

Republic of Serbia

**Serbia - Strategic Gas Infrastructure and
Institutional Strengthening Project**

(P516640)

Multi-Phase Programmatic Approach

Phase 1

**Environmental and Social
Commitment Plan**

Appraisal Version dated 28.July 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Serbia (the Borrower) will implement the Serbia - Strategic Gas Infrastructure and Institutional Strengthening Project (the Project) using the Multiphase Programmatic Approach (the Project), through the Ministry of Mining and Energy (MoME) and with the involvement of the relevant ministries, agencies, state-owned enterprises and other institutions, as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction Development (the Bank) has agreed to provide financing for the Project, as set out in Agreement.
2. The Borrower 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 Borrower 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 for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Borrower, 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 Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower/Recipient's Representative specified in the Agreement or the Minister of Mining and Energy. The Borrower 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/AUTHORITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE a. Establish and maintain the Project Implementation Unit (PIU) within the MoME), with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including a Social Specialist, an Environmental Specialist, and Occupational Health and Safety (OHS) Specialist and a Stakeholder Engagement Specialist. b. Enter into [cooperation] [collaboration] arrangements with [specify any entities or agencies with which the relevant project implementing entity needs to engage] to manage E&S risks and impacts of the Project.]	a. Establish the PIU prior to Effective Date (including appointing a Social Specialist, an Environmental Specialist, and OHS Specialist and a Stakeholder Engagement Specialist) and thereafter maintain the PIU and these positions throughout Project implementation b. [If any agreements need to be entered into, specify by when].	MoME
B	CAPACITY BUILDING PLAN/MEASURES Prepare a capacity building plan as part of the Environmental and Social Management Plan (ESMP) for the Project and implement, including the following capacity building measures. • Training for PIU staff and Project workers on stakeholder engagement including grievance management, worker grievance management, codes of conduct, emergency preparedness and response, incident management, worker and community health and safety, managing sexual exploitation or abuse (SEA) or sexual harassment (SH) risks and complaints, management of risks related to impacts to land and livelihoods, implementation of and monitoring and	Same timeframe as for preparation of the ESMP (Action 1.1 below) and thereafter implement throughout Project implementation. Report on capacity building plan/measures in each E&S report and during missions.	MoME Budget included in the operational budget of the Project.

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	reporting on the Environmental and Social Management Plan (ESMP), and applicable World Bank Group EHS Guidelines. Awareness raising of communities on grievance management, emergency prevention and preparedness and response arrangements to emergency situations, community health and safety including on SEA/SH, and management of risks related to impacts to land and livelihoods.		
MONITORING AND REPORTING			
C	REGULAR REPORTING 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: - Status of preparation and implementation of E&S documents required under the ESCP. - Summary of stakeholder engagement activities carried out as per the SEP. - Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. - 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. - Progress on resettlement planning and implementation. - Progress on training and capacity building under Action B above.	Submit quarterly compliance monitoring 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	MoME Budget included in the operational budget of the project.
D	CONTRACTORS REPORTS 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 Bank.	Submit the monthly reports to the Bank as annexes to the reports to be submitted under action C above.	MoME

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
E	INCIDENTS AND ACCIDENTS 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 SEA or SH; or disease outbreaks. Provide available details of the incident or accident to the Bank upon request. 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.	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. 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.	MoME Gas Infrastructure Srbijagas
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Following consultations, finalise Scoping Report for the 62 km Trupale–Pojate high-pressure inland gas pipeline , consistent with the relevant ESSs; thereafter redisclose and ensure that the ESIA/ESMP under action 2 below addresses the risks identified. 2. Prepare, publicly disclose, consult upon, adopt and thereafter implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for the construction of the 62 km Trupale–Pojate high-pressure inland gas pipeline, compressor	1. Finalise and redisclose prior to negotiations thereafter implement. 2. Prepare, disclose, and consult on the ESIA and ESMP prior to launching the bidding process for works and thereafter implement the ESIA and ESMP throughout Project implementation.	MoME

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	stations, valve and metering stations, and potential gas storage facility expansion, consistent with the relevant ESSs.		
1.2.	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including ESIA/ESMP, the Labour Management Procedures (LMP), Security Management Plan, and SEA/SH Action Plan, SEP, and Resettlement Policy Framework (RPF) 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 to the Bank.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.	MoME
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 including 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. Activities include but are not limited to: • Technical Assistance to support Regulatory Capacity Strengthening • Advisory support on the sector and Srbijagas related to Sector Reforms and Financial Sustainability. • Engineering, design, feasibility, and E&S Assessments and Plans required to advance planned investments for the Pipeline and Storage Preparation Studies for Phases 2 and 3 of the Multiphase Programmatic Approach (MPA) program to a build-ready standard.	Throughout Project implementation.	MoME

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	CONTINGENT EMERGENCY RESPONSE FINANCING 1. Ensure that the CERC Manual includes a description of the E&S assessment and management arrangements, including the CERC-ESMF/ that will be included in the CERC Manual, for the implementation of the CERC component, in accordance with the ESSs. 2. Implement the CERC-ESMF including any assessments and plans and other E&S documents required therein.	1. The preparation of the CERC Manual in form and substance acceptable to the Bank is a withdrawal condition under Section III.B.1(b) of Schedule 2 of the Loan Agreement. 2. In accordance with the timeframes specified in the CERC Manual including the E&S documents required therein.	MoME or other designated authority for CERC.
ESS 2: LABOR AND WORKING CONDITIONS			
2.1.	LABOUR MANAGEMENT PROCEDURES Assess risks and impacts related to labour and working conditions as part of ESIA and prepare and implement an LMP for the Project, , consistent with ESS2	Same timeframe as the ESIA and ESMP (Action 1.1).	MoME
2.2	OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES a. Assess OHS risks and impacts as part of the ESIA and prepare an OHS Management Plan for the Project. b. Require contractors and subcontractors to prepare and implement OHS Management Measures in accordance with the OHS Management Plan and applicable World Bank Group EHS Guidelines.	a. Same timeframe as the ESIA and ESMP (Action 1.1). b. Prior to commencement of works and throughout Project implementation.	MoME Gas Infrastructure Srbijagas
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Consultants and Direct Workers: As part of Project Operation Manual	Establish grievance mechanism for each Part of the Project prior to engaging Project workers for such Part of the Project thereafter maintain and operate it	MoME

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	All other Project workers: Establish and operate a grievance mechanism for all other Project workers, as described part of the LMP and consistent with ESS2.	throughout Project implementation.	
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE AND WASTEWATER MANAGEMENT PLAN: Prepare and implement a Waste and Hazardous Materials Management Plan (WMP) as part of the ESMP, covering the management of hazardous and non-hazardous waste in accordance with ESS3 and applicable national legislation.	Same timeframe as the ESIA and ESMP (Action 1.1).	MoME
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under Action 1.1, consistent with ESS3 and applicable World Bank Group EHS Guidelines. The ESIA/ESMP shall include assessment of GHG emissions and measures for methane leak detection and management, in accordance with ESS3 and Good International Industry Practice. 2. Prepare and implement a Hydrotest Water Management Plan consistent with ESS3 as part of the ESIA/ESMP.	Same timeframe as the ESIA and ESMP (Action 1.1).	MoME
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1.	TRAFFIC AND ROAD SAFETY: Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.1. above.	Same timeframe as the ESIA and ESMP (Action 1.1)	MoME
4.2.	COMMUNITY HEALTH AND SAFETY: Engage an experienced expert to develop to assess risks and impacts to community health and safety arising from Project activities as part of the ESIA, including a Risk Hazard Assessment (RHA) to identify potential emergency events. Based on the findings, prepare, adopt and implement Community Health and Safety Plan (CSHP) including Emergency Preparedness and	Same timeframe as the ESIA and ESMP (Action 1.1)	MoME Gas Infrastructure Srbijagas

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	Response Plan (EPRP) for construction, commissioning, and operation.		
4.3.	SEA SH RISKS: Prepare an assessment of SEA and SH risks as part of the ESIA and prepare and implement a SEA/SH Action Plan as part of the ESMP to manage the risks of SEA and SH.	Same timeframe as the ESIA and ESMP (Action 1.1).	MoME Gas Infrastructure Srbijagas
4.4.	SECURITY MANAGEMENT: Assess risks as part of the ESIA and prepare and implement measures as part of the Security Management Plan to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities.	Same timeframe as the ESIA and ESMP (Action 1.1).	MoME Gas Infrastructure Srbijagas
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY			
5.1.	RESETTLEMENT POLICY FRAMEWORK (RPF) AND ACTION PLANS: 1. Finalise the RPF and implement the RPF for the Project, consistent with ESS5. 2. Prepare and implement Resettlement Action Plan (RAP) or RAPs including livelihoods restorations measures for the 62 km Trupale–Pojate high-pressure inland gas pipeline compressor stations, valve and metering stations, and potential gas storage facility expansion, as set out in the RPF and consistent with ESS5. 3. Prepare and submit RAP completion/audit report.	1. Finalise the RPF prior to negotiations and redisclose. Implement the RPF throughout Project implementation. 2. Prepare and implement the RAPs prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, and full compensation has been provided. 3. Prior to commencement of civil works	MoME “Srbijagas”(TBC)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.2	INDEPENDENT EXTERNAL MONITORING: Engage an independent external monitoring to monitor RAP implementation process for gas infrastructure (gas pipeline, and M&R stations)	During & after RAPs implementation	MoME “Srbijagas”(TBC)
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1.	BIODIVERSITY RISKS AND IMPACTS: Prepare and implement a Biodiversity Management Plan (BMP), informed by the findings of the ESIA and critical habitat assessment, including any requirements for no net loss or net gain, as part of the ESMP, consistent with ESS6. Complete seasonal biodiversity surveys, Emerald Network screening, and Critical Habitat Screening and, if required, a Critical Habitat Assessment, in accordance with ESS6 and acceptable to the Bank, prior to commencement of relevant works.	Same timeframe as the ESIA and ESMP (Action 1.1). Same timeframe as the ESIA and ESMP (Action 1.1).	MoME “Srbijagas”(TBC)
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
This Standard is considered not relevant to this Project			
ESS 8: CULTURAL HERITAGE			
8.1.	CULTURAL HERITAGE RISKS AND IMPACTS: Assess risks and impacts to cultural heritage as part of the ESIA including restrictions to access and prepare a Cultural Heritage Management Plan (CHMP) including a chance finds procedure as part of the ESMP and implement for the Project, consistent with ESS8.	Same timeframe as the ESIA and ESMP (Action 1.1).	MoME “Srbijagas”(TBC) Gas Infrastructure
ESS 9: FINANCIAL INTERMEDIARIES			
This Standard is considered not relevant to this Project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1.	STAKEHOLDER ENGAGEMENT PLAN (SEP)		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	Update and implement a 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.	Update the SEP in the same timeframe as the ESIA and ESMP (Action 1.1) and thereafter implement the SEP throughout the project implementation	MoME
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. 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.	Establish the grievance mechanism by effective date and thereafter maintain and operate the mechanism throughout Project implementation.	MoME
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: A Social Specialist, an Environmental Specialist, an OHS specialist, and Stakeholder Engagement Specialist appointed to the PIU B Capacity Development Plan prepared and key training for workers undertaken 1.1 Environmental and Social Impact Assessment and Environmental and Social Management Plan prepared for infrastructure planned under Phase 1, adopted, implemented, and monitored 1.4 CERC Manual, including the CERC-specific Environmental and Social Management Framework (CERC-ESMF), prepared and adopted. 2.1 Labour Management Procedures including 2.3 Worker Grievance Procedure adopted 2.2 OHS Management Plan adopted			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1 Waste Management Plan adopted 4.2 Risk Hazard Assessment, Community Health and Safety Plan including Emergency Preparedness and Response 4.3 SEA/SH Action Plan adopted 4.4 Security Management Plan adopted 5.1 Resettlement Policy Framework and related Resettlement Action Plan(s) including Livelihoods Measures, prepared, implemented, and audited 6.1 Biodiversity Management Plan prepared 8.1 Cultural Heritage Management Plan including Chance Finds Procedures adopted 10.1 Stakeholder Engagement Plan adopted and updated to support construction and operations. 10.2 Project Grievance Mechanism operationalized.		