

**Romania**  
**Ministry of Health**  
**IPF Component (the Project) under Romania**  
**Health Program-For-Results (P169927)**

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

**April 22, 2026**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN  
FOR THE IPF COMPONENT (THE PROJECT) UNDER ROMANIA HEALTH PFORR  
(ESCP)**

1. Romania (the Borrower) is implementing the Romania Health Program for Results Operation (the Operation), with the involvement of its Ministry of Health, as set out in the Amended and Restated Loan Agreement (the Agreement). The Operation consists of all activities described under the Program and the Project in Schedule 1 to the Agreement. The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Operation, including the Project, as set out in the Agreement.
2. The Borrower 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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower 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.
4. As agreed by the Bank and the Borrower, 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 Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Program Coordinator of the PMU. The Borrower 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 |
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| <b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                               |                    |
| A                                                       | <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Designate a focal point within the PMU responsible for ESF implementation under the Project, including: monitoring compliance with the ESCP commitments related to labor and stakeholder engagement; maintaining records (contracts, GRM logs, engagement records) and organizing relevant training. The role should also encompass the PforR, including oversight of the implementation of the E&amp;S Program Action Plans (PAPs).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | One month following effectiveness of the IPF component; maintained throughout project implementation.                                                                                                                                                                                                                                         | MoH                |
| <b>MONITORING AND REPORTING</b>                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                               |                    |
| B                                                       | <p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the implementation of ESCP commitments as part of the Operation Reports, including: (i) labor compliance status across all worker categories; (ii) Worker GRM activity (number of cases received, resolved, and pending, with brief description of nature and resolution); (iii) stakeholder engagement activities conducted by the consulting firms; and (iv) any incidents, material changes, or new social ESF considerations arising during implementation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Submit semestral reports to the Bank throughout Project implementation, commencing after the Effective Date of the Agreement. Submit each report to the Bank no later than 45 days after the end of each reporting period.                                                                                                                    | MOH                |
| C                                                       | <p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors, including consulting firms and their joint venture partners, to submit reports on the implementation of environmental and social (E&amp;S) requirements under their respective contracts, with particular focus on compliance with ESS2 and ESS10 requirements set out in this ESCP.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Submit such reports as part of the deliverable reports agreed in the contracts or otherwise provide them to the Bank upon request.                                                                                                                                                                                                            | MoH                |
| D                                                       | <p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. 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> | <p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</p> | MOH                |

| MATERIAL MEASURES AND ACTIONS                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | TIMEFRAME                                                                                                   | RESPONSIBLE ENTITY |
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| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                             |                    |
| 1.1                                                                                   | <p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>Screen any new activities proposed for financing under the Project for E&amp;S risk prior to initiating procurement.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Prior to each procurement process                                                                           | MOH                |
| 1.2                                                                                   | <p><b>AMENDMENT OF EXISTING TA CONTRACTS</b></p> <p>Amend existing contracts for technical assistance originally procured and implemented under the Romania Health Sector Reform Project (P145174) (“Existing TA Contracts”) to: (a) include obligations applicable to the contractor and all joint venture partners on non-discrimination and equal opportunity, prohibition of forced and child labor, OHS standards appropriate to office-based and travel-related work, and access to the Worker GRM; and (b) include obligations causing all JV partners to transpose the ESS2 requirements in all contracts with sub-contractors engaged under Existing TA Contracts; all consistent with ESS2.</p> <p>Provide a written confirmation to the Bank that no social or labor incidents, complaints, or violations occurred during implementation of the Existing TA Contracts.</p> | Amend the Existing TA Contracts and submit written confirmation to the Bank by no later than June 30, 2026. | MOH                |
| 1.3                                                                                   | <p><b>TECHNICAL ASSISTANCE</b></p> <p>Carry out the consultancy, studies, 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 relevant ESSs under the project. Thereafter prepare and finalize outputs of such activities in compliance with the Terms of Reference (ToRs).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Throughout Project implementation.                                                                          | MOH                |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b>                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                             |                    |
| 2.1                                                                                   | <p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>1. Civil servants (Ministry of Health): Ensure that civil servants within the MoH seconded to the project are engaged in accordance with Romanian Law No. 153/2017 on civil servant remuneration and applicable national labor legislation. Romanian national labor law meets ESS2 requirements for the purpose of the activities under the scope of the project. While no separate worker GRM is required for this group beyond national mechanisms, ensure that the project level worker GRM is available to them.</p>                                                                                                                                                                                                                                                                                                                 | 1. Following secondment and maintained throughout Project implementation.                                   | MOH                |

| MATERIAL MEASURES AND ACTIONS                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | TIMEFRAME                                                                                                                                        | RESPONSIBLE ENTITY |
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|                                                                                                             | <p>2. Other project workers (i.e., contracted PMU staff, consulting firm staff as well as sub-contractor staff: ensure all project workers have written employment or service contracts specifying duties and responsibilities, remuneration consistent with Romanian law and market norms, working hours, leave entitlements, and termination procedures in accordance with ESS2 and Romanian national labor law. Ensure all project workers are informed of and have access to the Worker GRM from the date of employment.</p> | <p>2. Following signing of employment contracts and/or amendment to the existing contracts and maintained throughout project implementation.</p> |                    |
| 2.2                                                                                                         | <p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>Maintain OHS provisions appropriate to the working environments of all workers under the project and required duties.</p>                                                                                                                                                                                                                                                                                                                                        | <p>Upon employment and maintained throughout Project implementation.</p>                                                                         | MOH                |
| 2.3                                                                                                         | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Ensure that the grievance mechanism operating under the Program for Results (PforR) is accessible to project workers hired under the IPF component.</p>                                                                                                                                                                                                                                                                                                                 | <p>One month following effectiveness of the IPF component and maintained throughout Project implementation</p>                                   | MOH                |
| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| This standard is not currently relevant,                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| <b>ESS 8: CULTURAL HERITAGE</b>                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                  |                    |

| MATERIAL MEASURES AND ACTIONS                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | TIMEFRAME                         | RESPONSIBLE ENTITY |
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| <b>ESS 9: FINANCIAL INTERMEDIARIES</b>                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                   |                    |
| This standard is not currently relevant                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                   |                    |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                   |                    |
| 10.1                                                                                                                                                                                                                                                                                                                                                           | <p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Ensure that consultancy activities involving public-facing engagement — including participation in technical working groups, organization of roundtables and press conferences, and support to public consultation processes under Romanian legal framework — are carried out in a transparent, inclusive, and accessible manner, with meaningful participation opportunities for relevant institutional stakeholders.</p>                                                                                                                                                                                                                                                                | Throughout Project implementation | MOH                |
| 10.2                                                                                                                                                                                                                                                                                                                                                           | <p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Ensure the existing GRM under the PforR 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> | Throughout Project implementation | MOH                |
| <b>INDICATORS FOR IMPLEMENTATION READINESS</b>                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                   |                    |
| <p>1.1 ESF focal point designated within the PMU and notified to the Bank (Action A.1).</p> <p>1.2 Contract amendments to existing TA Contracts incorporating ESS2-consistent labour obligations prepared, cleared by the Bank (Action 1.2).</p> <p>1.3 Project-level GRM which accommodates workers' GRM operational and accessible (Action 2.3 and 10.2)</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                   |                    |