects in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to SFFP. b. The report shall cover, among other things: (i) the status of implementation of the environmental and social management plans (ESMP) specific to the contracted sites; (ii) OHS and E&S incidents; (iii) supervision of health and safety aspects; (iv) use of personal protective equipment (PPE); (v) trainings carried out, and workers trained; and (vi) labor complaints and grievances.	a. Consolidated and summarized information will be included in the reports submitted under action C above. b. Submit the monthly reports to the Bank upon request	SFFP
E	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; 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 (CAP) that sets out the measures and actions to be taken to address the incident or accident (with the corresponding deadlines) and prevent its recurrence.	a. Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. c. 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.	SFFP
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND PLANS a. Develop, disclose, consult, adopt and implement an ESMF for the Project, including the environmental and social assessment and preliminary risk assessment.	a. Finalize the ESMF no later than 3 months after the Effective Date and thereafter implement the ESMF throughout Project implementation.	SFFP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b. Develop, consult and implement an Environmental and Social Impact Assessment (ESIA) and/or ESMP for each of the subcomponents or other Project activities in accordance with the ESMF. ESIA will include direct, indirect and cumulative impact assessment. d. Apply the Bank's Environmental, Health and Safety Guidelines to the subcomponents that do not need an ESMP in accordance with the ESMF.	b. Finalize ESIA's and/or ESMP before launching bidding processes for subcomponents. Implement ESMPs throughout subcomponent implementation. c. Throughout the subcomponent implementation.	
1.2	MANAGEMENT OF CONTRACTORS a. Require the Contractors (and sub-contractors) to develop and implement (prior approval by SFFP) a Construction Environmental and Social Management Plan (C-ESMP) for the construction phase, that must be aligned with the relevant ESMP prepared by SFFP, and with all documents governing the Project's environmental and social management, and occupational health and safety. This C-ESMP for the construction phase shall ensure fulfillment of the ESSs and Project ESMF. c. Ensure that contractors and sub-contractors comply with the ESSs, any relevant obligation set out in this ESCP, the relevant ESMP and with the environmental, social, occupational health and safety specifications spelled out in their contracts. Copies of relevant contracts shall be provided to the Bank upon request.	a. Approve the C-ESMP for the construction phase before start-up of works. b. As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	SFFP
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project including, inter alia, strengthening of the institutional capacities of stakeholders, a demand and market study for Route 51, and a strategic study to improve water reuse in the province, in accordance with terms of reference acceptable to the Bank, 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.	SFFP
1.4	CONTINGENT EMERGENCY RESPONSE FINANCING a. Ensure that the Contingent Emergency Response Component (CERC) manual includes a description of the E&S assessment and management arrangements for the implementation of the CERC component, in accordance with the ESSs.	a. The preparation of the CERC manual, including E&S guidelines in form and substance acceptable to the Bank, is a withdrawal condition under Section III. B. 1 of Schedule 2 of the legal agreement.	SFFP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b. Implement the E&S provisions of the CERC Manual.	b. In accordance with the timeframes specified in the CERC Manual.	
1.5	ACTIVITIES SUBJECT TO RETROACTIVE FINANCING Some activities may be subject to total or partial retroactive financing. SFFP shall furnish evidence to ensure that such activities meet the requirements of the ESSs, as detailed in the project ESMF, IPP and/or any other relevant instrument or requirement included in this ESCP. In addition, if requested by the Bank, an external independent E&S audit; and/or amendment to existing work contracts; and/or a corrective action plan may be needed.	Before submission by the Borrower of the referred request for disbursement associated with expenses which may be subject to retroactive financing, the Borrower must seek Bank No Objection of the E&S arrangements associated with those payments.	SFFP
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	USE OF BORROWER'S LABOR FRAMEWORK a. Ensure that labor and working conditions for all types of workers involved in the Project are managed in accordance with this ESCP and the Borrower's legal and institutional framework for labor (Borrower's labor framework) which includes <i>inter alia</i>, the national and provincial relevant policy, legal and institutional framework, its national, departmental, or local implementing institutions and applicable laws, regulations, procedures, and implementation capacity; and in accordance with ESS2, and that workers are duly informed of their labor conditions accordingly. Assess all ESHS risks and impacts of the Project in relation to labor and working conditions and define mitigation measures in the ESMF in accordance with this ESCP and the Borrower's labor framework. To this end, implement, <i>inter alia</i>, the following actions: • Provide direct and contracted 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, <i>inter alia</i>, 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. • Implement occupational health and safety measures (including personal protective equipment, and emergency preparedness and response), taking into account the General Environmental, Health and Safety Guidelines (EHSGs), the industry-specific EHSGs and other Good International Industry Practice (GIIP), as relevant.	a. Throughout Project implementation.	SFFP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	- 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 mechanisms without fear of retaliation; and (iii) provide 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. - Develop a code of conduct for Project workers (including contractors, sub-contractors, supervisors) as part of the ESMF, which shall include measures to prevent and respond to sexual exploitation and abuse, and sexual harassment (SEA/SH) cases. Incorporate the relevant requirements above in the E&S specifications of the procurement documents and contracts with third parties that engage direct workers and contracted workers in the implementation of the Project. b. Promptly notify the Bank of any changes to the Borrower labor framework that may materially adversely affect the Borrower's ability to manage the risks and impacts of the Project in line with ESS2 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 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.	b. Notify the Bank immediately after taking notice of the change to the Borrower labor 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.	
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Require contractors and subcontractors to prepare and implement OHS management measures as part of the C-ESMP in accordance with the ESMF, ESMP and applicable Borrower's labor framework.	Same timeframe as for the preparation and implementation of the respective site-specific ESMP and C-ESMP.	SFFP
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers— including the option to submit complaints anonymously—following the procedures defined in the ESMF and consistent with ESS2.	Prior to engaging Project workers and maintain and operate it throughout Project implementation	SFFP
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of the ESMPs prepared for the Project, to manage hazardous and non-hazardous waste, consistent with ESS3. The WMP will specify that licensed contractors and facilities will be used for hazardous waste disposal, including arrangements to transport such waste out of the province if needed.	Same timeframe as for the preparation and implementation of the subcomponent ESMPs.	SFFP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency, continuous monitoring of aquifer levels and pollution prevention management measures in the ESMPs to be prepared under action 1.1 above including sustainable water and materials use, hazardous materials handling, environmental liabilities, among others.	Same timeframe as for the preparation and implementation of the ESMPs.	SFFP
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 ESMPs to be prepared under action 1.1 above.	Same timeframe as for the preparation and implementation of the relevant ESMPs.	SFFP
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, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the preparation and implementation of the ESMPs.	SFFP
4.3	SEA/SH RISKS Develop a SEA/SH Action Plan as part of the ESMF, with measures to assess and manage the risks of SEA/SH in subcomponents through ESMPs and additional strengthening measures. This Plan shall involve the implementation of local labor recruitment and SEA/SH prevention programs at the subcomponent level, as well as strengthening measures of local services to address potential SEA/SH cases. The programs will include a code of conduct, training for workers, community engagement, the promotion of grievance mechanisms for workers and for the community, with adequate SEA/SH procedures.	Same timeframe as for the preparation and implementation of the ESMF and the ESMPs.	SFFP
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT POLICY FRAMEWORK Prepare and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5, as part of the ESMF.	Same timeframe as for the preparation and implementation of the ESMF, and prior to any site access or bidding.	SFFP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.2	RESETTLEMENT PLANS Prepare and implement a Resettlement Plan (RP) for each activity under the Project for such RP is required, following the RPF in the ESMF and consistent with ESS5. The RP must ensure that affected people, including people without legal rights to land or assets, are consulted on compensation alternatives, total compensation at full replacement cost prior to any displacement has been provided, displaced persons have been resettled and moving allowances have been provided before taking possession of the land and related assets, in a manner consistent with the principles, guidelines, and procedures set in ESS5.	Prepare RPs before launching bidding processes for subcomponents that may cause adverse impacts related to involuntary resettlement and submit to the Bank for no-objection. Adopt RPs and implement them prior to taking possession of land and related assets, and before the beginning of civil works requiring land acquisition.	SFFP
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Prepare and implement a biodiversity management measures program as part of the ESMPs in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6, especially considering the subcomponents located in areas near the Los Andes Multiple Use Natural Reserve and the Quebrada del Toro. When the subcomponent is developed within a protected area or critical habitat, prepare and adopt a biodiversity management measures program (BMP) as part of the ESMP, consistent with ESS6. The Plan shall also provide for the adequate and timely appointment of managers and qualified / trained staff, supplies, and budgets. In the relevant cases the BMP shall also provide for institutional coordination mechanisms or other pertinent arrangements to facilitate the implementation of the plan.	Same timeframe as for the preparation and implementation of the ESMPs.	SFFP
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLANNING FRAMEWORK Prepare and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7, as part of the ESMF. Identify and assess potential barriers that Indigenous people may face to have access to the activities financed by the Project, as well as the mitigation actions to ensure that: (i) these groups are afforded opportunities to participate in planning and/or implementation of activities that affect them; and (ii) opportunities to provide such groups with culturally appropriate benefits are considered. Develop guidance and a clear path for seeking consent for IP communities, when required. If any other Project action includes one or more of the three circumstances requiring FPIC defined in ESS7, prepare and implement a particular FPIC process in accordance with the IPPF.	Same timeframe as for the preparation and implementation of the ESMF. Implement the IPPF throughout Project implementation.	SFFP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.2	INDIGENOUS PEOPLES PLAN Prepare and implement an Indigenous Peoples Plan (IPP) for each activity under the Project to be carried out in an area where IPs are present, following the framework in the ESMF and consistent with ESS7. Identify and assess potential barriers that IPs may face to have access to the benefits of the activities financed by the Project, as well as the mitigation actions to ensure that: (i) these groups are afforded opportunities to participate in planning and/or implementation of activities that affect them; and (ii) opportunities to provide such groups with culturally appropriate benefits are considered.	Prepare IPPs before launching bidding processes for subcomponents where IPs are present and thereafter implement the IPPs throughout the subcomponent implementation.	SFFP
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Develop and implement the chance-finds procedures, as part of the ESMPs of subcomponents.	Same timeframe as for the preparation and implementation of the ESMPs.	SFFP
ESS 9: FINANCIAL INTERMEDIARIES – not currently relevant			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN 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.	Update the SEP no later than three months after the Effective Date and thereafter implement the SEP throughout Project implementation.	SFFP
10.2	PROJECT GRIEVANCE MECHANISM 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. 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.	Establish the grievance mechanism no later than three months after the Effective Date or prior to the implementation of any Project activity and thereafter maintain and operate the mechanism throughout Project implementation.	SFFP
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: A, 1.1, 5.1, 7.1, 10.1, and 10.2.			

