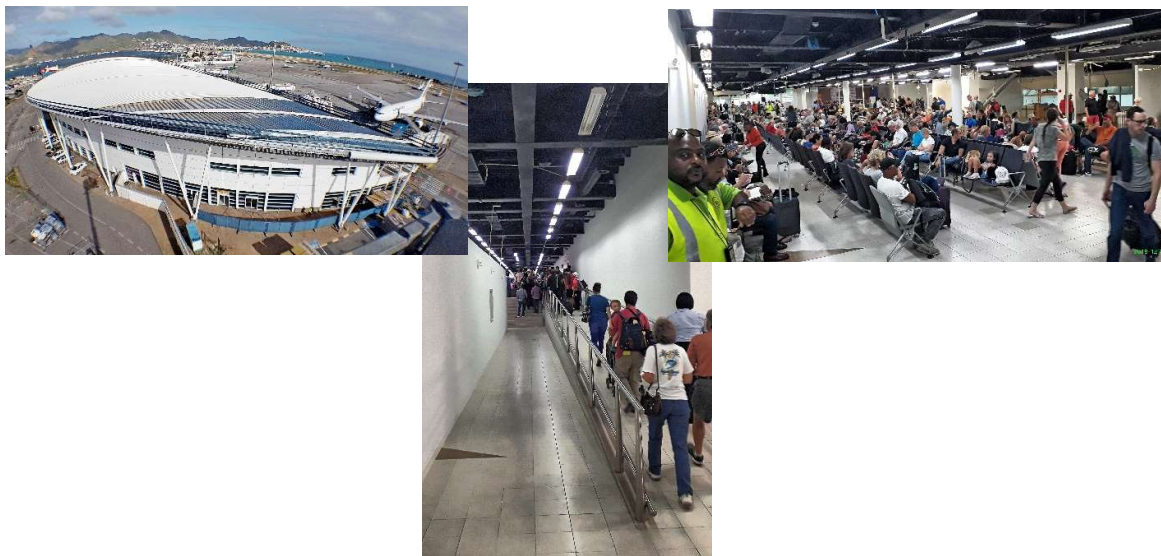


The Government of Sint Maarten



**Princess Juliana
International Airport**
Operating Company N.V.



**Princess Juliana International Airport - Sint Maarten
Reconstruction of the Terminal Building Project**

Environmental and Social Commitment Plan (ESCP)

July 9, 2019

The Government of Sint Maarten
Princess Juliana International Airport Operating Company N.V.
Reconstruction of the Terminal Building Project

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Sint Maarten (GoSM) is planning to implement, through the Princess Juliana International Airport Operating Company N.V. (PJIAE), the Reconstruction of the Airport Terminal Building Project (the **Project**). The International Bank for Reconstruction and Development (Bank) has agreed to provide financing to Sint Maarten for the Project through the Hurricane Irma Reconstruction, Recovery and Resilience Trust Fund.
2. The GoSM, through the PJIAE, will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out a summary of the material measures and actions.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the draft Environmental and Social Management Plan, the draft Labor Management Plan (**LMP**), and the draft Stakeholder Engagement Plan (**SEP**) that will be finalised for the Project.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. The GoSM is responsible for compliance with the requirements of the ESCP even when implementation of the measures and actions is carried out by PJIAE.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank accordingly by the GoSM and PJIAE as required by the ESCP and the conditions of the legal agreement and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the GoSM, this ESCP may be revised from time to time during Project implementation to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the GoSM, through PJIAE, will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the PJIAE. The PJIAE will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances or Project performance result in changes to the risks and impacts during Project implementation, the GoSM shall, and/or shall cause PJIAE to, as determined by the Bank, provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include health and safety risks to the construction workers.

<i>Summary of the Material Measures and Actions to Mitigate the Project's Potential Environmental and Social Risks and Impacts</i>	<i>Timeframe</i>	<i>Responsibility / Authority & Resources / Funding Committed</i>	<i>Date of Completion</i>	
ESCP Monitoring and Reporting				
A1	REGULAR REPORTING: Quarterly environmental and social (E&S) monitoring reports will be prepared providing details on the E&S performance of the Project. The reports will include, <i>inter alia</i> : <ul style="list-style-type: none"> • Status of implementation of the Environmental and Social Management Plan (ESMP) • Status of implementation of the ESCP • Progress made during reporting period, disaggregated by ESS • Mold spore management • Activities to be performed before next reporting period • Status of procurement and works completed • Summary of Contractor's ESMP (C-ESMP) monthly reports • Site observations on contractor's performance on implementation of community, environmental, social, health and safety (ESHS) plans • Capacity building programs conducted • Summary of stakeholder engagement activities (if any) and their outcome • Summary of grievance log 	<i>Quarterly reports prepared and submitted to the Bank on an agreed format not later than 30 days after the end of each quarter.</i>	<i>PJIAE - Project Director, E&S Specialist (funding from Project budget).</i>	<i>Reporting throughout Project Implementation.</i>
A2	CONTRACTOR REPORTING: Monthly environmental, social, health and safety (ESHS) monitoring report will be prepared by contractors explaining the compliance status of the Project with the E&S mitigation measures and monitoring. The report will cover, <i>inter alia</i> : <ul style="list-style-type: none"> • Status of implementation of Contractor's ESMP (C-ESMP) • ESHS incidents • ESHS supervision • Usage of Personal Protective Equipment (PPE) such as hard hats, safety shoes and safety vests by workers • Training conducted, and workers participation • Workers grievances • Community grievances 	<i>Monthly reports submitted to PJIAE as specified in the procurement contracts (30 days).</i>	<i>PJIAE receives and reviews the monthly reports; no separate funding needed.</i>	<i>Reporting throughout Project Implementation.</i>

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B	INCIDENTS AND ACCIDENTS NOTIFICATION: Promptly notify any incident or accident related or having an impact on the Project which has, or is likely to have, a serious/significant adverse effect on the environment, the communities, the public or workers. Incident investigation reports for all incidents covering details of the incident, root cause analysis, and actions taken to address the future recurrence of this event, will be prepared, as required by the Bank.	<i>Notify the Bank within 24 hours after taking knowledge about the incident or accident and provide detailed investigation report as required by and in a timeframe acceptable to the Bank.</i>	<i>PJIAE - Project Director, E&S Specialist.</i>	<i>Throughout Project implementation.</i>
SUMMARY ASSESSMENT				
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS				
1.1	ORGANIZATIONAL STRUCTURE: Establish and maintain an organizational structure with qualified staffs to support the management of E&S risks, including an E&S Specialist and a Communications Officer.	<i>Before launching the bidding process and maintained throughout Project implementation.</i>	<i>PJIAE.</i>	<i>Organizational structure established in the specified timeframe and thereafter maintained throughout Project implementation.</i>
1.2	UPDATE OF THE DRAFT ESMP, LMP AND SEP: The draft ESMP, LMP and SEP will be finalized after carrying out consultations with stakeholders, in accordance with the Environmental and Social Standards (ESSs), submitted to the Bank for approval, and thereafter disclosed.	<i>Submitted to the Bank for approval before Bank Project Approval</i>	<i>PJIAE</i>	<i>Within the specified timeframe and throughout Project implementation.</i>
1.3	ESMP IMPLEMENTATION: The ESMP will be implemented in compliance with the requirements of the ESSs.	<i>Throughout Project implementation.</i>	<i>PJIAE - Project Director, Communication Officer, E&S Specialist.</i>	<i>Throughout Project implementation.</i>
1.4	MANAGEMENT OF CONTRACTOR: The bidding documents will provide the requirements of the contractor to manage ESHS risks and impacts of the construction activities in a manner consistent with the ESSs and the specific requirements set out in the ESCP. These requirements include, <i>inter alia</i> : 1. The Main Works Contractor/Bidder shall propose an ESHS specialist as the Contractor's Key Personnel at the Site. 2. All Contractors/Bidders shall submit the code of conduct that will apply to the Contractor's employees and subcontractors	<i>Before launching the bidding process and throughout Project implementation.</i>	<i>PJIAE - Project Director, E&S Specialist.</i>	<i>Before launching the bidding process and throughout Project implementation.</i>

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	3. All Contractors shall be required to submit for approval and subsequently implement a Contractor's Environment and Social Management Plan (C-ESMP).			
1.5	MOLD SPORE MONITORING: PJIAE will carry out a mold spore monitoring program, as specified in the ESMP, through an environmental remediation consultant as a third party.	<i>Environmental remediation consultant engaged, and mold spore monitoring program completed before the start of the works and to be carried out throughout Project implementation on a six-monthly basis.</i>	<i>PJIAE - Project Director, E&S Specialist.</i>	<i>Mold spore monitoring program will be prior to commencement of the Project Works.</i>
ESS 2: LABOR AND WORKERS CONDITIONS				
2.1	LABOR MANAGEMENT PLAN (LMP): The LMP will be developed by PJIAE for its staff and updated as required under action 1.2 above, are implemented in accordance with the requirements of ESS2 and national laws. LMP will be applied to the Direct Workers, including staff of PJIAE being the beneficiaries under Component 4. Contractors will be required to implement their own labor management procedures for its contracted workers in accordance with the LMP.	<i>LMP implemented through Project implementation.</i>	<i>PJIAE.</i>	<i>LMP implemented throughout Project implementation.</i>
2.2	GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS: Grievance redress mechanism arrangements for workers are described in the LMP. A Grievance Redress Mechanism (GRM) will be established and operated by the Contractor to address Project workers workplace concerns. PJIAE will monitor implementation by the Contractor. The PJIAE will also ensure that its GRM is aligned with the ESS 2 requirements for workers.	<i>Grievance redress mechanism established before engaging Project workers and throughout Project implementation.</i>	<i>Contractor, PJIAE - E&S Specialist.</i>	<i>Grievance redress mechanism established in the specified timeframe and maintained throughout Project implementation.</i>
2.3	OHS MEASURES: Contractors will be required to implement a Code of Conduct reflecting occupational, health and safety (OHS) measures as described in the ESMP. In addition, contractors will develop (prior to the start of construction works) and implement a site-specific OHS management plan consistent with measures in the ESMP developed for the Project.	<i>Before the commencement of works and throughout Project implementation.</i>	<i>PJIAE - Project Director, E&S Specialist.</i>	<i>Throughout Project implementation.</i>

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2.4	<p>EMERGENCY PREPAREDNESS AND RESPONSE: PJIAE will implement its Disaster Preparedness and Emergency Plan (DPEP), as described in the ESMP to respond to the natural and man-made disasters that may happen during Project implementation. Contractors will be required to develop emergency response measures in the C-ESMP.</p>	<i>PJIAE's Emergency Management Plan is already in place. Requirement for Emergency Response Measures as part of C-ESMP to be included in bidding documents.</i>	<i>PJIAE - Project Director, E&S Specialist.</i>	<i>Throughout Project implementation. C-ESMP will be in place prior to start of the Project works. Monthly safety audits conducted after initiation of the works.</i>
2.5	<p>PROJECT WORKERS OCCUPATIONAL HEALTH AND SAFETY AWARENESS: The Contractor shall provide training to all his workers, before they start working on site, on basic environment, social, occupational health and safety risks associated with the proposed construction works and the workers' responsibility. The training program shall be repeated every month. Contractor's site engineers will provide a weekly or ad-hoc (if and when required) toolbox talks and/or meetings with the construction workers on community, environment, social, occupational health and safety risks associated with the construction activities.</p>	<i>Bidding document to include requirement of contractor to provide training as part of C-ESMP.</i>	<i>PJIAE - E&S Specialist.</i>	<i>C-ESMP in force before initiation of the works and enforced throughout Project implementation.</i>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT				
3.1	<p>WASTE MANAGEMENT: Implement measures to manage waste and hazardous materials as described in the ESMP. In addition, contractors will include appropriate measures in the C-ESMP, including obtaining required permits.</p>	<i>Before the commencement of works and throughout Project implementation. Monitoring on the implementation of these measures on a daily basis.</i>	<i>PJIAE - E&S Specialist.</i>	<i>Throughout Project implementation. C-ESMP in place before initiation of the works and enforced throughout Project implementation.</i>
ESS 4: COMMUNITY HEALTH AND SAFETY				
4.1	<p>TRAFFIC AND ROAD SAFETY: Implement measures to manage traffic and road safety risks as described in the ESMP. In addition, contractors will develop and implement a site-specific traffic management plan (as part of the C-ESMP), including details on, inter alia, traffic volume, routes and time of travel.</p>	<i>Before the commencement of works and throughout Project implementation.</i>	<i>PJIAE, Contractor - ESHS Specialist.</i>	<i>Throughout Project implementation. C-ESMP in place before initiation of the works and enforced throughout Project implementation.</i>

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4.2	<p>COMMUNITY HEALTH AND SAFETY: Implemented measures to address community health and safety risks in accordance with the ESMP. To manage community health and safety the Contractor will be required, as part of its C-ESMP, to: (i) barricade the work areas with hard fencing to prevent entry of airport staff and passengers in the construction areas, (ii) place adequate signboards to divert staff and passengers away from the construction works, and (iii) also place flagmen to direct them away from the construction areas. All visitors to the work area should wear basic PPEs such as appropriate footwear, hard hats and vests.</p>	<i>Before commencement of the works and throughout Project implementation</i>	<i>Contractor - ESHS Specialist, PJIAE - E&S Specialist.</i>	<i>Throughout Project implementation. C-ESMP in place before initiation of the works and enforced throughout Project implementation.</i>
4.3	<p>CODE OF CONDUCT: The Project will be implemented in accordance with PJIAE's Code of Conduct, which is attached to the ESMP. In addition, the Contractor will be required to develop and implement a Code of Conduct reflecting community, health and safety prevention and mitigation measures, including, inter alia, prevention of gender-based violence and sexual exploitation and abuse, as described in the ESMP.</p>	<i>PJIAE Code of Conduct is in place. Bidding documents require contractors to develop and implement a Code of Conduct. Monitoring on the implementation of these measures on a daily basis.</i>	<i>PJIAE -E&S Specialist, Contractor - ESHS Specialist.</i>	<i>Throughout the Project Implementation.</i>
4.4	<p>SECURITY PERSONNEL: The construction works will be carried out inside a secured facility of the airport and no security personnel will be engaged by the Contractor for the safety of his worksites and workers. However, the Contractor will engage workers for safeguarding the material storage sites. These workers like others will sign the Code of Conduct and undergo regular training programs.</p>	<i>Request to incorporate measures will be included in bidding documents, as part of C-ESMP. Regular training program throughout the project implementation.</i>	<i>PJIAE.</i>	<i>C-ESMP in place before the start of the Works.</i>
4.5	<p>UNIVERSAL ACCESS: Restoration and/or replacement Airport Terminal's facilities incorporate the concept of universal access as part of works design, as described in the ESMP. These include restoration/replacement of ramps, elevators and toilets for persons with disabilities.</p>	<i>Restoration and/or replacement of Airport Terminal's facilities included as part of the Project.</i>	<i>PJIAE - Project Director.</i>	<i>Project Completion date of the Works.</i>
4.6	<p>REFERRAL SERVICE PROVIDER for Incidents of Sexual Abuse: GRM procedure to address issues of sexual harassment and /or abuse. PJIAE will identify a referral service provider to refer incidents.</p>	<i>PJIAE will identify a referral service provider prior to project effectiveness.</i>	<i>PJIAE HR office/E&S Specialist to ensure all labor aware of the referral</i>	<i>Throughout the Project Implementation.</i>

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			<i>mechanism and how to contact them directly.</i>	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT				
<i>ESS 5 is not relevant for the Project.</i>				
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES				
<i>ESS 6 is not relevant for the Project.</i>				
ESS 7: INDIGENOUS PEOPLES/ HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES				
<i>ESS 7 is not relevant for the Project.</i>				
ESS 8: CULTURAL HERITAGE				
8.1	CHANCE FINDS: While no cultural heritage (superficial or sub-surface) has been identified in the airport terminal area, the works contract will include a standard chance finds clause consistent with the ESMP.	<i>Bidding document for works to incorporate chance finds clause.</i>	<i>PJIAE - E&S Specialist.</i>	<i>Requirement enforced throughout Project implementation.</i>
ESS 9: FINANCIAL INTERMEDIARIES				
<i>ESS 9 is not relevant for the Project.</i>				
ESS 10: STAKEHOLDER ENGAGEMENT PLAN (SEP) AND INFORMATION DISCLOSURE				
10.1	STAKEHOLDER ENGAGEMENT PLAN IMPLEMENTATION: The SEP, updated as required under action 1.2 above, will be implemented in accordance with the requirements of ESS10. Representatives of PJIAE staff were in the SEP consultations. The SEP will be made aware of the GRM and other requirements of the Bank social and environmental safeguards.	<i>SEP implemented through Project implementation.</i>	<i>PJIAE - Communication Officer and E&S Specialist</i>	<i>SEP already in place, implemented throughout Project implementation.</i>
10.2	GRIEVANCE REDRESS MECHANISM: PJIAE has an existing grievance redress mechanism (GRM) in place, described in the SEP, which will be maintained and operated to receive and respond to concerns and grievances from the staff, passengers and other stakeholders that arise from the Project.	<i>GRM is already in place and will be operated through Project implementation.</i>	<i>PJIAE - E&S Specialist</i>	<i>GRM operated throughout Project Implementation.</i>

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Capacity Support		
Specify Training to be provided	Specify Targeted Groups and Timeframe for Delivery	Specify Training Completed
<ul style="list-style-type: none"> • Environmental and social risks and impacts of the Project and ESMP implementation. • Strengthen awareness on the environmental, social, health and safety issues associated with the construction works including HIV/AIDS, sexual exploitation and abuse, and gender-based violence. 	<i>PJIAE's key technical and project workers involved in the implementation of the Project, including the airport staff and security and business in the airport premises. Training will be started during the initial stages of construction and will be repeated every six months.</i>	
<ul style="list-style-type: none"> • Environmental and social issues associated with the ongoing construction works. • Workers health and safety. 	<i>Site Engineers of the Contractor, PMU and the Project Management Consultant. Training will be conducted on a monthly basis.</i>	