

**Republic Of Kosovo  
Additional Financing  
Kosovo Comprehensive Approach to Health  
System Strengthening Project (P179831)**

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

**Updated Version**

**May 6, 2026**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Kosovo (the Recipient) will implement the Kosovo Comprehensive Approach to Health System Strengthening Project (KOMPAS) (P179831) (the **Project**), and Additional Financing (AF) activities with the involvement of the Ministry of Health (MoH), through the Project Coordination Unit (PCU), as set out in the Original Financing Agreement and Additional Grant Agreement. The International Development Association (IDA), (hereinafter the Bank), has agreed to provide financing for the Project, as set out in the original agreement, and acting as the administrator for Pandemic Fund as additional financing for the Project, as set out in grant agreement. This 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 Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred 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, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project (both in original and additional financing), all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time if necessary, during Project (both in original and additional financing) implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient, through MoH, and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between Bank and the Project Coordinator of the PCU within MoH. The Recipient through MoH shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s)</p>	<p>Submit six-monthly reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	MOH through the PCU
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident or accident related 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, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury [specify other examples of incidents and accidents, as appropriate for the type of operation]. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank</p>	MOH through the PCU
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the Bank.</p>	<p>Submit the monthly reports to the Bank as annexes to the reports to be submitted under action A above.</p>	MOH through the PCU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Coordination Unit (PCU) under the Ministry of Health (MOH), with qualified staff and resources to support management of ESHS risks and impacts of the Project and AF including one part-time Environmental and Social Specialist and hire or appoint Healthcare Waste Management Specialist. The E&amp;S Specialist in the PIU ensures that project activities comply with environmental and social requirements, prepares and oversees implementation of E&amp;S instruments, and monitors contractors’ compliance on the ground.</p>	<p>Establish and maintain a PCU as set out in the Financing Agreement.</p>	MOH through the PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	<p>No later than within 3 months after the Project Effective Date, hire or appoint a part-time Environmental and Social Specialist and thereafter maintain this position throughout Project implementation. Hire or appoint a Health Care Waste Management Specialist for the period of implementation of the HCWM activities. The E&amp;S specialist hired under the Project will also be responsible for the AF.</p>	
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ol style="list-style-type: none"> <li>Finalize, disclose, consult upon, adopt, and implement an Environmental and Social Management Framework (ESMF) for the Project, in accordance with the ESSs, the Environmental, Health, and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP), and in a manner acceptable to the Bank.</li> <li>The ESMF prepared for the original project will be updated to include the potential risks associated with the activities under the AF.</li> <li>Prepare, disclose, consult upon, adopt and implement site-specific Environmental Social and Management Plans (ESMPs) as set out in the ESMF.</li> <li>The activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project and AF.</li> </ol>	<ol style="list-style-type: none"> <li>Implement the ESMF throughout Project Implementation</li> <li>Update and disclose and adopt the ESMF before implementation</li> <li>Prepare the site specific ESMP before launching the bidding process for the respective <b>original</b> and AF activities that requires the preparation of such ESMP.</li> </ol>	
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.</p>	<p>MOH through the PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, including feasibility studies, capacity building, training, and any other technical assistance activities under the original and AF are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	MOH through the PCU
1.5	<p><b>EXCLUSIONS:</b></p> <p>The ESMF sets out the principles, rules, guidelines, screening criteria and procedures to assess the environmental and social risks and impacts of project activities. The screening questions for Potential Environmental and Social Impacts are part of the ESMF. The results shall guide confirmation of the overall E&amp;S risk rating and classification of the activities to be financed based on the screening.</p> <p>Exclude the activities listed below as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> <li>• Activities that are not aligned with the policies, initiatives, and or objectives of this project;</li> <li>• Activities that will cause significant, sensitive, complex, irreversible and unprecedented potential adverse environmental and social impacts requiring a full or partial environmental assessment to manage and mitigate such impacts.</li> <li>• Activities that involve any procurement activities beyond the scope of this project;</li> <li>• Activities that involve any civil works, that are not defined in the ESMF scope of application.</li> <li>• Any sites with potential physical and livelihood displacement impacts under ESS 5.</li> </ul>	These exclusions shall be applied as part of the E&S screening process as set out in the updated ESMF and prior to preparation of ESMPs under Action 1.2 above.	MOH through the PCU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Update, disclose and adopt and implement the Labor Management Procedures (LMP) for the Project and AF, 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 sexual exploitation and abuse (SEA) and sexual harassment (SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Update and disclose the LMP before hiring under the Project begins Implement the LMP throughout Project implementation	MOH through the PCU
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the updated LMP and consistent with ESS 2.</p>	Maintain and operate the Grievance mechanism established under the Project, throughout Project and AF implementation.	MOH through the PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	<b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b> Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the ESMF and include in site-specific ESMPs.	Same timeframe as for the preparation and implementation of the ESMPs under action 1.2 above.	MOH through the PCU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Incorporate into site-specific ESMPs procedures to manage hazardous and non-hazardous wastes, consistent with ESS 3 and as set out in the ESMF. This shall include procedures for managing and disposing of: (a) construction/reconstruction waste; and (b) health care waste in accordance with the standard operating procedures set out in the ESMF.	Same timeframe as for the preparation and implementation of ESMPs under action 1.2 above.	MOH through the PCU
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under action 1.2 above.	Same timeframe as for the preparation and implementation of ESMPs under action 1.2 above.	MOH through the PCU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the preparation and implementation of ESMPs under action 1.2 above.	MOH through the PCU
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 ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the preparation and implementation of ESMPs under action 1.2 above.	MOH through the PCU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
This standard is currently not relevant			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
This standard is currently not relevant			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
This standard is currently not relevant			
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures, [specify the instrument that describes these procedures, e.g. as part of the [ESMF] [ESMP]] of the Project.	Same timeframe as for the preparation and implementation of the ESMPs under action 1.2 above	MOH through the PCU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
This standard is currently not relevant			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Prepare, disclose, consult upon, adopt, and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS 10, 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>The SEP prepared for the Project is updated to also cover the requirements of the AF, including identification of any new stakeholders, revised engagement approaches for AF activities, and updates to the GRM and disclosure arrangements as needed.</p>	Implement the updated SEP throughout Project Implementation	MOH through the PCU
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 ESS 10.</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.</p> <p>The Project Grievance Mechanism will also cover activities under the AF, ensuring that all AF-related complaints can be received, recorded, and addressed through the same established system.</p>	<p>Grievance Maintain and operate the Grievance mechanism under the Project, throughout Project and AF implementation.</p> <p>Ensure the grievance mechanism is disseminated in Project locations prior to the commencement of any civil works.</p>	MOH through the PCU
<b>CAPACITY SUPPORT</b>			
CS1	<p>The training shall focus on Project workers, contractors, community organizations and government agent officials involved in the Project.</p> <p>The training shall include the following:</p> <ul style="list-style-type: none"> <li>ESF and ESMF;</li> <li>ESMP for each activity</li> <li>SEP and GM;</li> <li>Performance of the Project (and incidence and accident reporting)</li> <li>Workers and Community Health and Safety;</li> <li>SEA/SH Risk Prevention and Management;</li> <li>Traffic Management;</li> </ul>	Conduct training before the preparation of the bidding documents and continue trainings throughout the Project implementation	MOH through the PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
LMP and Labor GM <ul style="list-style-type: none"> <li>• Codes of Conduct for the contractors’ workers including ESHS, OHS, SEA/SH, SEP and GM.</li> </ul>		