

**Government of Serbia
Ministry of Science, Technological Development
and Innovation**

**SERBIA
ACCELERATING INNOVATION AND GROWTH
ENTREPRENEURSHIP
P170185 Updated**

**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)
March, 2023**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Serbia (the Recipient) is implementing the Serbia Accelerating Innovation and Growth Entrepreneurship (SAIGE) Project (the Project), with the involvement of the Recipient's Ministry of Science, Technological Development and Innovation (NITRA) Innovation Fund (IF) and Science Fund (SF), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank) acting as the administrator of EU IPA 2019, has agreed to provide additional financing (TF 073700) for the Project, as set out in a Grant Agreement to be entered into between the Bank and the Recipient (Bank Partnership Programme Part III for Europe and Central Asia Programmatic Single-Donor Trust Fund). This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for 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 Loan Agreement and 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, through NITRA, and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient's NITRA minister. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</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&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Submit semi-annual reports to the Bank throughout Project implementation. Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	<p><i>NITRA/Project Implementation Unit (PIU)</i></p>
	<p>INCIDENTS AND ACCIDENTS</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 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.</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>	<p><i>SF</i></p> <p><i>IF</i></p> <p><i>NITRA/PIU</i></p> <p><i>NITRA/PIU</i></p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain an organizational structure within the PIU at the NITRA with qualified staff and resources to support management of ESHS risks and impacts of the Project, including 2 part -time environmental and social specialists, responsible for ensuring full compliance with the ESF and relevant instruments, all with experience and qualifications acceptable to the Bank.</p>	<p>PIU is maintained as set out in the Grant Agreement.</p> <p>Maintain the organizational structure, including the specialists, throughout Project implementation.</p>	<p><i>NITRA/PIU</i></p>
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Adopt and implement an updated Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	<p>1. An updated version of ESMF to be finalized in the first quarter 2023, including additional financing, and thereafter implement the ESMF throughout Project implementation.</p>	<p><i>NITRA/PIU</i></p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>2. Undertake environmental and social screening for subprojects in accordance with the ESMF. All activities that may lead to substantial and high E&S risks shall be excluded from the Project and ineligible for Project financing, as detailed explained in the exclusion list in the ESMF.</p> <p>3. Implementation of ESMP/ESMP Checklists, including site visits and review grantees' compliance, for moderate risk sub-projects as set out in the ESMF.</p> <p>4. Develop and implement procedures for managing service providers (Labor Management Procedures) and incorporate into the ESMF.</p> <p>5. Develop and implement Stakeholder Engagement Plan (SEP) including a community Grievance Redress Mechanism.</p> <p>6. Adoption of Ethics guidelines of ethical research issues.</p> <p>7. Develop guidelines for environmental and social issues for future programs and project proposal applicants of the Science Fund.</p> <p>8. Monitor E&S of funded subprojects during their implementation to ensure compliance with the Project ESS instruments and ESMF.</p>	<p>2. Screening procedure in place and it is ongoing throughout Project implementation.</p> <p>3. Implement ESMPs/ESMP Checklists Throughout Project implementation.</p> <p>4. LMP already prepared. Updated version of LMP to be finalized in the first quarter of 2023. Maintain procedures throughout Project implementation.</p> <p>5. Updated SEP to be finalized in the first quarter 2023 and will be applied throughout Project Implementation.</p> <p>6. Developed and implemented Ethics guidelines of ethical research. Adopted by Management Board of the Science Fund in December 2021 for ongoing Programs and future Call for proposals.</p> <p>7. Guidelines for environmental and social issues for future grants applicants will be developed and applied throughout Project Implementation by the second quarter of 2023.</p> <p>8. Throughout Project implementation.</p>	
<p>1.3 TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), 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, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	<p>NITRA/PIU</p>

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	<p>Monitor E&S of funded subprojects during their implementation to ensure compliance with the Project ESS instruments and ESMF.</p> <p>Support the SF and IF to disseminate information and conduct public consultations on E&S issues relevant for the Project.</p>		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, 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 SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p>Updated version of LMP to be finalized in the first quarter of 2023.</p> <p>Implement throughout Project implementation.</p>	<p>NITRA/PIU</p> <p>SF</p> <p>IF</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Established and operated a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p> <p>Monitor number of received complaints.</p>	<p>An update of the grievance mechanism for project workers will be finalized in the first quarter of 2023.</p> <p>Maintain and operate the grievance mechanism for project workers throughout Project implementation.</p>	<p>NITRA/PIU</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Mitigate and manage non-hazardous and hazardous waste streams, including hazardous waste's mandatory disposal/treatment at licensed facilities, by implementing measures and actions (i) defined under the ESMPs/ESMP Checklists, [and] (ii) compliant with the Bank's Environmental and Social Framework (ESF) and the Bank's Environmental, Health and Safety Guidelines (EHSG) for waste.</p>	<p>Implement throughout Project implementation.</p>	<p>NITRA /PIU</p> <p>SF</p> <p>IF</p>
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p>	<p>Implement throughout Project implementation.</p>	<p>NITRA/PIU</p> <p>SF</p>

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	To avoid adverse impacts on community-shared resources and/or adverse environmental impacts, incorporate resource efficiency, pollution prevention and natural resources management measures in the ESMPs/ESMP checklists to be prepared under action 1.2 above.		IF
ESS 4: COMMUNITY HEALTH AND SAFETY.			
4.1	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project and sub project activities including, inter alia, research and commercial activities of small and medium firms, and include mitigation measures in the ESMPs and ESMP/Checklists to be prepared in accordance with the ESMF.	Throughout Project implementation.	NITRA/PIU/SF/IF
ESS.5 LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	Not relevant for the Project.” Should things evolve, the ESCP would need to be revised accordingly.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES.			
	Not relevant to the Project.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES.			
	Not relevant to the Project.		
ESS 8: CULTURAL HERITAGE.			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMPs/ESMP Checklists, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8.	Throughout Project implementation.	NITRA/PIU SF IF
8.2	CHANCE FINDS Describe and implement the chance finds procedures as part of the ESMPs/ESMP Checklists of the Project.	Throughout Project implementation	
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant to the Project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Update, adopt and implement the Project Stakeholder Engagement Plan (SEP) 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 - all in a manner acceptable to the Bank.	Finalize an updated version of SEP in the first quarter of 2023. Report implementation of SEP activities on a semi-annual basis.	NITRA/PIU

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10.2	<p>PROJECT GRIEVANCE MECHANISM</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 ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and and facilitate the resolution of SEA/SH complaints,, including through the referral of survivors to gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>The GMs have already been prepared, disclosed and adopted in the first quarter in 2022.</p> <p>An update of the grievance mechanism will be finalized in the first quarter of 2023.</p> <p>Report on GM implementation on a semi-annual basis.</p>	<p>NITRA/PIU</p> <p>SF</p> <p>IF</p>
CAPACITY SUPPORT			
CS1	<p>The following capacity building trainings will be provided to PIU, SF, and IF staff members:</p> <ul style="list-style-type: none"> • Familiarization with the WB’s ESF and EHS Guidelines. • LMP and Workers GRM oversight. • Project level GRM. • Stakeholder mapping and engagement including citizen engagement. • Specific aspects of environmental and social assessment. • Any other topics as relevant and requested by the World Bank. 	<p>Training will be provided throughout 2023.</p>	<p>NITRA/WB</p>