

State of Maharashtra

Maharashtra Institution for Transformation (MITRA)

**MAHARASHTRA RESILIENCE DEVELOPMENT PROJECT
(P506340)**

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

[Negotiations]

September 22, 2025

Environmental and Social Commitment Plan

1. The State of Maharashtra (the “Project Implementing Entity” or the “PIE”) will implement the Maharashtra Resilience Development Project (the “Project”), with the involvement of the Maharashtra Institution for Transformation (MITRA) and the support of the Implementing Agencies (State Relief and Rehabilitation Department, Maharashtra Krishna Valley Development Corporation, the Kolhapur Municipal Corporation, Sangli-Miraj and Kupwad Municipal Corporation, and Ichalkaranji Municipal Corporation through their Project Implementation Units (PIUs), as set out in the Loan Agreement between India (the “Borrower”) and the International Bank for Reconstruction and Development (the “Bank”) and the Project Agreement between the Bank and the State of Maharashtra (collectively the “Agreements”). The Bank has agreed to provide financing for the Project, as set out in Agreements.
2. The State of Maharashtra 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 Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the State of Maharashtra 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 Agreements, the State of Maharashtra shall ensure that there are sufficient funds available to cover the costs of implementing ESCP.
4. As agreed by the Bank and the State of Maharashtra, 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 State of Maharashtra agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the State of Maharashtra’s Representative specified in the Project Agreement or by the Chief Executive Officer of MITRA. The State of Maharashtra shall promptly disclose the updated ESCP.
5. The sub-section on “Indicators for Implementation Readiness” 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 sub-section.

MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT		
<p>A. ORGANIZATIONAL STRUCTURE</p> <p>a. Establish and maintain within its set-up an Environment and Social (E&S) Cell that has qualified and experienced staff with required resources to support management of environmental, social, health and safety (ESHS) risks and impacts of the Project. For environment, health and safety management, one Environment Specialist, one Occupational Health and Safety Specialist and one Biodiversity Expert/Advisor will be appointed while for social management, one Social Development Specialist, one Land Acquisition/Resettlement Specialist and one Community Consultation Specialist will be engaged by MITRA.</p> <p>b. The Environment and Social (E&S) Cell in the PMU will have the responsibility to regularly monitor and report on compliance of requisite Environment and Social management measures, that include among other tasks, integration of environmental, health & safety (EHS) aspects, biodiversity assessment and management (including risk management in protected areas), climate adaptation, resilience and social requirements into the Terms of Reference and deliverables/outputs of consultancy services and plans/reports prepared by contracting entities.</p> <p>c. Project Implementation Units (PIUs) within Maharashtra Krishna Valley Development Corporation (MKVDC), and three Urban Local Bodies/ Municipal Corporations (Kolhapur, Sangli-Miraj-Kupwad and Ichalkaranji), shall appoint one Environment Specialist and one Social Development Specialist with requisite qualification and experience to support environment and social management activities identified in the E&S instruments of the Project. In addition, the PIU shall designate Nodal Officers (one each for environment and social) from within the department for coordination/facilitation purposes.</p>	<ul style="list-style-type: none"> • Establish the E&S Cell within MITRA/PMU by negotiations and appoint Environment and Social Specialists by no later than one (1) month after the Effective Date. Thereafter, maintain the E&S Cell and these staff positions throughout Project implementation. • Appoint one Environment Specialist and one Social Specialist in each Project Implementation Unit (PIU) by no later than one (1) month after the Effective Date of the Project and thereafter, maintain these positions for the entire duration of the project. • Maintain the Nodal Environment Officer/ Coordinator and the Nodal Social Officer/ Coordinator (designated through specific office orders) in the Project Implementation Units (PIUs) within three Urban Local Bodies/ Municipal Corporations, MKVDC, and the Disaster Management - Relief and Rehabilitation Department (R&R) for coordinating ESHS activities throughout the Project implementation period. 	<p>Maharashtra Institution for Transformation and Project Implementation Units</p>

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
B.	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the following capacity building measures:</p> <p>a. Prepare Capacity Building Plan based on needs assessment.</p> <p>b. Training for MITRA and PIU staff on areas/aspects identified in the ESMF, which includes stakeholder mapping and engagement, environmental and social screening, assessment procedures, E&S management during planning and implementation of works or activities, use of digital tools in monitoring, occupational health and safety, emergency preparedness/ response, biodiversity assessment and management, and community health and safety.</p>	<ul style="list-style-type: none"> • Preparation of first-year capacity building plan (for immediate/short-term needs) by no later than two (2) months from the Effective Date. • Initiate implementation of the first-year capacity building plan by no later than three months from the Effective Date. • Preparation of a Comprehensive Capacity Building Plan by no later than one year (for medium-and long-term needs) after the Effective Date, and thereafter implement the said plan throughout Project implementation, including provision of training as per the Annual Training Calendar. 	<p>Maharashtra Institution for Transformation</p> <p>and</p> <p>Project Implementation Units</p>
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>1. Create/establish a monitoring and reporting system for E&S aspects which captures real time data/information from the field.</p> <p>2. Include key E&S performance indicators in the MIS for MRDP and ensure that the system is fully functional.</p> <p>3. 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:</p> <p>☐ Status of preparation and implementation of E&S documents required under this Environment and Social Commitment Plan (ESCP).</p> <p>☐ Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan (SEP).</p>	<ul style="list-style-type: none"> • Create/establish a monitoring and reporting system within three months from the Effective Date of the Project. • Ensure that the MIS for MRDP is fully functional within six months of the Effective Date of the Project. • Submit quarterly reports throughout Project implementation, commencing from the end of first calendar quarter after the Effective Date. Share each report with the Bank no later than 15 days after the end of each reporting period. 	<p>Maharashtra Institution for Transformation</p> <p>and</p> <p>Project Implementation Units</p>

	MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> □ Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. □ E&S performance of contractors and sub-contractors as reported through monthly contractors' and supervision firms' reports. □ Status of E&S activities and indicators covered under ESMPs/Contract Documents. □ Number and status of resolution of incidents and accidents reported under Action E below. □ Any other issues agreed between the implementing agencies (MITRA and PIUs) and the World Bank during the project implementation. 	<ul style="list-style-type: none"> • Submit mid-term reports to the Bank before the initiation of Mid Term Review Mission and end-term report at least 30 days before Project's closure. 	
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>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. Submit such reports to the Bank.</p>	<ul style="list-style-type: none"> • Submit the monthly reports to the Bank upon request and include summary as annexes to the quarterly report to be submitted under Action C above. 	Maharashtra Institution for Transformation and Project Implementation Units
E	<p>INCIDENTS AND ACCIDENTS</p> <p>a. 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.</p>	<ul style="list-style-type: none"> • Notify the Bank no later than 48 hours after learning about the incident or accident. Provide available details upon request. • Initiate review/analysis immediately after learning about the incident/accident and complete this exercise within ten (10) days, unless a different timeframe is agreed to in writing by the Bank. 	Maharashtra Institution for Transformation and Project Implementation Units

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
	<p>b. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.</p> <p>c. 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.</p>	<ul style="list-style-type: none"> • Provide a review report and Corrective Action Plan to the Bank no later than fifteen (15) days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank. 	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL & SOCIAL ASSESSMENTS AND PLANS</p> <p>a. Adopt and implement the Environmental and Social Management Framework (ESMF), prepared for the Project, consistent with the relevant ESSs.</p> <p>b. Prepare and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for individual sub-projects/works, consistent with the relevant ESSs.</p> <p>c. Conduct cumulative effects/impact assessment as a part of the Integrated River Basin Master Plan preparation for flood mitigation of Upper Krishna Basin under Component 1 of the project.</p> <p>d. Require contracting entities involved in the civil works to prepare and implement the sub-project/site-specific Environmental and Social Management Plan (C-ESMP), as set out in the Contract Document and in line with requirements set forth in the ESMF.</p>	<ul style="list-style-type: none"> • Disclose the revised version of the ESMF that has been prepared for the Project by October 15, 2025, and thereafter implement the ESMF throughout Project implementation. • Prepare the ESIA and ESMP (along with budget) for individual sub-projects, in accordance with requirements prescribed in the ESMF, and thereafter disclose the ESIA and ESMP prior to invitation of tenders for civil work. • Incorporate/integrate the ESMP in the respective bidding documents for the respective sub-project prior to inviting tenders for the sub-project. Once finalized, implement the ESMP throughout the Project implementation. • Prepare the Integrated River Basin Master Plan, including Cumulative Effects Assessment, no later than one year after the Effective Date. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
		<ul style="list-style-type: none"> Ensure C-ESMP is submitted by the Contracting Entity along with a work program and approved by the concerned authority (Authority Engineer/ Construction Supervision Consultant) within the first three months of contract signing and thereafter updated along with revision of civil work design/ program. 	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>a. Incorporate the relevant aspects of the ESCP, the Labor Management Procedures, and code of conduct, into the E&S specifications of the bidding documents and contracts with contractors and supervising firms. Thereafter, ensure that the contractors and supervising firms comply and that they require their sub-contractors to comply with the E&S specifications of their respective contracts. Have cascading remedies/provisions clearly reflected so that timely action can be taken in the vent of lapses/deficiencies/non-compliances.</p> <p>b. Provide copies of the relevant contracts with contractors/sub-contractors and supervision firms to the Bank.</p>	<ul style="list-style-type: none"> Incorporate indicated requirements as part of the preparation of procurement documents and respective contracts. Supervise contractors and apply contractual provisions/remedies for non-compliance, as and when needed, during Project implementation. Share copies of contracts with the Bank upon request. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including feasibility studies and plans to be prepared under MRDP), 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 requirements specified in the ESF/ESSs. Thereafter, prepare and finalize the output of such activities in compliance with the Terms of Reference.</p>	<ul style="list-style-type: none"> Ensure outputs of activities/studies under TA are consistent with ESF/ESSs before payments are made for the services of such consultancy assignments. Throughout Project implementation. 	<p>Maharashtra Institution for Transformation and Project Implementation Units</p>

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
1.4	<p>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</p> <p>For activity/activities under retroactive financing, conduct a due diligence to ensure that such activities meet the requirements of the ESF/ESSs. The findings from such exercise(s) shall be reflected in an Environment and Social Due Diligence Report (ESDD) and specific actions/measures will be undertaken before disbursement under retroactive financing is considered. The measures and actions demonstrating that the eligible expenditure complies with the ESSs shall be reflected in the ESDD.</p>	<ul style="list-style-type: none"> By no later than four (4) months from the Effective Date. 	<p>Maharashtra Institution for Transformation</p> <p>and</p> <p>Project Implementation Units</p>
1.5	<p>USE OF BORROWER'S ENVIRONMENTAL AND SOCIAL SYSTEMS</p> <p>a. Selected/relevant aspects covered under ESS 1 (Assessment and management of risks and impacts), ESS 2 (Labour and Working Conditions), ESS 3 (Resource Efficiency and Pollution Prevention), ESS 4 (Community Health and Safety), ESS 5 (Land Acquisition), ESS 6 (Biodiversity Conservation), ESS 8 (Cultural Heritage) and ESS 10 (Stakeholder Engagement and Information Disclosure) have been considered for partial application of Borrower's Systems, drawing from country's regulatory frameworks (acts/laws, rules and codes). Such acts/laws, rules and codes have been listed in the Environment and Social Framework (ESMF).</p> <p>b. The Borrower/Recipient shall notify the Bank of any change in the country/state's Environment and Social and other regulatory framework/s associated with the said E&S standards that may have an impact on E&S risk management for the Project.</p>	<ul style="list-style-type: none"> Throughout Project implementation. Notify/inform Bank within fifteen (15) days of any change in the country/state's Environment and Social and associated regulatory framework. 	<p>Maharashtra Institution for Transformation (MITRA)</p>

MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
ESS 2: LABOR AND WORKING CONDITIONS		
<p>2.1 LABOR MANAGEMENT PROCEDURES</p> <p>a. Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, occupational health and safety (including safe work procedures, personal protective equipment, and emergency preparedness), code of conduct, forced labor and child labor.</p> <p>b. For all relevant Project activities involving primary supply workers, include provisions with respect to safety, avoidance of forced and child labor in bid and contract documents and monitor their implementation as per LMP.</p>	<ul style="list-style-type: none"> • Disclose the revised version of the LMP that has been prepared for the Project by October 15, 2025, and implement the LMP throughout Project implementation. • Integrated requirements of the LMP during preparation of designs/DPRs/activities. • Requirements on primary supply workers to be integrated during preparation of the bidding documents for civil work and maintained throughout the Project Implementation. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>
<p>2.2 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>a. Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project.</p> <p>b. Require contractors and sub-contractors to prepare and implement OHS Management Measures/Plan in accordance with ESMP, LMP, and specific Contract Conditions pertaining to workers' health and safety.</p> <p>c. Require consultants to apply and implement the OHS Management Measures/Plan in accordance with specific Contract Conditions pertaining to their own contracts and those of contractors and sub-contractors.</p>	<ul style="list-style-type: none"> • Prepare the detailed OHS Management Plan no later than three (3) months from the Effective Date and thereafter implement the plan throughout Project implementation. • Integrate the OHS Management Plan requirements in the Terms of Reference/design/Detailed Project Reports (DPRs) and bidding documents for individual sub-projects/activities, prior to invitation of bids for civil work. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>
<p>2.3 GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS 2.</p>	<ul style="list-style-type: none"> • Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation. 	<p>Maharashtra Institution for Transformation (MITRA)</p>

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>a. Prepare and implement a Waste Management Plan (WMP), as part of the site-specific/sub-project specific ESMP, to manage hazardous and non-hazardous waste, consistent with ESS 3.</p> <p>b. Require contractors and consultants to maintain waste management records for each sub-project/activity in accordance with the country's regulatory requirements and share the same with the Bank as part of Actions C and D of this ESCP.</p>	<ul style="list-style-type: none"> • Prepare the WWP as part of the site-specific/sub-project specific ESMP (same timeline as specified for ESMP) and thereafter implement the plan during Project implementation. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>a. Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under Action 1.1 in line with principles and requirements specified under ESS 3. This will include resource optimization efforts for water, energy and construction materials (particularly stone and earth).</p> <p>b. Require contractors and consultants to maintain resource use and pollution management records for each sub-project/activity in accordance with ESMF and ESMP requirements and include the summary in Quarterly Progress Reports.</p>	<ul style="list-style-type: none"> • Same timeframe as mentioned for the preparation and implementation of the sub-project designs/Detailed Project Report and ESMP. • Incorporate requirements in Terms of Reference prior to invitation of bids and ascertain that deliverables/outputs of Consultancy assignments reflect these prior to payment for services of such assignments. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks (as required in the context of specific sub-projects) in the ESMP to be prepared under Action 1.1.</p>	<ul style="list-style-type: none"> • Incorporate measures in the sub-project design, and bidding documents prior to invitation of tenders for civil work (timeline same as stated in Action 1.1) and thereafter implement the measures throughout Project implementation. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>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.</p>	<ul style="list-style-type: none"> • Same timeframe as for the preparation and implementation of the ESMPs. • Incorporate measures in the sub-project specific design and bidding documents prior to invitation of tenders for civil work (timeline same as stated in Action 1.1) 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>
4.3	<p>SEA AND SH RISKS</p> <p>Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH. This will include sensitization and training project staff on GBV/SEA/SH.</p>	<ul style="list-style-type: none"> • Prepare the SEA/SH Action Plan no longer than three (3) months after the Effective Date and thereafter implement the SEA/SH Action Plan throughout Project implementation. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>
4.4	<p>DAM SAFETY</p> <p>The proposed rehabilitation work for Radhanagari Dam triggers the ESS 4 Annex 1: Safety of Dams, for which:</p> <ol style="list-style-type: none"> The Borrower will arrange an independent dam safety assessment satisfactory to the Bank for review. The project will not finance civil works beyond the scope of the additional spillway installation with radial gates, retrofitting of the service (sluice) gates 3 numbers along with its hoisting arrangement and associated civil works. However, the Borrower shall commit to financing and providing any critical remedial measures in the timeframe acceptable to the Bank within that of the project should any safety issues be identified. 	<ol style="list-style-type: none"> Arrange an independent dam safety assessment satisfactory to the Bank no later than three (3) months after the Effective Date. Timeframe to be discussed and agreed with the Bank, if any safety issues are identified following the Dam Safety Assessment. 	<p>Maharashtra Institution for Transformation (MITRA) and PIU/Component 1 (MKVDC)</p>

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
	<p>c. The Borrower shall arrange for the detailed design and bidding documents for the new spillway installations and associated civil works to be reviewed by the Panel and Bank.</p> <p>d. The Borrower shall arrange for the preparation of the Dam Safety Reports in accordance with the requirements of ESS 4 with further guidance by the Good Practice Note on Dam Safety. This will include a plan for Construction Supervision and Quality Assurance (CSQAP), Instrumentation Plan (IP), an Operation and Maintenance (O&M) plan (O&MP) and an Emergency Preparedness Plan (EPP).</p>	<p>C. Before finalizing Terms of Reference and inviting bids for the study.</p> <p>d. Detailed design and bidding documents for the new spillway installations and associated civil works to be reviewed by the Panel and Bank (and comments/suggestions incorporated) before invitation of the Bids for the said works.</p> <p>e. In accordance with requirements under ESS 4.</p> <ul style="list-style-type: none"> o Detailed CSQAP to be prepared ninety (90) days prior to the bidding of civil works. o IP updated or developed ninety (90) days prior to tendering of construction contract. o O&MP (updated or developed) no later than six (6) months prior to impoundment. o Full EPP updated or developed during project implementation and no later than twelve (12) months prior to impoundment. 	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK and RESETTLEMENT ACTION PLAN/S</p> <p>a. Prepare and implement Resettlement Policy Framework (RPF) for the Project, consistent with ESS 5. Disclose the RPF following the endorsement by the Bank.</p>	<ul style="list-style-type: none"> • Prepare the RPF within three months from the Effective Date and thereafter implement throughout Project implementation. 	<p>Maharashtra Institution for Transformation and Project Implementation Units</p>

MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
<p>b. Prepare and implement a Resettlement Action Plan (RAP), including a Livelihood Restoration Plan (LRP) as necessary, consistent with ESS 5 for each sub-Project for which such RAP and/or LRP is required.</p>	<ul style="list-style-type: none"> • Prepare and implement the respective RAP, including LRP as necessary, for a specific sub-project prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided, displaced people have been resettled and shifting allowances have been provided. 	
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES.</p>		
<p>6.1 BIODIVERSITY RISKS AND IMPACTS</p> <p>a. Carry out environment screening to identify the presence of a Protected Area (such as a National Park or Wildlife/Bird Sanctuary/Ramsar Site) and critical habitats early-on in the sub-project preparation cycle.</p> <p>b. For sub-projects located inside designated protected areas, conduct a detailed Critical Habitat Assessment (CHA) and Biodiversity Assessment (BA), prepare a stand-alone Biodiversity Management Plan (BMP) and thereafter implement it, consistent with ESS 6 requirements, national/state norms and guidelines included in the ESMF, following the principles of mitigation hierarchy.</p> <p>c. For sub-project sites outside the designated protected domains, where environment screening identifies potential risks or adverse impacts on biodiversity, conduct a Biodiversity Assessment (BA) study, prepare a stand-alone Biodiversity Management Plan (BMP), with appropriate measures (commensurate to the needs/findings of such a study), in line with ESS 6 requirements.</p>	<ul style="list-style-type: none"> • Carry out environment screening early-on in the sub-project preparation cycle to identify the need and scope of assessment study. • The timeline for CHA/BA and preparation of BMP for sub-projects/activities located inside the boundaries of protected areas will be the same as that stated for Action 1.1 (i.e. prior to invitation of bids). • The timeframe for BA and BMP preparation for sub-projects located outside the protected areas will be the same as that stated for Action 1.1 (i.e. prior to invitation of bids). • Incorporate the findings of CHA/BA study and BMP in the sub-project design and bidding documents prior to invitation of tenders for civil work/activity that requires biodiversity conservation/management. Once finalized, implement the BMP throughout Project implementation. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>

MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES		
<p>7.1 INDIGENOUS PEOPLES FRAMEWORK and/or PLAN</p> <p>a. Implement the Indigenous Peoples Planning Framework (IPPF) (prepared as part of ESMF) for the Project, consistent with ESS7.</p> <p>b. Prepare and implement an Indigenous Peoples Plan (IPP) for each activity under the Project for which such IPP is required, as set out in the IPPF, and consistent with ESS 7.</p>	<ul style="list-style-type: none"> • Same timeframe as for the preparation and implementation of the ESMF. • Prepare the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once finalized, implement the respective IPP throughout Project implementation. 	<p>Maharashtra Institution for Transformation and Project Implementation Units</p>
ESS 8: CULTURAL HERITAGE		
<p>8.1 CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Prepare and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMP in accordance with the guidelines of the ESMF prepared for the Project and findings of the ESIA, which is consistent with ESS 8.</p>	<ul style="list-style-type: none"> • Same timeframe as for the preparation and implementation of the ESMPs. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>
<p>8.2 CHANCE FINDS</p> <p>Describe and implement the chance finds procedures/protocols as part of the ESMP to protect and integrate built cultural heritage protection and ensure its integration in works/plans and other deliverables under the Project.</p>	<ul style="list-style-type: none"> • Integrate/describe chance find procedures in the ESMP and implement the procedures/protocols throughout Project implementation. 	<p>Maharashtra Institution for Transformation, Project Implementation Units, Consultants, and Contracting Entity</p>

MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE		
<p>10.1 STAKEHOLDER ENGAGEMENT PLAN</p> <p>a. Update and implement a Stakeholder Engagement Plan (SEP) for the Project following identification of balance works/activities/studies, consistent with ESS 10 requirements.</p> <p>b. The SEP shall include measures to, inter alia, provide stakeholders, including affected communities and those living around critical/natural habitats 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>	<ul style="list-style-type: none"> • Disclose the revised version of the SEP that has been prepared for the Project by October 15, 2025, and thereafter implement the SEP throughout Project implementation. • Update the Stakeholder Engagement Plan (if needed), following identification of balance works and studies/activities under the Project. 	<p>Maharashtra Institution for Transformation and Project Implementation Units</p>
<p>10.2 PROJECT GRIEVANCE MECHANISM</p> <p>a. 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>b. 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>	<ul style="list-style-type: none"> • Establish the grievance mechanism within one month after the Effective Date and thereafter maintain and operate the agreed mechanisms throughout Project implementation. 	<p>Maharashtra Institution for Transformation and Project Implementation Units</p>

MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
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KEY INDICATORS FOR IMPLEMENTATION READINESS

The following actions are indicators for implementation readiness:

- i) Recruitment/designation of E&S staff within Maharashtra Institution for Transformation (MITRA) and PIUs
- ii) Preparation of required project level frameworks/plans
- iii) Sub-project level E&S assessments and preparation of management plans to meet DEA, Govt. of India's project readiness requirements.
- iv) Sensitization and training of project staff on E&S risk management.
- v) Monitoring and reporting system to capture real time data/updates from the field.