

**Municipality of Salvador / Municipal
Secretariat of Mobility - SEMOB**

P507029

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

Negotiated

05/05/2026₆

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Municipality of Salvador (the Borrower) will implement the Brazil Electromobility Multiphase Programmatic Approach – MPA Phase 2 Salvador Project (the Project), with the involvement of the Municipal Secretariat of Mobility – SEMOB and the assistance of the entities specified in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project, as set out in the referred Agreement.
2. The Municipality of Salvador 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 Municipality of Salvador 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 Municipality of Salvador agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower's Representative specified in the Agreement. 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
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT¹			
A	ORGANIZATIONAL STRUCTURE a. Establish and maintain a PMU under SEMOB with qualified staff and resources to support the management of environmental, social, health and safety (ESHS) risks and impacts of the Project, including the permanent support of one socioenvironmental specialist and one communication specialist. b. Enter into Cooperation Agreements with SUCOP and TRANSALVADOR to manage the ESHS risks and impacts of the Project, including the relevant provisions of this ESCP.	a. Establish a PMU and appoint its Key Staff for environmental and social risk management as an Additional Condition of Effectiveness, as set out in the Loan Agreement, and subsequently maintain these positions during Project implementation. b. As an Additional Condition of Effectiveness, as set out in the Agreement.	SEMOB/Project Management Unit (PMU)
B	CAPACITY BUILDING PLAN/MEASURES Provide the environmental and social teams, and other members of the PMU (as relevant) with training on: • procedures continuing stakeholders engagement; • specific aspects of environmental and social assessment and management; • application of the Project's environmental and social risk management instruments; • procedures for recording, processing, responding and resolving complaints; • emergency preparedness and response; • community health and safety sexual exploitation, and abuse (SEA) and sexual harassment (SH) prevention; • gender Training.	Periodically, throughout the implementation of the Project, holding the first session no later than 120 days of the Effective Date.	SEMOB/PMU
MONITORING AND REPORTING			

¹ For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	REGULAR REPORTING Prepare and submit to the Bank 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. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • 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.	Submit semiannual reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 45 days after the end of each reporting period.	SEMOB/PMU
D	CONTRACTORS' MONTHLY REPORTS 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.	Regular monitoring reports. The PMU shall report progress to the Bank in the semiannual Progress Reports.	SEMOB/PMU
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 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. 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 about the incident or accident. Provide available details upon request. Notify the Bank within 24 hours after learning of cases of sexual exploitation and abuse (SEA) and sexual harassment (SH).	SEMOB/PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS		SEMOB/PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	1. Prepare and implement an Environmental and Social Management Framework (ESMF) 2. Prepare and implement the Environmental and Social Management Plans (ESMPs) for the respective Project activities, as required under the ESMF, and consistent with the relevant ESSs.	1. Prepare, disclose and implement the ESMF no later than 60 days after the Effective Date and thereafter implement the ESMF throughout Project implementation. 2. Prepare the ESMP and incorporate the ESMP as part of the respective bidding documents for the respective Project activity prior to the carrying out of Project activity that requires the preparation of such ESMP. Once finalized, implement or require the implementation of the respective ESMP throughout Project implementation.	
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the ESMF, ESMPs, labor management and code of conduct requirements, and SEP into the E&S specifications of the procurement documents and contracts with contractors and supervising firms, including the requirement to develop a contractor ESMP (C-ESMP) based on the E&S specifications. 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. Contractors shall develop the C-ESMPs as a condition for starting the implementation of the respective interventions related to construction works. Supervise the contractors and ensure the execution of the respective C-ESMPs throughout the implementation of the Project.	SEMOB/PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 Bank, 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.	SEMOB/PMU
1.4	ACTIVITIES SUBJECT TO RETROACTIVE FINANCING Carry out an ESHS due diligence of the activities subject to retroactive financing using the methodology described in the ESMF, reflect such due diligence in a report, which shall also include any corrective action plans or measures that are identified pursuant to such due diligence, in accordance with the ESSs. Subsequently, implement any corrective action plans or measures, as applicable.	Submit a due diligence report whenever there is a request for reimbursement of expenses for activities subject to retroactive financing. Any corrective action plans or measures identified in such a report shall be implemented in a manner and timeframe acceptable to the Bank.	SEMOB/PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	USE OF BORROWER'S ENVIRONMENTAL AND SOCIAL FRAMEWORK FOR LABOR 1. Ensure that the labor management and working conditions of Project workers are consistent with this ESCP and with the Borrower'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. 2. Promptly notify the Bank of any changes to the Borrower's Labor Framework that may materially adversely affect the Borrower's ability to manage the E&S risks and impacts of the Project in line with the ESSs and the immediate measures taken or that are planned to be taken to address said changes and the ensuing potential risks and impacts of the Project. If, in the opinion of the Bank, such changes adversely affect relevant ESHS risk management aspects of the Project, the Borrower shall agree to implement measures and actions to address them in a manner acceptable to the Bank. The ESCP shall be updated to reflect such agreed actions.	1. and 3. Throughout Project implementation. Labor requirements to be incorporated in procurement documents and contracts with contractors as set out in action 1.2 above. 2. Notify the Bank immediately after taking notice of the change to the Borrower's Labor Framework. Subsequent actions, if requested by the Bank, shall be reflected in an updated ESCP as indicated in paragraph 4 of the Initial Section of this ESCP.	SEMOB/PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	3. Adopt and cause contractors and subcontractors to adopt all measures needed to either require that primary suppliers take measures to address promptly and appropriately any cases of child labor or forced labor in line with ESS 2 requirements.		
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan, as set out in action 1.6 above. All construction contractors must complete and adopt an OHS Risk Management Program (Programa de Gerenciamento de Riscos – PGR), an Emergency Response Plan (Plano de Atendimento de Emergência – PAE) and the Workers’ Health Monitoring Program (Programa de Controle Médico Ocupacional - PCMSO) in accordance with the requirements from Regulatory Standards from ministry of Labor (NR1, NR7) and following the standard requirements from NR18 (Construction) and all other applicable regulatory Standards (NR 1 to NR 35)	Prepare the PGR, PAE, and PCMSO prior to commencement of the construction works and implement them throughout Project implementation.	SEMOB/ PMU
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the SEP and ESMF and consistent with ESS2.	Establish a grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	SEMOB/PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of the ESMPs and/or C-ESMPs prepared for the Project, to manage hazardous and non-hazardous waste, consistent with ESS3, including the proper disposal of electric bus batteries in accordance with national legislation.	Prepare the WMP as part of the ESMPs, as relevant, and the C-ESMP and thereafter implement the WMP throughout Project implementation.	SEMOB/PMU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMPs and/or C-ESMPs to be prepared for the Project.	Same timeframe as for the preparation and implementation of the ESMP.	SEMOB/PMU
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 ESMPs and/or C-ESMPs to be prepared for the Project.	Same timeframe as for the preparation and implementation of the ESMPs and C-ESMP.	SEMOB/PMU
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, and include mitigation measures in the ESMPs and/or C-ESMPs to be prepared for the Project.	Same timeframe as for the preparation and implementation of the ESMPs and C-ESMP.	SEMOB/PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	SEA AND SH RISKS Adopt and implement SEA/SH prevention and response measures shall be included and detailed in the ESMPs and/or C-ESMP to be prepared for the Project to assess and manage the risks of SEA and SH.	Same timeframe as for the preparation and implementation of the ESMPs and C-ESMP.	SEMOB/PMU
4.4	SECURITY MANAGEMENT Adopt 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 ESMF, 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 personnel.	Prior to engaging security personnel and thereafter implemented throughout Project implementation.	SEMOB/PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT PLANS Prepare, adopt and implement a Resettlement Action Plan (RAP) and/or a Land Acquisition Plan (LAP) for each activity within the Project that requires a RAP or LAP, prior to the start of any civil work. The RAP must ensure that total compensation at full replacement cost prior to any displacement has been provided, displaced persons have been resettled and moving allowances have been provided before taking possession of the land and related assets, in a manner consistent with the principles, guidelines, and procedures set in ESS5.	Prepare and submit to the Bank for no-objection the RAPs/LAPs prior to issuing Service Orders for works that may cause adverse impacts related to involuntary resettlement. Implement the RAPs/LAPs prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.	SEMOB/PMU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	This standard is currently not relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant because there are no Indigenous Peoples in the Project area, according to the definition in ESS7.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 8: CULTURAL HERITAGE			
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESMPs and/or C-ESMP for construction and refurbishment civil works that involve excavation and earthworks, in accordance with the principles and requirements established in the ESMF, in a manner consistent with ESS 8.	Same timeframe as for the preparation and implementation of the ESMPs and C-ESMP.	SEMOB/PMU
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant for the Project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Adopt and implement a 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.	Adopt the SEP no later than 30 days after the Effective Date and thereafter implement the SEP throughout Project implementation.	SEMOB/PMU
10.2	PROJECT GRIEVANCE MECHANISM 1. 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. 2. Track and report on the percentage of contacts (i.e., inquiries, complaints, grievances) responded to through the grievance mechanism within the stipulated timeline as describe in the SEP.	1. Establish the grievance mechanism no later than 30 days after the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation; 2. On a biannual basis throughout Project implementation together with the regular reports under action C above.	SEMOB/PMU
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: A, B, 1.1, 1.4 and 10.1.			