

**Hashemite Kingdom of Jordan**

**Ministry of Agriculture**

**Agriculture Resilience, Value Chain Development, and Innovation  
(ARDI) Program (P167946) &  
Additional Financing (507315)**

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

**Appraisal Version**

**August 2025**

1. The Hashemite Kingdom of Jordan (the Recipient) is implementing the Agriculture Resilience, Value Chain Development and Innovation (ARDI) Program (P167946) (the Program), with the involvement of the Ministry of Planning and International Cooperation (MOPIC) and the Ministry of Agriculture (MoA), as set out in the Loan Agreements (Amendments to the Original Loan Agreement (Loan Number 94450-JO; GCFF TF No. TF0B9817) and Grant Agreement (FDTF Grant No. TF0B8799)). This operation<sup>1</sup> is structured as a hybrid, comprising a Program for Results (PforR, the Program) with an Investment Project Financing (IPF) component (the Project). The International Bank for Reconstruction and Development (the World Bank) has agreed to provide the original financing and additional financing (AF) for the operation, as set out in the referred Agreements. This Environmental and Social Commitment Plan (ESCP) supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this ESCP, in a manner acceptable to the Bank. The ESCP is a part of the Agreement[s]. 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. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided 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's representative specified in the Agreement (through its Minister of Planning and International Cooperation). 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 of AF activities 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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<sup>1</sup>The operation means, collectively, all activities described under the Program for Results (the Program) and Investment Project Financing (the Project).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT <sup>2</sup>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain the Delivery Unit (DU) with qualified staff and resources to support the management of environmental, social, health and safety (ESHS) risks and impacts of the Project including an Environmental and Social Specialist and an Occupational Health and Safety (OHS) Specialist.</p>	<p>Hire and maintain an Environmental and Social Specialist and an OHS Specialist, no later than three months after the Effective Date of the Agreement.</p> <p>These two specified positions will be maintained for one year. Each of these two positions are renewable unless amendments to E&amp;S organizational structure are proposed and agreed with the Bank.</p>	DU/MoA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement the following capacity building measures:</p> <ul style="list-style-type: none"> <li>a. Training for DU staff, environmental and social (E&amp;S) staff and focal points within the Agriculture Credit Corporation (ACC) and the National Agricultural Research Center (NARC) on environmental and social screening, monitoring and reporting, stakeholder mapping and engagement, specific aspects of environmental and social assessment, emergency preparedness and response, community health and safety.</li> <li>b. Training for DU staff, and focal points within the ACC and NARC on the implementation and monitoring of the Environmental and Social Management Plans (ESMPs) and relevant E&amp;S instruments.</li> <li>c. Training for all staff in the DU, focal points within the ACC and NARC, and other relevant staff on grievance mechanism (GM) and complaints handling procedures.</li> </ul>	<ul style="list-style-type: none"> <li>a. Organize and conduct training on E&amp;S screening procedures, risk classification, assessment and management of the Project's E&amp;S risks, and on grievances and complaints management no later than three months after the Effective Date of the Agreement.</li> <li>b. Organize and conduct training on the ESMPs and other E&amp;S instruments no later than one month after the effective date of the Agreement.</li> <li>c. Organize and conduct customized training on GM and complaints handling procedures three months after the Effective Date of the Agreement.</li> </ul>	DU/MoA/World Bank
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&amp;S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> <li>a. Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> </ul>		DU/ MoA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>b. Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan (SEP).</li> <li>c. Complaints submitted to the GM, the grievance log, and progress made in resolving them.</li> <li>d. E&amp;S performance of contractors and subcontractors as reported through contractors' and supervision firms' reports.</li> <li>e. Number and status of resolution of incidents and accidents reported under action E below.</li> </ul>	<p>Submit quarterly reports to the Bank for the first year and semi-annually afterwards, and throughout the Project implementation, commencing after the Effective Date of the Agreement.</p> <p>Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	
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 Bank.</p>	Submit the monthly reports to the Bank upon request	DU/MoA
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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>	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.	DU/MoA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the 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.	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.	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b> <ol style="list-style-type: none"> <li>Update and implement the Environmental and Social Management Plan (ESMP) for the IPF Project, consistent with the relevant Environmental and Social Standards (ESSs).</li> <li>Prepare and implement the site-specific Environmental and Social Impact Assessment (ESIA) and/or ESMP as required.</li> </ol>	<ol style="list-style-type: none"> <li>Update and disclose the ESMP for the IPF Project two months after the Effective Date of the Agreement and thereafter implement the ESMP throughout Project implementation.</li> <li>Prepare and disclose the site-specific ESIA/ESMP and incorporate it as part of the respective bidding documents for the relevant subproject that requires the preparation of such ESIA/ESMP as required. Once finalized, implement the respective ESMP throughout Project implementation.</li> </ol>	DU/MoA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESMP and/or contract clauses, and code of conduct, into the E&amp;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&amp;S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation. Copies of relevant contracts will be provided to the Bank upon request.</p>	DU/MoA
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project (including, inter alia strategic assessments and plans) 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>	Throughout Project implementation.	DU/MoA
1.4	<p><b>CONTINGENT EMERGENCY RESPONSE COMPONENT (CERC)</b></p> <p>Should the CERC component of the Project be activated, the risk rating will be reassessed, and the relevant E&amp;S instruments will be prepared, cleared by the bank and disclosed prior to commencement of CERC activities.</p>	Should CERC component be activated, the relevant E&S instruments will be prepared, cleared by the bank and disclosed prior to commencement of CERC activities	DU/MoA/World Bank
1.5	<p><b>USE OF RECIPIENT'S ENVIRONMENTAL AND SOCIAL FRAMEWORK</b></p> <p>Use of Recipient Framework will be applied for Environmental and Social Standards 2 (ESS2) as stated under section 2.1 below.</p>	Throughout Project implementation	DU/MoA/ World Bank
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1			DU/MoA

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p><b>LABOR MANAGEMENT PROCEDURES- USE OF RECIPIENT’S LABOR FRAMEWORK</b></p> <p>Ensure that the labor management and working conditions of Project workers are consistent with this ESCP and with the Recipient’s labor framework, 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><b>The following Gap Filling Measures are proposed to address the existing gaps with the Jordanian labor law:</b></p> <ul style="list-style-type: none"> <li>a. Ensure, through clear contractual clauses, that installation activities adhere to OHS protocols in line with ESS2. Implement OHS (including personal protective equipment, and emergency preparedness and response) measures, considering 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).</li> <li>b. 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. Workers’ contracts will include clear measures addressing the following: <ul style="list-style-type: none"> <li>1. Ensure non-discrimination and equal opportunity for women, youth, and persons with disabilities (PwD).</li> <li>2. Prevent the use of all forms of forced labor and child labor (minimum age is 18 years).</li> </ul> </li> </ul>	<p>Throughout implementation</p> <p>Project</p>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>3. Enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation, to express their concerns and protect their rights related to labor and working conditions.</p> <p>c. Sample of contracts addressing the above shall be provided to the Bank upon request.</p> <p>d. Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases.</p> <p>e. Incorporate the relevant requirements above in the E&amp;S specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the project;</p> <p>f. Provide training and capacity-building programs to the concerned staff to enhance their ability to enforce labor standards effectively;</p> <p>g. Establish a monitoring and evaluation mechanisms to regularly review and update the project's labor framework, ensuring it remains comprehensive and effective in protecting workers' rights.</p>		
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>a. Integrate and implement OHS Management Measures as part of the updated ESMP for the IPF Project as mentioned under section 1.1, the site-specific ESMPs, and the Project Operational Manual (POM).</p> <p>b. Require all contractors to implement OHS measures as part of the ESMP prepared for the IPF Project and the site-specific ESMPs.</p>	<p>Integrate the OHS Management Measures as part of the updated ESMP of the IPF, and site-specific ESMPs, and thereafter implement the OHS measures throughout Project implementation.</p>	<p>DU/MoA</p>
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Maintain and operate a grievance mechanism for Project workers consistent with the Recipient's Labor Framework and project's needs.</p>	<p>Maintain and operate the grievance mechanism throughout Project implementation.</p>	<p>DU/MoA</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> <ul style="list-style-type: none"> <li>a. Take appropriate measures to incorporate waste management measures as part of the updated ESMP of the IPF Project as required under section 1.1, and the POM.</li> <li>b. Require all contractors to implement waste management measures as part of the ESMP prepared for the IPF Project and site-specific ESMPs, to manage hazardous and non-hazardous wastes, consistent with Environmental and Environmental and Social Standards 3 (ESS3).</li> </ul>	<p>Prepare the OHS Management Measures as part of the updated ESMP of the IPF Project, and site-specific ESMPs for subprojects, and thereafter implement the OHS measures throughout Project implementation</p> <p>Measures shall be adopted prior to the commencement of relevant activities and implemented throughout Project implementation.</p>	DU/MoA
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> <ul style="list-style-type: none"> <li>a. Incorporate resource efficiency and pollution prevention and management measures in the updated ESMP for the IPF Project as required under action 1.1 above, and the POM.</li> <li>b. Require all contractors to implement waste management measures as part of the updated ESMP prepared for the IPF Project and site-specific ESMPs.</li> </ul>	<p>Prepare the resource efficiency and pollution prevention and management measures as part of the updated ESMP for the IPF Project, and site-specific ESMPs, and thereafter implement the measures throughout Project implementation.</p>	DU/MoA
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> <ul style="list-style-type: none"> <li>a. Incorporate measures to manage traffic and road safety risks as updated ESMP for the IPF Project as required under action 1.1 above, site-specific ESMP, and the POM.</li> </ul>	<p>Prepare the traffic management and road safety measures as part of the updated ESMP for the IPF Project, and site-specific ESMPs, and thereafter implement the measures throughout Project implementation</p>	DU/MoA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b. Require all contractors to implement traffic management and road safety measures as part of the updated ESMP prepared for the IPF Project and site-specific ESMPs.		
4.2	<b>COMMUNITY HEALTH AND SAFETY</b>  Assess and manage specific risks and impacts to the community arising from Project activities and include mitigation measures in the updated ESMP for the IPF Project and the site-specific ESMPs as specified under section 1.1.	Throughout project implementation	DU/MoA
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b>  Require all contractors to implement biodiversity management measures as part of the site-specific ESMP, when needed consistent with Environmental and Social Standards 6 (ESS6).	Implement biodiversity management measures as part of the site-specific ESMP and thereafter implement the ESMP throughout Project implementation.	DU/MoA
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CHANCE FINDS</b>  Describe and implement the chance finds procedures as part of the site-specific ESMPs.	Prepare the Chance Find Procedures as part of the site-specific ESMPs and thereafter implement the ESMP throughout Project implementation.	DU/MoA
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN</b>  a. Update and implement the SEP for the Project, consistent with Environmental and Social Standards 10 (ESS10), which shall include measures to, inter alia, provide	The draft SEP was updated, consulted upon, and redisclosed on XXXX.	DU/MoA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>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>b. The SEP will be expanded to explicitly integrate the PforR component as per the ESSA recommendations under the ARDI Program for Results (PforR).</p>	The SEP will be finalized 60 days after the Effective Date and will be implemented throughout Project implementation.	
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>a. Update, 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 Environmental and Social Standards 10 (ESS10).</p> <p>b. The GM will be updated and strengthened under the ARDI PforR. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of all types of complaints including those related to Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH).</p>	The GM for the project will be updated 60 days after the Effective Date of the Agreement.	DU/MoA
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
<p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> <li>▪ <b>Hiring of the E&amp;S Specialist and the OHS Specialist:</b> E&amp;S Specialist and OHS Specialist are hired as part of the DU</li> <li>▪ <b>Updating and disclosure of the ESMP for the IPF:</b> the updated ESMP will include all requirements as per this ESCP</li> <li>▪ <b>Use of Recipient Framework:</b> Move towards the Recipient framework by using the Jordanian Labor Law instead of the Environmental and Social Standards 2 (ESS2) and Labor Management Procedures (LMP).</li> <li>▪ <b>E&amp;S Training:</b> Conduct tailored E&amp;S training for the DU staff and others on identified key E&amp;S on topics identified in this ESCP and others.</li> </ul>			

