

**Ministry of Fisheries, Ocean and Maritime  
Affairs**

**Vanuatu Pacific Islands Regional Oceanscape  
Program (VU PROP) – First Phase P513248**

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

**Appraisal Version**

**31 March 2026**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Ministry of Fisheries, Ocean and Maritime Affairs (MFOMA) (the Recipient) will implement the Vanuatu Pacific Islands Regional Oceanscape Program (VU PROP) – First Phase Project (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 the 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 Director General of MFOMA. 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
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Support Team (PST) with qualified staff and resources to support management of environmental, labor and working conditions, social, health and safety (E&amp;S) risks and impacts of the Project. As a minimum the PST will include a full time Environmental and Social Officer, a part time Land Specialist, a part time Environmental and Social Specialist, and full time Communication and Liaison Officer .</p>	<p>a. Establish a PST and hire the Environmental and Social Officer and Land Specialist within 90 days from Effective Date.</p> <p>b. Hire the Environmental and Social Specialist and Communication and Liaison Officer within six months of the Effective Date.</p> <p>Thereafter maintain the PST and the Environmental and Social Officer and Communication and Liaison Officer throughout Project implementation.</p> <p>Maintain the part time Environmental and Social Specialist and part time Land Specialist in accordance with their contract, as required.</p>	Ministry of Fisheries, Ocean and Maritime Affairs (MFOMA)
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement the following capacity building measures:</p> <p>a. training for PST on the Environmental and Social Commitment Plan, instruments and Environmental and Social Standards (ESSs) relevant to their roles and responsibilities.</p> <p>b. training for all Project workers, government workers and other stakeholders who have roles on the grievance mechanism.</p> <p>c. training for all contractors on the Code of Conduct, Sexual Exploitation and Abuse / Sexual Harassment (SEA/SH) awareness and avoidance and the SEA/SH grievance mechanism.</p> <p>d. training for PST on stakeholder mapping and engagement.</p> <p>e. Training records to be maintained.</p>	<p>a. and d. To be completed within three months of workers starting in their role in the PST.</p> <p>b. To be completed within three months of workers or stakeholders starting in their role.</p> <p>c. To be completed prior to contractor mobilization and repeated at least every three months for new workers.</p> <p>e. Training records to be reported in six monthly E&amp;S reports to the association.</p>	MFOMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the E&amp;S performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> <li>• Status of E&amp;S team member positions.</li> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.</li> <li>• E&amp;S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports, including a summary of active and closed out corrective actions.</li> <li>• Number and status of resolution of incidents and accidents reported under action E below.</li> <li>• Significant new, emerging or persistent E&amp;S risks and actions taken, or planned to be taken to resolve, avoid or minimize.</li> <li>• Reporting requirements as per the E&amp;S instruments.</li> </ul>	<p>Submit six monthly reports to the Association throughout Project implementation, commencing one month after the Effective Date. Submit each report to the Association no later than 20 days after the end of each reporting period.</p>	MFOMA
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&amp;S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association within five working days of receipt of the report.</p>	MFOMA
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>a. 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 SEA / SH; or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p>	<p>a. Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p>	MFOMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b. 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.	b. 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.	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>a. Unless already scoped in the E&amp;S Scoping Study, screen the environmental and social risks and impacts of all Project activities as defined in the procurement plan consistent with the relevant ESSs.</p> <p>b. Cause the design and build contractor to prepare and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for Part 1.1 of the Project consistent with the relevant ESSs and in accordance with the Terms of Reference (TOR) acceptable to the Association.</p> <p>c. Cause the design and build contractor to prepare and implement an ESMP for Part 1.2 and Part 3.1 of the Project In accordance with TOR acceptable to the Association.</p> <p>d. Prepare and implement ESMP, Environmental and Social Codes of Practice (ESCOP) or other instrument (proportionate to risk) for any other physical works under Parts 1, 2 and 3 of the Project, consistent with the relevant ESSs.</p>	<p>a. Before the procurement documents are finalised.</p> <p>b. Prepare the TOR for Part 1.1 before the procurement documents are finalised.</p> <p>b. Prepare the ESIA and ESMP for Part 1.1 prior to the finalization of design and thereafter implement the ESIA and ESMP throughout Project implementation.</p> <p>c. Prepare the TOR for Part 1.2 and Part 3.1 before the procurement documents are finalised.</p> <p>c. Prepare the ESMP for Part 1.2 and Part 3.1 prior to the finalization of design and thereafter implement the ESMP throughout Project implementation.</p> <p>d. Prepare ESMP, ESCOP or other instrument (proportionate to risk) prior to the finalization of design.</p>	MFOMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		d. Once finalized, implement the respective ESMP or ESCOP throughout Project implementation.	
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESIA, ESMP, ESCOP, the Labor Management Procedures, and code of conduct, into the E&amp;S specifications of the procurement documents and contracts with design firms, contractors and supervising firms. Thereafter ensure that the design firms, contractors and supervising firms comply and that they require their subcontractors to comply with the E&amp;S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise consultants and contractors throughout Project implementation.</p> <p>Copies of relevant contracts provided to the Association upon request.</p>	MFOMA
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Carry out the consultancies, Curriculum Development under Part 1.2, studies, capacity building, training, and any other technical assistance activities under the Project in accordance with Terms of Reference (ToR) acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the ToR.</p>	<p>(a) Preparing the procedures prior to signing any TA contract in the procurement plan.</p> <p>(b) Throughout Project implementation.</p>	MFOMA
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>The Recipient shall monitor labor and working conditions for direct, contracted and primary supplier workers throughout Project implementation, including during operational phases where relevant, to ensure compliance with the Labor Management Procedures (LMP) and ESS2. Corrective actions shall be taken where non-compliance is identified.</p>	Update, adopt and disclose the final LMP no later than the 30 days from Effective Date. Thereafter implement the LMP throughout Project implementation.	MFOMA
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>Implement and cause contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with the relevant ESMP, ESCOP and / or contract.</p>	Require the Contractor's OHS Management Measures or Plan prior to the mobilization of workers and thereafter implement the plan throughout Project implementation.	MFOMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MFOMA
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>a. Cause the contractor to prepare and implement a Waste Management Plan (WMP), as part of the ESMP and ESCOP to be prepared under action 1.1 above, to manage hazardous and non-hazardous wastes during construction, consistent with ESS3. Cause the contractors to ascertain whether licensed disposal sites are being operated to acceptable standards and where they are, the contractors will use these sites. Where licensed sites are not being operated to acceptable standards, the contractors will minimize waste sent to such sites and consider alternative disposal options in accordance with the Waigani Convention (including the contractor take back)</p>	a. Same timeframe as for the preparation and implementation of ESMPs and ESCOPs.	MFOMA
3.2	<p><b>WASTE WATER MANAGEMENT</b></p> <p>Cause the design and build contractor to design and implement a wastewater treatment plant for Part 1.1 and 1.2 consistent with the WBG General EHS Guidelines, to ensure that effluent discharges from port and jetty operations (including vessels) and spill procedures, meet applicable environmental standards.</p> <p>Cause the design and build contractor to implement wastewater management measures during construction activities, set out in the ESMP, including, inter alia:</p> <p>(a) undertake wastewater treatment prior to discharging</p> <p>(b) undertake discharge wastewater quality monitoring;</p> <p>(c) undertake marine water quality monitoring</p> <p>all in accordance with ESS3.</p>	a. Design and construct the wastewater treatment plant prior to commencement of operations of Part 1.1 and Part 1.2 of the Project. Implement the wastewater management throughout Project implementation.	MFOMA
3.3	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>(a) Incorporate resource efficiency and pollution prevention and management measures, including emergency management measures, in the ESMP and ESCOP to be prepared under action 1.1 above.</p> <p>(b) Aggregate required for the project will be sourced from licensed sites with all required permits and approvals from the relevant authorities</p>	<p>(a) Same timeframe as for the preparation and implementation of ESMPs and ESCOPs.</p> <p>(b) Throughout the project implementation</p>	MFOMA
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, labour influx, traffic safety and safety around construction sites and include mitigation measures in the ESMPs and ESCOP to be prepared in accordance with action 1.1 above.</p>	Same timeframe as for the preparation and implementation of ESMPs and ESCOPs.	MFOMA
4.2	<b>SEA AND SH RISKS</b>		MFOMA

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>a) The Recipient shall ensure that community health and safety measures, including SEA/SH risk mitigation and survivor-centred response mechanisms, apply to both construction and operational phases of the Project. This shall include activities associated with port operations, vessel-related activities, workforce presence and interactions with surrounding communities.</p> <p>b) The SEA/SH Action Plan shall be implemented in coordination with stakeholder engagement and grievance mechanisms and updated, as necessary, to address evolving risks, including risks related to labor influx and fisheries-related activities.</p>	<p>a. Update the SEA/SH Action Plan prior to engaging Project workers and no later than three months following the Project effective date. Thereafter, implement throughout Project implementation, including construction and operational phases.</p> <p>b. Codes of Conduct to be signed prior to starting work on the Project. Records to be shared with the Association on request.</p>	
<p>4.3 <b>DESIGN CONSIDERATIONS</b> Design of all marine infrastructure and buildings In Part 1 and the VFD Headquarters building in Part 3.1 to incorporate universal access, climate change projections and natural hazard risks.</p>	<p>Prior to finalization of design.</p>	<p>MFOMA</p>
<p>4.4 <b>LIFE AND FIRE SAFETY CONSIDERATIONS</b></p> <p>a. Ensure that the Life and Fire Safety provisions of all buildings are consistent with this ESCP and with the Borrower’s building code, which includes, inter alia, the country’s relevant policy, legal and institutional framework, including its national, departmental, or local implementing institutions, and the applicable laws, regulations, procedures, and implementation capacity.</p> <p>Cause the contractor to prepare a Life and Fire Master Plan for all buildings demonstrating compliance with national building code. Ensure the Life and Fire Master Plans are certified by a competent professional.</p> <p>b. Ensure the construction of all buildings is certified by a competent professional.</p> <p>c. Promptly notify the Association of any changes to the Borrower’s E&amp;S Framework that may materially adversely affect the Borrower’s ability to manage the E&amp;S 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 Association, such changes adversely affect relevant E&amp;S risk management aspects of the Project, the Recipient shall agree to implement measures and actions to address them in a manner acceptable to the Association. The ESCP shall be updated to reflect such agreed actions.</p>	<p>a. Prior to finalization of design.</p> <p>b. Prior to commissioning and occupancy.</p> <p>c. Notify the Association immediately after taking notice of the change to the Borrower’s E&amp;S Framework. Subsequent actions, if requested by the Association, shall reflected in an updated ESCP as indicated in paragraph 4 of the Initial Section of this ESCP.</p>	<p>MFOMA</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	d. life and fire safety review of the Vanuatu Maritime and Fisheries College (VFMC) building should be conducted by a suitably qualified professional and ensure that Operation and Maintenance (O&M) practices meet all national building codes and fire department regulations	d. prior to commencement of the delivery of the Curriculum under Part 1.2	
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p>a. Prior to any Project activities requiring access to land, foreshore or marine areas, the Recipient shall undertake land due diligence and screening for all Project sites to identify risks of physical or economic displacement, including impacts on customary land and marine resource use, regardless of formal title status.</p> <p>b. Where such risks are identified, the Recipient shall prepare and implement site-specific Resettlement Plans (RPs), Livelihood Restoration Plans (LRPs), or other ESS5-compliant measures, as applicable, prior to commencement of the relevant activities, consistent with ESS5. These measures shall ensure avoidance and minimisation of displacement, timely compensation and livelihood restoration where applicable, and access to grievance mechanisms.</p>	<p>a. Land due diligence and screening: prior to finalisation of design and prior to commencement of relevant activities.</p> <p>b. Preparation and implementation of RPs/LRPs or other ESS5-compliant measures: prior to commencement of the relevant activities and throughout implementation, as required.</p>	MFOMA
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>a. Incorporate the assessment of biodiversity values in the environmental and social assessments and incorporate risk management measures in the ESMP and ESCOP to be prepared under action 1.1 above, consistent with ESS6.</p> <p>b. Where significant risk and adverse impacts on biodiversity have been identified in the ESIA and ESMP in action 1.1b, prepare and implement a Biodiversity Management Plan (BMP) as part of the ESMP, in accordance with the guidelines of the ESIA prepared in action 1.1b and consistent with ESS6.</p>	<p>a. Same timeframes as the ESIA, ESMP and ESCOP in action 1.1 above.</p> <p>b. If necessary, prepare the BMP in the same timeframe as for the preparation and implementation of the ESMP in action 1.1b and thereafter implement the BMP throughout Project implementation.</p>	MFOMA
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> [See examples of possible actions below that can be used if determined that ESS7 is relevant, as set out in paragraph 54 of the E&S Policy and paragraphs 8-10 of ESS7.]			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.1	<p><b>INDIGENOUS PEOPLES</b></p> <p>Vanuatu’s population meets the criteria for Indigenous Peoples under ESS7. The Project may involve activities affecting customary land, foreshore and marine areas subject to customary ownership and traditional use.</p> <p>The Recipient shall apply Free, Prior and Informed Consent (FPIC) in a culturally appropriate manner for all Project activities that require access to customary land, foreshore or seabed areas, may result in permanent or temporary loss of access to land or marine resources, or involve physical occupation or restriction of customary use areas.</p> <p>FPIC processes shall include identification of customary rights holders and traditional authorities; provision of timely, relevant and accessible information in appropriate languages and formats; inclusive consultations free from coercion, manipulation or undue influence; adequate time for customary decision-making; and documentation and disclosure of outcomes.</p> <p>FPIC and any required land access or resettlement instruments shall be completed and disclosed prior to commencement of the relevant activities.</p>	<p>Prior to finalisation of design and prior to commencement of any Project activities affecting customary land, foreshore or marine areas; and throughout Project implementation, as required.</p>	MFOMA
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Update, adopt 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.</p>	<p>Update and adopt the SEP no later than six months following the Effective Date and thereafter implement the SEP throughout Project implementation.</p>	MFOMA
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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.</p> <p>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. The mechanism will ensure separate pathways for SEA/SH and labour grievances.</p>	<p>Establish the grievance mechanism no later than three months following the Project effective date and thereafter maintain and operate the mechanism throughout Project implementation.</p>	MFOMA
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>The following actions are indicators for implementation readiness:</p> <p>A. Establishment of PST with full time Environmental and Social Officer, a part time Land Specialist, a part time Environmental and Social Specialist, and full time Communication and Liaison Officer.</p> <p>2.1 (a) Disclose and adopt the final Labor Management Procedures (LMPs) in accordance with ESS2.</p> <p>10.1 Consult upon, disclose, adopt and implement the final Stakeholder Engagement Plan (SEP) consistent with ESS10</p> <p>10.2. Establish project’s grievance mechanism to receive and facilitate resolution of concerns and grievances in relation to the Project activities.</p>		