Syrian Arab Republic

Ministry of Agriculture (MoA)

Syria Smallholder Transformation for Agriculture Revitalization Project (P515346)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Appraisal Version

November 2026

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ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Syrian Arab Republic (the Recipient) will implement the Syria Smallholder Transformation for Agriculture Revitalization Project (P515346) (the Project), with the involvement of the Ministry of Agriculture (MoA), 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 the Minister of Agriculture. 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.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	**ORGANIZATIONAL STRUCTURE** a. Maintain a Project Coordination Unit (PCU) and establish five regional Project Technical Units (PTUs) within the Ministry of Agriculture (MoA), with qualified staff and adequate resources to support the management of environmental, social, health and safety (ESHS) risks and impacts of the Project. This will include the assignment of one Environmental and one Social Focal Point within the PCU and one Environmental and one Social Focal Point within each of the five regional Project Technical Units (PTUs), for a total of twelve dedicated E&S Focal Points. The E&S Focal Points will support the implementation, monitoring, reporting, and coordination of the Project's E&S risk management requirements at the central and regional levels. b. Ensure that the PCU hires with ToR acceptable to the Association, the following full-time ESHS positions within its key team members: An Environmental Specialist, an Occupational, Health and Safety (EHS) Specialist, a Social Specialist/ Stakeholder Engagement, a Gender Specialist with GBV expertise.	a. Maintain the PCU and the PCU Environmental and Social Focal Points already appointed throughout Project implementation. Establish PTUs no later than ninety days after the Effective Date, assign the Environmental and Social Focal Points of each PTU no later than its establishment, and thereafter maintain the PTUs and positions throughout Project implementation. b. Launch the recruitment no later than 30 days after the completion of Appraisal, fill the positions by the Effective Date and, pending recruitment, assign qualified interim staff acceptable to the Association; thereafter maintain these positions throughout Project implementation	Ministry of Agriculture (MoA)/ Project Coordination Unit (PCU)

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	**CAPACITY BUILDING PLAN/MEASURES** Prepare and implement the following capacity building measures: 1. Training for the PCU and PTUs staff on stakeholder engagement and grievance mechanism, Environmental and Social Management Framework (ESMF) and Environmental and Social Management Plans (ESMPs) requirements including pollution control, occupational health and safety, community health and safety, pesticide use, agricultural, laboratory, veterinary and e-waste management, unexploded ordnance, emergency response, Gender-Based Violence (GBV)- Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH), labor management, resettlement, security management, etc. 2. Training for contractors on stakeholder engagement and grievance mechanism, implementation of the ESMF 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.	MoA / PCU
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: ● Status of preparation and implementation of E&S documents required under the ESCP.	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.	MoA / PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	• 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		
D	**CONTRACTORS' MONTHLY REPORTS** Require contractors to provide to the PCU monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents no later than 10 days after the end of the previous month. Submit such reports to the Association upon request.	Submit upon request to the Association.	MoA / PCU
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	Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.	MoA / PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	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 Management Framework (ESMF), consistent with the relevant ESSs and Environmental and Social (E&S) Screening Procedures (prepared during project preparation). Use E&S Screening Procedures to screen the activities under preparation before effectiveness. The activities requiring more than E&S screening report shall not be carried out before the ESMF is in place. 2. For substantial risk activities as per ESMF/E&S Screening Procedures, prepare and implement Environmental and Social Management Plans (ESMPs) for sub-projects to identify appropriate mitigation and management measures, in a manner consistent with the Environmental and Social Standards (ESSs), the Environmental, Health and Safety Guidelines (EHSGs), and relevant Good International Industry Practice (GIIP). Moderate-risk activities require ESMP checklists and rapid screening; and Low-risk activities without physical work follow standard workplace requirements	1. Prepare the ESMF, consistent with the relevant ESSs and E&S Screening Procedures, before the Effective Date and before launching any procurement process, and thereafter implement the ESMF throughout Project implementation 2. Prepare ESMPs, ESMP checklist, or standard workplace requirement before the start of procurement process and implement them throughout Project implementation.	MoA / PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	**MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, ESMF, ESMPs, ESMP checklist, or standard workplace requirements, 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.	MoA / PCU
1.3	**TECHNICAL ASSISTANCE** Carry out the consultancies, studies (including feasibility studies if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	MoA / PCU
1.4	**ASSOCIATED FACILITIES**	Same timeline as Action 1.1.1	MoA/PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that any activities in the facilities that meet ESS1 definition of associated facilities (if any) to be identified in the ESMF are carried out in accordance with the applicable requirements of this ESCP and the ESSs.		
1.5	**THIRD PARTY MONITORING** 1. Appoint and maintain throughout Project implementation an independent third-party monitor (TPM) consultant, with terms of reference, qualifications and experience acceptable to the Association, to provide independent verification of the environmental and social (E&S) performance of the Project, including in areas where access for the PCU, PTUs or the Association is constrained by security, explosive-ordnance or other conditions. 2. The terms of reference shall include, inter alia, that the TPM: (a) visits and monitors Project sites and activities, including remote and access-constrained areas, using remote or community-based monitoring methods where physical access is not feasible, as agreed with the Association; (b) verifies the implementation of this ESCP and the E&S instruments prepared under it, including the ESMF and ESMPs, the LMP, the SEA/SH Action Plan, the Security Management Plan, the Resettlement Framework (and any RPs/LRPs), the IPMP and the SEP; (c) verifies landmine and ERW survey, clearance and certification arrangements under Action 2.2; (d) reviews the functioning of the grievance mechanisms, including the handling of SEA/SH complaints in a confidential and survivor-centered manner; (e) reviews the transparency and inclusiveness of beneficiary targeting and the distribution of Project benefits; (f) collects relevant data and communicates with Project stakeholders and beneficiaries, including women and vulnerable groups, in a safe and culturally appropriate manner; (g) verifies the reporting, investigation and follow-up of Project-related environmental and social incidents and accidents under Action E. 3. Require the TPM to prepare and submit monitoring reports to the PCU at least semi-annually, and to make them promptly available to and discuss them with the Association. Promptly take any actions requested by the Association, and prepare and implement corrective actions to address the findings of the TPM reports, in a manner acceptable to the Association.	Throughout Project implementation.	MoA/PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.6	**CONTINGENT EMERGENCY RESPONSE COMPONENT (CERC)** a. Ensure that the CERC Manual includes a description of the environmental and social assessment and management arrangements for Component 4, consistent with the ESSs, including the positive list, rapid E&S screening procedures, and arrangements for labor, community health and safety, animal-health and biological-waste management, pest and pesticide management, grievance handling and landmine/ERW risk. b. Prepare, consult upon, disclose and implement any E&S instruments required for the emergency activities in accordance with the CERC Manual, the ESMF and the ESSs, and incorporate the relevant requirements into procurement documents and agreements with delivery partners (including FAO and WFP, where engaged).	a. The preparation of the CERC Manual in form and substance acceptable to the Association is a withdrawal condition under Section III of Schedule 2 of the Financing Agreement. b. In accordance with the timeframes specified in the CERC Manual.	MoA / PCU, with delivery partners as applicable
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**LABOR MANAGEMENT PROCEDURES** Prepare and implement the standalone 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, as well as requirements for primary supply workers consistent with ESS2.	Prepare, disclose and implement the LMP prior to engaging any project workers and thereafter implement the LMP throughout Project implementation.	MoA / PCU
2.2	**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN** 1.Prepare and implement an OHS Management Plan, as part of the ESMF under Action 1.1.1, to assess and manage the OHS risks and impacts of the Project. 2. Prior to carrying out any Project activity involving civil works, (i) ensure that the area (in which said civil works will be carried out) has been cleared of Explosive Remnants of War (ERW); and (ii) furnish to the Association a representation, in form and substance satisfactory to the Association, that the area in which such civil works will be carried out has been declared safe and clear of ERW.	1. Same timeframe as action 1.1.1.	1. MoA / PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Engage the United Nations Mines Action Service (UNMAS), or other competent, independent, internationally recognized, accredited mine-action 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. UNMAS-coordinated arrangements), to ensure that all project worksites and their access routes are free from landmines and Explosive Remnants of War (ERW), consistent with the ESMF and site-specific ESMPs, the LMP, the Traffic Management Plan, and any other relevant E&S instrument. 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 MoA will request UNMAS or the other competent, independent, internationally recognized, accredited mine-action entity to provide a certificate that confirms clearing each work site and its access route from such material, and their safe disposal as hazardous wastes. The MoA 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. The scope of assessment and clearance shall be risk-based and proportionate to the nature of each activity, as detailed in the ESMF and the OHS Management Plan: (i) civil works and fixed installations shall require technical survey (intrusive survey) and clearance and certification prior to works; and (ii) dispersed farm-level activities (such as input distribution, advisory services and vaccination campaigns) shall require at a minimum, non-technical survey (non-intrusive survey), use of verified safe routes and delivery points, and Explosive Ordnance Risk Education (EORE) for workers and beneficiaries.	2.Same timeline as action 1.1.1 above and in all cases before any intrusive works, before the commencement of the relevant Project activities, and before any access to sites or access routes not yet verified as safe by the engaged mine-action entity. E&S screening and survey visits shall use only verified safe routes and follow the advice of the engaged mine-action entity. The absence of recorded contamination shall not be treated as evidence that a site is safe; sites where contamination is suspected or confirmed shall not be used for Project activities until cleared and certified, or shall be replaced. Share with the Association each worksite clearance reports, and certificates within 15 days of obtaining them, and in any case before the commencement of the relevant Project activities, from UNMAS/ other competent, independent, internationally recognized, accredited mine-action entity with relevant qualifications and experience acceptable to the Association.	2. MoA / PCU 3. MoA/PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	3.Provide regular training and awareness sessions to Project workers on risks related to landmines and ERW and actions to be taken if encountered.	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.	MoA / PCU
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 the ESMF under Action 1.1.1 prepared for the Project, to manage solid and hazardous wastes to be generated from civil works, agriculture, research, vaccination and laboratory activities (including animal carcasses and other biological waste, veterinary and vaccine cold-chain waste, empty pesticide containers and any obsolete pesticides) consistent with ESS3. 2. Prior to carrying out any Project activity involving civil works, ensure the area (in which said civil works will be carried out) has been cleared of any ERW; and (ii) furnish to the Association a representation, in form and substance satisfactory to the Association, that the area in which such civil works will be carried out has been declared safe and clear of ERW. Ensure that any removed landmines and ERW have been properly removed, treated and disposed, in accordance with the requirements of ESS3 and following IMAS and good international industry practices. These practices will be part of an action plan to be included in the relevant E&S instruments and Project Operations Manual (POM).	1.Same timeline as Action 1.1.1 2. Practices to be included in the relevant E&S instruments before Effective Date and POM upon its preparation. Implementation of measures before commencement of relevant project activities in the relevant sites and throughout project implementation.	MoA / PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	3. Shares each worksite certificate and necessary documentation that demonstrate that the decontamination process has been conducted following IMAS and GIIP.	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 ESMF to be prepared under Action 1.1.1.	Same timeframe as Action 1.1.1	MoA / PCU
3.3	**PEST MANAGEMENT** 1. Prepare and implement an Integrated Pest Management Plan (IPMP), as part of the ESMF under Action 1.1.1 and consistent with ESS3, covering pesticide and fertilizer use, seed treatment, integrated pest and disease management in supported crops and orchards, biopesticide production units and pesticide-testing laboratories. 2. Ensure that the Project does not finance or promote formulated pesticide products that meet the criteria of WHO Hazard Classes Ia or Ib, or products containing active ingredients restricted under applicable international conventions, and that it finances only products registered by the competent national authority. WHO Class II products shall be financed only where appropriate controls on their distribution, handling and use are in place, as set out in the IPMP. 3. Include in the IPMP measures for safe storage, transport, application and personal protective equipment, and for the collection and disposal of empty pesticide containers and any obsolete pesticides; and deliver related training to extension staff, delivery partners and beneficiaries.	Same timeframe as Action 1.1.1 Training to be delivered prior to the distribution of any pesticides, treated seed or fertilizers.	MoA / PCU, with the MoA Plant Protection Directorate
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 ESMF to be prepared under action 1.1.1 above.	Same timeframe as Action 1.1.1	MoA / PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 ESMF/ESMP to be prepared under actions 1.1.1 and 1.1.2, including an Emergency Response Plan to be prepared as part of the ESMF above.	Same timeframe as Action 1.1.1 and Action 1.1.2	MoA / PCU
4.3	**SEA AND SH RISKS** 1. Prepare and implement a standalone 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 before the launch of any procurement packages, prior to the hiring of the security personnel or assigning Recipient's security services, and before the start of relevant project activities. Thereafter implement the SEA/SH Action Plan throughout Project implementation. 2. Upon engaging with each Project contractor 3. Implement throughout Project implementation.	MoA / PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 MoA, which shall include a Code of Conduct (CoC) template and included in all procurement packages under the Project. 2. In accordance with the SMP, 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 MoA staff and/or contracted security personnel, in coordination with relevant government agencies as necessary. 3. Where applicable, submit to the Association copies of any relevant correspondences, and agreements with relevant government authorities related to security arrangements. 4.Adopt the following measures: ✔ 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;	1. Prepare the SMP including the Code of Conduct before launching the procurement process of the relevant project activities and prior to carrying out any activities requiring the use of security personnel. The SMP shall thereafter be implemented 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. 4. Adopt the measures 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. 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.	MoA / PCU

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MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
✔ 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 Project site 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. 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 ESMF and site-specific ESMPs, the LMP, the Traffic Management Plan, and any other relevant E&S instrument, as outlined under action 2.2, applying the risk-based approach set out therein.	5. Notify the Association after receiving the concern or grievance in the timeframe specified in action E above and promptly review all allegations of unlawful or abusive acts of Recipient's security staff or security personnel deployed to protect Project personnel and property. 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, accredited mine-action entity with relevant qualifications and experience acceptable to the Association	

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	**RESETTLEMENT FRAMEWORK** 1.Prepare and implement a standalone Resettlement Framework (RF) for the Project, consistent with ESS5. 2. Screen proposed Project activities and sites, in accordance with the RF and the Project E&S screening procedures, to identify land ownership, tenure, occupation and actual use, including formal and informal users, and any potential land acquisition, restrictions on land use or access, temporary occupation, physical or economic displacement, loss of assets or livelihood impacts. 3. Where screening confirms that ESS5 impacts cannot be avoided, prepare, disclose, consult upon and implement site-specific Resettlement Plans (RPs) and/or Livelihood Restoration Plans (LRPs), as applicable, consistent with the RF and ESS5 and acceptable to the Association. The Project GM shall be available to receive and address resettlement- and livelihood-related grievances.	1. Prepare the RF before the Effective Date and prior to the carrying out of relevant project activities, and thereafter implement the RF throughout Project implementation. 2. Prior to carrying out relevant works. 3. Prepare, disclose, consult upon, and implement the respective RP and/or LRP before carrying out any activity that would cause the relevant ESS5 impact. Ensure that compensation at replacement cost and other required resettlement and/or livelihood restoration assistance are provided in accordance with ESS5 before displacement, taking possession of land or assets, or imposing the relevant restriction on land use or access.	MoA/PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	**BIODIVERSITY RISKS AND IMPACTS** Incorporate biodiversity conservation, and risk prevention and management measures in the ESMF and ESMP to be prepared under Action 1.1.1 and Action 1.1.2 above. These measures shall include, inter alia: phytosanitary and quality assurance of seed and planting material, including imported material, to prevent the introduction of pests, diseases and invasive alien species; management of grazing pressure and rangeland carrying capacity associated with livestock restocking and livestock-water points, particularly in the Badia; and screening of primary suppliers of living natural resources, consistent with ESS6.	Same timeframe as Action 1.1.1 and Action 1.1.2	MoA/PCU
ESS 8: CULTURAL HERITAGE			
8.1	**CHANCE FINDS** Describe and implement the chance-find procedures, as part of the ESMF and site-specific ESMPs to be prepared under Action 1.1.1 and Action 1.1.2 above.	Same timeframe as Action 1.1.1 and Action 1.1.2	MoA / PCU
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** Update, redisclose, adopt, and implement the standalone 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 19 October 2026 on the MoA website http://moaar.gov.sy/article/604321 The SEP shall be updated and adopted no later than 60 days after the Effective Date and thereafter shall be implemented throughout Project implementation.	MoA / PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 Agriculture grievance mechanisms to meet Project and ESCP requirements.	1. Establish the grievance mechanism by 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 no later than 60 days after the Effective Date and thereafter maintained throughout project implementation. 4. GM at MoA enhanced within the first year after the Effective Date and maintained throughout Project implementation.	MoA / PCU

INDICATORS FOR IMPLEMENTATION READINESS

The following actions are indicators for implementation readiness:

1. Assigning E&S focal points from the MoA as required under Action A.

2. Hiring of qualified environment, OHS, social, and gender specialists as part of the PCU as indicated in Action A

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MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
3. Training for the PCU staff on stakeholder engagement and grievance mechanism, ESMF/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 ESMF (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, applying the risk-based approach set out therein 9. CERC Manual including its E&S section adopted (Action 1.6) 10. IPMP prepared as part of the ESMF (Action 3.3) 11. GBV service mapping completed (60 days after Effectiveness and before conducting further consultations on the project's SEP) .		

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