

Democrat Socialist Republic of Sri Lanka
Strengthening One Health Laboratory
Systems in Sri Lanka for Health Emergency
Preparedness (P510192)

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

Final

23rd February 2026

1. The Democrat Socialist Republic of Sri Lanka (the Borrower) will implement the Strengthening One Health Laboratory Systems in Sri Lanka for Health Emergency Preparedness (P510192) (the Project), with the involvement of the Ministry of Health and Mass Media (MOH), as set out in the Grant Agreement (the Agreement). The International Development Association (the Bank), acting as trustee of the Pandemic Prevention, Preparedness and Response Trust Fund 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 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 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 Bank. The 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 Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank 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 Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient 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 irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>1. Establish and maintain a project coordination unit (PCU) as a sub unit of the project management unit (PMU) of the Sri Lanka: Primary Healthcare System Enhancing Project (PHSEP) and assign qualified staff and resources part time to the PCU to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including a part-time E&S specialist from the PMU of the PHSEP.</p> <p>2. Engage an international firm or expert to conduct the E&S Assessment as part of the detailed feasibility study conducted by WHO for the Biosafety Level 3 (BSL-3) modular laboratory. Ensure that E&S measures informed from the findings of the E&S assessment are incorporated into the BSL-3 lab Standard Operating Procedures (SOPs) as per the ESF requirements and country E&S regulations, including but not limited to occupational health and safety measures, emergency response plans and waste management procedures for the BSL-3 laboratory.</p>	<p>1. Establish a PCU including a part time Environmental and Social Specialist by the project effective date, and thereafter maintain the PCU and the E&S position throughout Project implementation.</p> <p>2. Engage with an international firm/expert to complete the E&S assessment prior to finalizing of BSL3 lab design and thereafter implement the SOPs during the installation and operation of the BSL-3 lab.</p>	<p>Ministry of Health and Mass Media (MoH), Project Coordination Unit (PCU) & Medical Research Institute (MRI)</p>
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Identify and conduct the required capacity building measures to the relevant officers that includes staff: at four National Reference One Health laboratories—Medical Research Institute (MRI), Veterinary Research Institute (VRI), National Aquatic Resources Research and Development Agency (NARA), and Central Environment Authority (CEA) -- by enhancing their knowledge and skills related to E&S risk management, including but not limited to E&S instruments, stakeholder mapping and engagement, grievance handling, community and occupational health and safety, hazardous waste management, emergency preparedness and response, and prevention and response measures for Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH).</p>	<p>The required capacity building measures will be commenced within 30 days of the project effective date and implemented within the first six months of Project implementation.</p>	<p>MoH PCU</p>
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>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:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S instruments and E&S compliance monitoring required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress 	<p>Submit quarterly reports to the Bank throughout Project implementation, commencing three months after the Effective Date. Submit each report to the Bank no later than 14 days after the end of each reporting period.</p>	<p>MoH PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>made in resolving them.</p> <ul style="list-style-type: none"> 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. 		
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Implementing Agency, and upon request submitted to the Bank.</p>	Upon request, submit the monthly reports to the Bank. Reports should otherwise be summarized under action C above and submitted on a semestral basis.	MoH PCU
E	<p>INCIDENTS AND ACCIDENTS</p> <p>1. 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; 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 Bank upon request.</p> <p>2. 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 that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>1. Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>2. 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.</p>	MoH PCU MRI VRI NARA
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>1. Incorporate E&S procedures into the Projects Operations Manual (POM).</p> <p>2. For the BSL-3 lab, prepare, disclose and implement a detailed Environmental and Social Assessment as part of the WHO feasibility study and include E&S measures corresponding to E&S findings from the E&S Assessment into the Standard Operating Procedures (SOPs) which will include procedures on occupational health and safety, emergency preparedness and</p>	<p>1. Incorporate E&S procedures into the POM by the project effective date and thereafter implement the E&S Procedures throughout Project implementation.</p> <p>2. Complete the E&S assessment under the technical guidance of WHO prior to finalizing of the BSL3 lab design. Thereafter, implement the E&S measures</p>	MoH PCU MoH PCU MRI

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>response, fire safety, and waste management etc. for the BSL 3 lab, consistent with the relevant ESSs and country regulatory requirements, including those of Ministry of Health, Ministry of Environment and Department of Animal Production and Health (DAPH)</p> <p>3. For establishment of Incinerators at VRI and NARA under component 3, prepare and disclose the E&S screenings & the environment and social management plans (ESMPs), Emergency Response Plans (ERP) and implement the ESMPs, consistent with the relevant ESSs, following the E&S procedures set out in the POM.</p> <p>4. For all other small interventions under component 3 including installation of hand/eye washing stations and solar panels, implement environmental and social codes of practice (ESCOPs) consistent with the relevant ESSs, following E&S procedures set out in the POM.</p>	<p>incorporated into the SOPs and into the respective bidding documents during the BSL-3 lab operation.</p> <p>3. Prepare E&S screening reports & ESMPs and incorporate ESMPs as part of the respective bidding documents and implement the ESMPs throughout Project implementation and operation of the incinerators.</p> <p>4. Prepare the ESCOPs and incorporate them as part of the respective bidding documents and implement the ESCOPs throughout Project implementation.</p>	<p>MoH PCU NARA VRI</p> <p>MoH PCU CEA NARA</p>
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, relevant findings from the E&S assessment for BSL3 lab establishment and E&S screening for incinerator installation (to inform the design and specifications; including equipment specifications and civil works scope), and mitigation measures given in the ESMPs, ESCOPs, and SEA/SH prevention codes 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 with the Bank.</p>	<p>E&S assessment & E&S screening completed prior to bidding. ESMPs and ESCOPs included as part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p>	<p>MoH PCU VRI NARA CEA</p>
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including E&S Assessment for BSL3 lab), capacity building, training, and any other technical assistance activities under the Project 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.</p>	<p>Throughout Project implementation.</p>	<p>MoH PCU MRI</p>
1.5	<p>ASSOCIATED FACILITIES</p>	<p>1. Prior to commencing the bidding</p>	<p>MoH</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ol style="list-style-type: none"> 1. Identify any associated facilities required to operate BSL3 through the E&S Assessments and feasibility studies and the screening conducted for incinerators. 2. Ensure that the activities in the identify associated facility are carried out in accordance with the applicable requirements of this ESCP and the ESSs. 	<ol style="list-style-type: none"> 1. process for each project activity. 2. Throughout Project implementation. 	<p>PCU MRI</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT MEASURES</p> <p>Adopt and implement the following labor regulations of the country, with the additional measures set forth below, consistent with ESS2:</p> <ol style="list-style-type: none"> a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable; b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response for emergencies such as fire and natural disasters) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP) Factories Ordinance and the relevant regulations in Sri Lanka. c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) prohibits any form of sexual misconduct and workplace harassment; (iii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions; d) Ensure availability of proper working conditions, resting & dining places, water and sanitation facilities for project workers. e) Implement employee code of conduct / ethics, which shall include measures to prevent and respond to SEA and SH incidents. 	<p>Implement the measures from the effective date of the project and thereafter implement the measures throughout Project implementation.</p>	<p>MoH PCU MRI VRI NARA CEA</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>f) Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities.</p> <p>g) For community workers, measures should be in place to ensure their health and safety, and rules to prohibit child labor and forced labor.</p>		
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY (OH) MANAGEMENT PLAN Integrate OHS procedures into the SOPs in accordance with the E&S assessment subsequent to the feasibility study of the BSL3. Include OHS management measures in the ESMPs for incinerators installation and operation and in the ESCOPs for hand/eye washing and solar panel installations.</p>	Incorporate E&S procedures in the POM by the project effective date .and thereafter implement throughout Project implementation.	MoH PCU MRI VRI NARA CEA
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish the grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MoH PCU MRI VRI NARA CEA
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN Incorporate and implement waste management measures identified through the E&S assessments incorporated into the SOPs for BSL-3 activities. These measures should address the management of biohazardous and chemical wastes generated during BSL-3 operations. Also, include waste management procedures into the ESMPs for incinerator operations at VRI and NARA, in alignment with ESS3.</p>	Incorporate E&S procedures in the POM by the project effective date and thereafter implement throughout Project implementation.	MoH PCU MRI VRI NARA CEA
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures to the design (installation of BSL3 lab, incinerators solar panels) and project operation and include them in the SOPs, ESMPs and ESCOPs to be prepared under action 1.1 above.</p>	Incorporate E&S procedures in the POM by the project effective date thereafter implement throughout Project implementation.	MoH PCU MRI VRI NARA CEA
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY	Incorporate E&S procedures in the POM	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Assess and manage community-specific risks and impacts including those related to SEA/SH identified through the E&S assessment related to potential exposure to biohazardous waste from BSL3 labs and E&S screening conducted for Incinerators. Incorporate appropriate mitigation measures into the SOPs, ESMPs and ESCOPs, prepared in accordance with the E&S procedures outlined under Action 1.1 above.	by the project effective date and thereafter implement throughout Project implementation.	MoH PCU MRI VRI NARA CEA
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
This standard is not relevant for the Project.			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
This standard is not relevant for the Project.			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
This standard is not relevant for the Project.			
ESS 8: CULTURAL HERITAGE			
This standard is not relevant for the Project.			
ESS 9: FINANCIAL INTERMEDIARIES			
Not currently considered relevant for the Project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Implement a Stakeholder Engagement (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 prepared and disclosed during Project preparation and thereafter implement the SEP throughout Project implementation.	MoH PCU MRI VRI NARA CEA
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.	Establish the grievance mechanism no later than 30 days after the Effective Date and thereafter maintain and operate the mechanism throughout	MoH

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	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.	Project implementation.	PCU MRI VRI NARA CEA
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			
<ol style="list-style-type: none"> 1. Engage a consultancy agreement with an international firm/expert under the technical guidance of WHO to lead the E&S assessment as part of the detail feasibility study for the BSL-3 Lab prior to finalization of the BSL3 lab design. 2. Ensure that E&S measures informed from the findings of the E&S assessment are incorporated into the BSL-3 lab Standard Operating Procedures (SOPs) prior to installation of the BSL-3 lab. 			

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