

**United Nations Children's Fund (UNICEF)**

**For the Benefit of the Republic of Yemen**

**Cash For Nutrition and Livelihoods Project  
(P514855)**

**Negotiated Version**

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

**03 June 2026**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Nations Children's Fund (UNICEF) (the Recipient) for the benefit of the Republic of Yemen, will implement the Recipient's Respective Parts of the Yemen Cash for Nutrition and Livelihoods Project (P514855) (the Project) with the involvement of selected implementing partners, Social Fund for Development (SFD), to facilitate implementation of the Project as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project as set out in the Agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the World Bank's Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The extent and mode of the Association's monitoring with respect to environmental and social performance will be proportionate to the potential environmental and social risks and impacts of the Project. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
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, their respective timeframes; of 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 prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Said E&S instruments may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP may be revised from time to time, if necessary, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect such changes through the exchange of letters signed between the Association and the Recipient's Representative specified in the Agreement of UNICEF. The Recipient 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
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Management Unit (PMU) with qualified staff and resources to support the management of Environmental, Social, Health and Safety (ESHS) risks and impacts related to the activities of the Recipient including the functions of environmental specialist or occupational health and safety (OHS), SEA/SH specialist, and social specialist, all with qualifications and experience acceptable to the Association.</p>	<p>Hire or assign within the PMU an environmental or OHS specialist, the social specialist, and the SEA/SH specialist, no later than one (1) month after the Effective Date and thereafter maintain the Project Team and these positions throughout the Project implementation. Project activities will not commence until all required specialists are hired or assigned.</p>	UNICEF
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement the following capacity building measures:</p> <p>Training for Project workers and project actors, including for SFD, on topics which may include stakeholder mapping and engagement, specific aspects of environmental and social assessment, emergency preparedness and response, community health and safety, Codes of Conduct and expected behaviors of workers, security risk management measures, grievance management (for SEA/SH complaints and non-sensitive grievances), reporting and monitoring on E&amp;S implementation, incident response and reporting and monitoring of corrective actions, SEA/SH risks and mitigation measures.</p> <p>Include the training and capacity building measures and schedule per targeted group in the Project Operational Manual (POM).</p>	<p>Measures shall commence within three months of Effective Date.</p>	UNICEF

MONITORING AND REPORTING <sup>1</sup>			
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including, but not limited to the following:</p> <ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S instruments required under the ESCP</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan</li> <li>• Summary of grievances received by the project grievance mechanism(s), including the typology and status of resolution</li> <li>• E&amp;S performance of contractors and subcontractors as reported through contractors' ESHS reports as relevant</li> <li>• Implementation status of SEA/SH activities per the SEA/SH Action Plan and any challenges or constraints</li> <li>• Number and status of resolution of incidents and accidents</li> </ul>	<p>Submit quarterly reports to the Association, as part of the Project's progress report, throughout Project implementation commencing after the Effective Date. Submit each report to the Association no later than 45 days after the end of each reporting period.</p>	UNICEF

<sup>1</sup> Information and documents provided to the Association under part E ("Incidents and Accidents"), D ("Contractors' and Implementing Partners' Reports") and 1.2(b) ("Management of Contractors and Implementing Partners") of this ESCP will be (a) marked as "Information Provided by Member Countries or Third Parties in Confidence" pursuant to the Bank's Access to Information Policy, and (b) assigned the security classification of "confidential" pursuant to the Bank Directive on Information Classification and Control, i.e., the information will only be: (i) disseminated within the Association on a "need to know" basis; and (ii) shared with third parties on agreement with the Recipient.

	<p>reported under action E below</p> <ul style="list-style-type: none"> <li>• Implementation of Labor risk management requirements per the Labor Management Procedures (LMP), including signing and training on Codes of Conduct</li> <li>• Security risk management (SRM) (including updates on security situation both contextually and at project level), challenges, revisions needed to SRM plan, training on security procedures</li> <li>• Findings from the third-party monitoring reports and associated corrective measures needed</li> <li>• ES capacity training</li> <li>• Challenges, adaptive management, and lessons learned</li> </ul>		
D	<p><b>CONTRACTORS AND IMPLEMENTING PARTNERS REPORTS</b></p> <p>Require Contractors and Implementing Partners to provide regular monitoring reports, at a minimum on a bi-annual basis, on ESHS performance in accordance with the metrics specified in the respective Terms of Reference and contracts, and at the Association’s request, submit such reports to the Association, redacted to remove Personal Data.</p>	<p>Upon request, submit Contractors’ and Implementing Partners’ reports to the Association within 14 days following the Association’s request.</p>	<p>UNICEF</p>
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>a) The Recipient shall promptly notify the Association 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.</p> <p>For SEA/SH incidents, the notification and any follow-up reporting shall be shared with the Association’s corporate Grievance Redress Service (GRS).</p>	<p>a) Notify the Association within 48 hours after learning of the incident or accident.</p> <p>b) Provide the report on SEA/SH incidents to the Association’s GRS within 10 days of the notification, and the report on any other incident or accident to the Association’s task team within 30 days of the notification. Depending on the circumstances, this timeframe may be extended with the written agreement of the Association.</p>	<p>UNICEF</p>

	<p>Notwithstanding the above and associated timeframe, the Recipients will report alleged incidents of SH involving the Recipient’s Staff<sup>2</sup> and Non-Staff Personnel<sup>3</sup> through the annual reports of the Recipients’ integrity offices to the Recipients’ respective executive boards, which are made publicly available.</p> <p>For any other incidents or accidents, the notification and any follow-up reporting shall be shared with the Association’s task team.</p> <p>b) Provide a report to the Association with 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 Contractor<sup>4</sup> and/or</p>	<p>c) Upon request, share Contractor’s and Implementing Partners’ notifications and reports to the Association within seven (7) days following the Association’s request, unless otherwise agreed to with the Association.</p>	
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<sup>2</sup> “Staff” means an individual who holds a letter of appointment with the Recipient or is on loan to the Recipient by another UN organization or specialized agency under the terms of the Inter-organization Agreement Concerning Transfer, Secondment or Loan of Staff among the Organizations Applying the United Nations Common System of Salaries and Allowances, it being understood that Staff have the status of “officials” under the General Convention.

<sup>3</sup> “Non-Staff Personnel” means an individual, other than Staff, in a contractual relationship with, and under the direct administrative authority of, the Recipient, other than through a letter of appointment under the Staff Rules and Regulations, including Consultants (who have the status of “experts on mission” under the General Convention), interns, UNVs, and stand-by arrangements.

<sup>4</sup> “Contractor” means a legal entity, or an individual other than Staff/ Non-Staff Personnel, with which the Recipient has concluded a Project-related institutional contract.

	<p>Implementing Partner<sup>5</sup> as appropriate.</p> <p>c) At the Association’s request, share the Contractor or Implementing Partner incident notification and report, redacted to remove Personal Data.<sup>6</sup></p>		
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ENVIRONMENTAL &amp; SOCIAL MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>Prepare and include E&amp;S guidelines into the Project Operations Manual (POM) including an exclusion list for all project activities, including activities related to the VSLA and microwork for youth activities, consistent with the relevant ESSs, and in a manner acceptable of the Association.</p>	<p>Prepare and include the environmental and social guidelines into the POM within 30 days of Effective Date and implement the guidelines throughout Project implementation.</p>	UNICEF

<sup>5</sup> “Implementing Partner” means a legal entity, other than a government entity, with which the Recipient has concluded a partnership agreement related to Project implementation.

<sup>6</sup> “Personal Data” means any information relating to a Data Subject, meaning a natural person who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person.

<p>1.2</p>	<p><b>MANAGEMENT OF CONTRACTORS &amp; AND IMPLEMENTING PARTNERS</b></p> <ul style="list-style-type: none"> <li>a) Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contractual arrangements with Contractors and Implementing Partners. Thereafter ensure that the Contractors and Implementing Partners comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</li> <li>b) At the Association’s request, share Project contracts/agreements with Contractors and Implementing Partners with the Association, redacted to remove Personal Data and confidential business information.</li> <li>c) At the Association’s request, share summaries of the Recipient’s assessment of Implementing Partner capacity to implement the ESS for the Project and any capacity enhancement measures.</li> <li>d) At the Association’s request, in relation to an incident or accident reported under Action B, share the Recipient’s full</li> </ul>	<ul style="list-style-type: none"> <li>a) As part of the preparation of procurement documents and respective contracts. Supervise Contractors and Implementing Partners throughout Project implementation.</li> <li>b) Share with the Association within 14 days of the Association’s request, unless otherwise agreed to with the Association.</li> <li>c) Share with the Association within 14 days of the Association’s request, unless otherwise agreed to with the Association.</li> <li>d) Share with the Association within 14 days of the Association’s request, unless otherwise agreed to with the Association. With the understanding that any meeting to take place within these 14 days, unless agreed otherwise.</li> </ul>	<p>UNICEF</p>
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	assessment <sup>7</sup> of Implementing Partner capacity to implement the ESS for the Project and any capacity enhancement measures, provided that in the event the Recipient determines that the Implementing Partner(s) reasonably objects to such sharing, a meeting between the Association, the Recipient and the Implementing Partner shall be organized.		
1.3	<b>TECHNICAL ASSISTANCE</b> Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities, as agreed with the Association, under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation.	UNICEF
1.4	<b>CONTINGENT EMERGENCY RESPONSE FINANCING</b> a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements for the CERC component including a CERC ESMF and will be incorporated into and referred to in CERC Manual for the	a) Prepare and adopt the CERC ESMF to reflect the CERC component in form and substance acceptable to the Association is a withdrawal condition under Schedule 2 of the legal agreement for the Project.	UNICEF

<sup>7</sup> A full assessment would typically be the micro assessment, PSEA assessment and other relevant technical assessments/observations that are generated from time-to-time during the lifecycle of the Project.

	<p>implementation of CERC component in accordance with the ESSs.</p> <p>b) Update and adopt environmental and social (E&amp;S) instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>b) Update and adopt E&amp;S instruments to reflect the CERC component and prepare new E&amp;S instruments as appropriate, and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p>	
1.5	<p><b>THIRD PARTY MONITORING</b></p> <p>The Recipient shall engage Third Party Monitoring Agent(s) on the Terms of Reference satisfactory to the Association, to provide independent review of the adherence to all Environmental &amp; Social requirements of the Project Operations Manual (POM), the ESCP and all ESHS instruments, including through, inter alia: periodic site visits, assessment of local context and conditions, interviews, and preparation of reports.</p>	<p>Third-Party Monitoring Agent(s) are maintained throughout Project implementation. TPM monitoring reports shall cover a period of three (3) months.</p>	<p>UNICEF</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>			

<p>2.1</p>	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>a) Adopt and implement a Labor Management Procedures (LMP) including, inter alia, provisions on working conditions, occupational health and safety (including personal protective equipment, and emergency preparedness and response), mandatorily enforceable code of conduct<sup>8</sup> (including relating to SEA and SH and receive training on the same), forced labor, child labor, grievance arrangements for the Project, applicable requirements for contractors, and subcontractors, and include reference to the procedures for operating the sub-projects sites.</p>	<p>Adopt and implement the LMP no later than 30 days after Effective Date and thereafter implement the LMP throughout Project implementation.</p>	<p>UNICEF</p>
<p>2.2</p>	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism that is accessible for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>The GM shall be maintained and operational prior to engaging Project workers and throughout the Project implementation.</p>	<p>UNICEF</p>

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<sup>8</sup> For the purposes of this Project, the term Code of Conduct is used by UNICEF interchangeably with the term Standards of Conduct.

<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT</b></p> <p>Prepare, adopt and implement environmental measures as part of the Project Operations Manual (POM) to ensure the proper management of tablets, including instructions on safety, preventing misuse, and proper disposal. These measures will be prepared considering to the extent possible Good International Industry Practice (GIIP), the Environmental, Health and Safety Guidelines (EHSs) of the WB Group and in consistency with ESS3, in a manner acceptable to the Association.</p>	<p>Same timeframe as for the preparation and implementation of the Project Operations Manual (POM) and thereafter implement it throughout the project implementation.</p>	<p>UNICEF</p>
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the POM to be prepared under action 1.1 above.</p>	<p>Same timeframe as for the preparation and implementation for action 1.1 above.</p>	<p>UNICEF</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Adopt and implement Road Safety Plan to mitigate traffic and road safety risks as required and consistent with ESS4.</p>	<p>Adopt and implement the Road Safety Plan no later than 30 days after Effective Date and thereafter implement the Road Safety Plan throughout Project implementation.</p>	<p>UNICEF</p>

<p>4.2</p>	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, exposure to hazardous materials, activities that present risk of injuries; the potential for community exposure to communicable diseases; risks of the use of security personnel; risks of labor influx, response to emergency situations, traffic safety and behavior of Project workers, and include mitigation measures in the POM.</p>	<p>Same timeframe as for the preparation and implementation of the POM under action 1.1 above.</p>	<p>UNICEF</p>
<p>4.3</p>	<p><b>SEA AND SH RISKS</b></p> <p>Adopt and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH.</p> <p>Include the SEA/SH Action plan requirements for monitoring and reporting in the POM and quarterly E&amp;S reports.</p>	<p>Adopt the SEA/SH Action Plan within 30 days of Effective Date and thereafter implement the SEA/SH Action Plan throughout Project implementation.</p>	<p>UNICEF</p>

4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>Assess and implement measures to manage the security risks of the Project consistent with the UNSMS policy framework<sup>9</sup> and the ESSs, and Terms of Reference satisfactory to the Association, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities as set out in the Security Management Plan (SMP).</p>	<p>Adopt the SMP within 30 days after Effective Date, and prior to the start of project activities requiring security management and thereafter implement the SMP throughout Project implementation.</p>	<p>UNICEF</p>
<p><b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b></p>			
	<p>Not relevant as physical and/or economic displacement or voluntary land donation is not expected in the project area. If any activities do engender the application of ESS5, they will be ineligible for project financing as per the exclusion list in the POM.</p>		
<p><b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b></p>			
	<p>Not relevant as impacts to biodiversity and critical habitats is not expected in the project area. If any activities require the application of ESS6, they will be ineligible for project financing per the exclusion list in the POM.</p>		
<p><b>ESS 8: CULTURAL HERITAGE</b></p>			

<sup>9</sup> The United Nations Security Management System (UNSMS) is designed to enable the safe delivery of UN mandates and programmes within acceptable security risk levels. For additional details, please refer to <https://www.un.org/en/safety-and-security/unsms-and-iasmn>. Saving Lives Together (SLT), is a series of recommendations aimed at enhancing security collaboration between the United Nations, International Non-Governmental Organisations and International Organisations to which the World Bank and UNICEF are party. The Recipient’s activities are governed by the UNSMS, which, through designated officials in collaboration with Heads of UN Offices, ensures the security of their premises and staff.

	Not relevant considering the type and location of activities to be implemented by UNICEF. If any activities require the application of ESS8, they will be ineligible for project financing per the exclusion list in the POM.		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>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.</p> <p>The SEP will include a lessons learned of consultation and GM practices based on the experience of the Yemen Emergency Social Protection Enhancement and Covid-19 Response Project (YESPECRP; P173582) and will include areas requiring improvement, including of ensuring accessibility and inclusion of identified vulnerable and disadvantaged groups in the SEP.</p>	<p>A draft of the SEP was submitted on 30 March 2026. The SEP shall be updated and disclosed no later than 30 days after Effective Date and thereafter implemented throughout Project implementation.</p>	<p>UNICEF</p>
10.2	<p><b>GRIEVANCE MECHANISM</b></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. 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>	<p>Establish the grievance mechanism before the start of project activities, and no later than 30 days after the Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>UNICEF</p>
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			

The following actions are indicators for implementation readiness:

- E&S staffing: section A
- Incorporation of the E&S guidelines into the Project Operations Manual (POM) including an exclusion list: section 1.1
- Adoption of the LMP: section 2.1
- Operationalization of worker- GM: section 2.1
- Incorporate environmental measures in the POM: section 3.1
- Incorporate resource efficiency and pollution prevention and management measures in the POM: section 3.2
- Incorporate road safety plan: section 4.1
- Adoption of the SEA/SH Action Plan: section 4.3
- Adoption of the Security Risk Management Plan: section 4.4
- Adoption of the SEP: section 10.1
- Operationalization of the GM, including the SEA/SH GM process: section 10.2