



**PT Perusahaan Listrik Negara (Persero)  
(PLN)**

**Indonesia Grid and Renewable Energy  
Financing Facility (GREFi) P178788**

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

**September 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The PT Perusahaan Listrik Negara (Persero) (the PLN) will implement the Grid and Renewable Energy Financing Facility (GREFi) Project (the Project), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank) has agreed to provide guarantee financing (P178788) for the Project, as set out in the referred agreement.
2. The PLN 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. 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 PLN 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 PLN, 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 PLN and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the PLN. The PLN shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.</p>	Six monthly reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than one month after the end of each reporting period.	PLN HQ
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury [specify other examples of incidents and accidents, as appropriate for the type of operation]. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</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>	PLN HQ
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>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.</p>	Submit the monthly reports to the Bank upon request as annexes to the reports to be submitted under action A above.	PLN HQ
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain the related division under PLN Headquarters (PLN HQ) and relevant project participating Main Unit (<i>Unit Induk</i>) with qualified staff and resources to support management of ESHS risks and impacts of the Project including at least, one environmental focal point, one social focal point and one health and safety focal point.</p>	PLN HQ and participating Main Unit in each tranche appoint the focal points as condition of project effectiveness, and thereafter maintain these positions throughout Project implementation.	PLN HQ and participating and Main Unit in each tranche.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ol style="list-style-type: none"> <li>1. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</li> <li>2. Prepare, adopt, and implement an Environmental and Social Due Diligence (ESDD, including Gap Filling Measures or Corrective Action Plan (CAP)) for new and existing infrastructure investments which are in construction or in operation guaranteed by the project consistent with the ESMF and relevant ESSs.</li> <li>3. Prepare, adopt, and implement an Environmental and Social Impact Assessment (ESIA) or Environmental and Social Management Plan (ESMP) or relevant documents for new infrastructure investments guaranteed by the project, consistent with the ESMF and relevant ESSs.</li> <li>4. Cause relevant project participating Main Unit (<i>Unit Induk</i>), who are responsible for implementing the infrastructure investments, to adopt and implement the relevant ESIA or ESMP or relevant document or ESDD (including gap filling measures) as set out in the ESMF. The proposed infrastructure investments guaranteed by the Project shall meet the eligibility criteria as set out in the ESMF.</li> </ol>	<ol style="list-style-type: none"> <li>1. Adopt the ESMF by loan signing, and thereafter implement the ESMF throughout Project implementation.</li> <li>2. Adopt the ESDD and Gap Filling Measures or CAP in accordance with the agreed timeframes as set out in the ESDD for new and existing infrastructure investment, and thereafter implement the measures throughout Project implementation.</li> <li>3. Adopt the ESIA or ESMP or relevant documents prior to construction of the new infrastructure investment, and thereafter implement the ESIA or ESMP or relevant documents throughout Project implementation.</li> <li>4. Adopt the ESIA or ESMP or relevant document prior to construction of new infrastructure investments. Once adopted, implement the respective ESIA or ESMP or relevant document throughout Project implementation. Adopt the ESDD including gap filling measures according to the timelines as set out in the ESDD for new and existing infrastructure investments. Once adopted, implement the respective gap filling measures of the ESDD throughout Project implementation.</li> </ol>	<ol style="list-style-type: none"> <li>1. PLN Headquarters</li> <li>2. Participating Main Unit in each tranche</li> <li>3. Participating Main Unit in each tranche</li> <li>4. Participating Main Unit in each tranche</li> </ol>
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p>	<p>As part of the preparation of procurement documents and respective contracts.</p>	<p>PLN Headquarters and participating Main Unit in each tranche</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments (ESIA or ESMP or ESDD including gap filling measures or relevant document), the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.	Supervise contractors throughout Project implementation.	
1.4	<b>TECHNICAL ASSISTANCE</b>  Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation.	PLN Headquarters
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b>  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.	Adopt the LMP by loan signing, and thereafter implement the LMP throughout Project implementation.	PLN Headquarters and participating Main Unit in each tranche
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PLN Headquarters and participating Main Unit in each tranche
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b>  Adopt and implement a Waste Management Plan as set out in the ESIA or ESMP or ESDD or relevant document, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Adopt the waste management plan as set out in the ESIA or ESMP or ESDD or relevant document prior to construction or according to the timelines as set out in the ESDD, and thereafter implement throughout Project implementation.	Participating Main Unit in each tranche

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 ESIA or ESMP or ESDD or relevant document to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of ESIA or ESMP or ESDD or relevant document.	Participating Main Unit in each tranche
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESIA or ESMP or ESDD or relevant document to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESIA or ESMP or ESDD or relevant document.	Participating Main Unit in each tranche
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities risks of labor influx, response to emergency situations, and include mitigation measures in the ESIA or ESMP or ESDD or relevant document to be prepared in accordance with the ESMF.</p>	Same timeframe as for the adoption and implementation of the ESIA or ESMP or ESDD or relevant document.	Participating Main Unit in each tranche
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Adopt and implement a SEA/SH Code of Conduct as set out in LMP of the ESMF</p>	Same timeframe as for the adoption and implementation of the ESIA or ESMP or ESDD or relevant document.	Participating Main Unit in each tranche
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement a Land Acquisition and Resettlement Policy Framework (LARPF) for the Project, consistent with the ESMF and ESS5.</p>	Adopt the LARPF by loan signing, and thereafter implement the LARPF throughout Project implementation.	PLN Headquarters
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>a. Prepare, adopt, and implement a land acquisition and resettlement action plan (LARAP) for investments under the Project when required by LARPF of the ESMF and consistent with ESS5.</p> <p>b. Prepare, adopt, and implement a land due diligence as part of ESDD including Gap Filling Measures or Corrective Action Plan (CAP) for existing infrastructure investments which are in construction or in operation guaranteed by the project consistent with the ESMF and relevant ESSs.</p>	a. Prepare, adopt, and implement the respective LARAP 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.	Participating Main Unit in each tranche

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>c. Participating Main Unit in each tranche, who are responsible for implementing the infrastructure investments, to adopt and implement the relevant LARAP, or ESDD and gap filling measures as set out in the ESMF.</p>	<p>b. Adopt the ESDD including Gap Filling Measures or CAP in accordance with the agreed timeframes as set out in the ESDD for the existing infrastructure investment, and thereafter implement the measures throughout Project implementation.</p> <p>c. Adopt the LARAP prior to construction of new infrastructure investments. Once adopted, implement the respective LARAP throughout Project implementation. Adopt the ESDD including gap filling measures according to the timelines as set out in the ESDD for existing infrastructure investments. Once adopted, implement the respective gap filling measures of the ESDD throughout Project implementation.</p>	
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>The grievance mechanism (GM) to address resettlement related complaints has been described in the LARPF and SEF, and will be established, maintained, and operated in a LARAPs in manner acceptable to the Bank.</p>	<p>Same timeframe as for the adoption and implementation of the LARAPs and ESDDs</p>	<p>Participating Main Unit in each tranche</p>
<p><b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b></p>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Prepare, adopt, and implement a Biodiversity Management Plan (BMP) when required by ESMF as set out in the ESIA or ESMP or ESDD or relevant document, in accordance with the ESMF and consistent with ESS6.</p>	<p>Prepare, adopt, and implement the BMP as set out in the ESIA or ESMP or ESDD or relevant document prior to construction or according to the timelines as set out in the ESDD, and thereafter implement throughout Project implementation.</p>	<p>Participating Main Unit in each tranche</p>
<p><b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b></p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.1	<p><b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b></p> <p>Adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, when required by ESMF and consistent with ESS7.</p>	Adopt the IPPF by loan signing, and thereafter implement the IPPF throughout Project implementation.	PLN Headquarters
7.2	<p><b>INDIGENOUS PEOPLES PLAN</b></p> <p>Adopt and implement an Indigenous Peoples Plan (IPP) when required by the IPPF of the ESMF and consistent with ESS7.</p>	Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.	Participating Main Unit in each tranche
7.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>The grievance mechanism to address complaints submitted by indigenous peoples has been described in the IPPF, and will be established, maintained, and operated through the IPPs.</p>	Same timeframe as for the adoption and implementation of the IPPs.	Participating Main Unit in each tranche
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS</b></p> <p>Describe, adopt, and implement chance finds procedures as set out in the ESIA or ESMP or ESDD or relevant document of the infrastructure investment.</p>	Adopt and implement the chance find procedures according to the ESIA or ESMP or ESDD or relevant document. Implement the procedures throughout Project implementation.	Participating Main Unit in each tranche
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT FRAMEWORK PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Framework (SEF) 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>	Adopt the SEF by loan signing, and thereafter implement the SEF throughout Project implementation.	PLN Headquarters and participating relevant Main Unit
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p>	Establish the grievance mechanism as condition of project effectiveness, and thereafter maintain and operate the mechanism in every investment throughout Project implementation.	PLN Headquarters and participating relevant Main Unit



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<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 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>		
<b>CAPACITY SUPPORT</b>			
CS1	<p>Provide training and refresher trainings for project personnel responsible for project implementation and application of the ESMF on:</p> <ul style="list-style-type: none"> <li>• Preparation and implementation of the ESIA or ESMP (including the BMP) or ESDD including gap filling measures or relevant document.</li> <li>• Preparation and implementation of the LARAP.</li> <li>• Preparation and implementation of the IPP.</li> <li>• Preparation and implementation of the SEP and grievance mechanism.</li> <li>• Implementation of the LMP.</li> </ul>	At start of project implementation and refresher training on annual basis for each tranche.	PLN Headquarters
CS2	Regular training on Occupational, Health and Safety risks and mitigation measures, including emergency prevention and preparedness and response arrangements to emergency situations for project personnel responsible for project implementation.	Prior to start of construction and refresher trainings throughout project implementation for each tranche.	Relevant project participating Main Unit