

**The Audit Board of  
the Republic of Indonesia**

**Enhancing BPK Performance Audit Capacity  
[P179398]**

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

**Date August 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Indonesia (the Recipient), through its Audit Board of the Republic of Indonesia (BPK) will implement the Enhancing BPK Performance Audit Capacity Project (the Project) as set out in the Grant Agreement. The International Bank for Reconstruction and Development (the Bank), acting as the administrator of the Multi-Donor Trust Fund (Phase III), has agreed to provide financing for the Project, as set out in the referred agreement(s).
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 Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
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, 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 implementation to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Audit Board of the Republic of Indonesia. The Recipient 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, stakeholder engagement activities, and functioning of the grievance mechanism.</p>  | <p>Submit annual ESHS performance reports to the Bank throughout Project implementation, commencing upon the effectiveness of the Grant Agreement.</p> <p>Submit each report to the Bank no later than 45 days after the end of each reporting period.</p> | Project Implementing Unit |
| 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 on project workers and project beneficiaries.</p> <p>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 project workers and project beneficiaries, 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. Further reporting procedures shall be detailed in the Project Operation Manual (POM).</p> | <p>Notify the Bank and Project Management Office no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within 2 weeks upon notification of the incident.</p>                                     | Project Implementing Unit |
| <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 an organizational structure with qualified staff and resources to support management of ESHS risks and impacts of the Project, including an Environmental and Social Focal Point in the Project Management Office.</p>  | <p>One (1) E&amp;S Focal Point need to be appointed and in place no later than 45 days after effectiveness of the Grant Agreement, and thereafter maintained throughout Project implementation.</p>  | Project Management Office |

| MATERIAL MEASURES AND ACTIONS                                    |   | TIMEFRAME   | RESPONSIBLE ENTITY        |
|--|---|---|---------------------------|
| 1.2  | <p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Bank and incorporate the relevant ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>  | ToRs drafted, approved by the Bank, and adopted by the PIU prior to procurement of TA activities and maintained throughout Project implementation.  | Project Implementing Unit |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b>                       |   |   |                           |
| 2.1  | <p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Develop, adopt and implement the labor and working conditions guidelines for the Project consistent with ESS2 as part of the POM, including, inter alia, provisions on equal opportunity and non-discrimination in the recruitment of workers, overtime work limits and payment, insurance, occupational health and safety, code of conduct (including prohibitions of sexual exploitation and abuse and sexual harassment, SEA/SH), description of the grievance mechanism to be available to all workers.</p>  | Adopt POM, which includes labor and working conditions guidelines acceptable to the Bank, prior to contracting any workers under the Project. Implement labor and working conditions guidelines throughout the implementation of the Project. | Project Implementing Unit |
| 2.2  | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for all workers hired under the Project, as described in the labor and working conditions guidelines in the POM approved by the Bank and consistent with ESS2.</p>   | Establish a grievance mechanism prior engaging project workers and thereafter maintain and operate it throughout Project implementation.  | Project Implementing Unit |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b> |   |   |                           |
| 10.1   | <p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Implement meaningful stakeholder engagement as core part of the Project activities. Specifically:</p> <ul style="list-style-type: none"> <li>• Ensure public disclosure of ToRs for all technical assistance activities to be undertaken under the Grant.</li> <li>• Ensure that draft and final outputs from studies to be produced under the Project are publicly disclosed, that there is a publicized mechanism by which any affected or interested party can share feedback on these with the implementing agencies, and that such feedback is considered and responded to.</li> </ul> | Meaningful stakeholder engagement with specific aspects as listed in this ESCP to be implemented throughout Project implementation.   | Project Implementing Unit |

| MATERIAL MEASURES AND ACTIONS |   | TIMEFRAME  | RESPONSIBLE ENTITY        |
|-------------------------------|---|--|---------------------------|
|                               | <ul style="list-style-type: none"> <li>Proactively seek feedback from national and local stakeholders whose activities are closely linked with the implementation of the Project.</li> <li>Ensure that the POM for the Project, to be approved by the Bank, references key principles and actions and responsibilities of the Project implementing agencies as outlined above, and consistent with ESS10.</li> </ul> <p>Further procedure for meaningful stakeholder engagement will be detailed in the Project Operation Manual (POM).</p>   |  |                           |
| 10.2                          | <p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible Feedback and Grievance Redress Mechanism (FGRM), to receive and facilitate the 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.</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> | FGRM operational within 30 days following the effectiveness of the Grant Agreement and maintained throughout Project implementation. | Project Implementing Unit |
| <b>CAPACITY SUPPORT</b>       |   |  |                           |
| CS1                           | <p>Capacity building requirements for the PMO and PIU, which may include:</p> <ul style="list-style-type: none"> <li>Labor and working conditions guidelines for the Project consistent with ESS2 as part of the POM</li> <li>Grievance Mechanism for project workers</li> <li>Awareness-raising sessions regarding SEA and SH prevention</li> <li>Meaningful stakeholder engagement</li> <li>Feedback and Grievance Redress Mechanism (FGRM)</li> <li>Other topics as identified during Grant implementation</li> </ul>  | Training prior to commencement of Project activities and refresher trainings on annual basis (or more often as required).            | Project Implementing Unit |