



The Republic of Uganda

**UGANDA ELECTRICITY TRANSMISSION  
COMPANY LIMITED [UETCL]  
RETRADE-EAPP MPA Phase 1: UTIP  
Uganda-Tanzania Interconnector Project  
(P513494)**

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

**DRAFT FOR NEGOTIATIONS  
January 26, 2026**

## **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Republic of Uganda (the Borrower) will implement the Uganda: Uganda - Tanzania Interconnector Project (the Project) with the involvement of Uganda Electricity Transmission Company Limited (UETCL) under the Ministry of Energy and Mineral Development (MEMD), as set out in the Financing Agreement (the Agreement). The International Development Association (the Association) has agreed to provide financing 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 Association. 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. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association 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 Association and the Recipient shall agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Borrower's Representative specified in the Agreement. 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
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT<sup>1</sup></b>			
A	<b>ORGANIZATIONAL STRUCTURE</b> <ol style="list-style-type: none"> <li>1. Establish and maintain a Project Implementation Unit (PIU) within UETCL with qualified staff and sufficient resources to support management of environmental, social, health and safety (E&amp;S) risks and impacts of the Project, including an Environmental Specialist, a Social Development Specialist, and a Health &amp; Safety Specialist.</li> <li>2. UETCL shall enter into a contractual arrangement with a qualified Environmental and Social (E&amp;S) consultant to support the monitoring and management of E&amp;S risks and impacts associated with the Project.</li> <li>3. UETCL will establish and, thereafter, maintain a dedicated Biodiversity Management Unit (BMU) to provide coordination, technical oversight, and quality assurance for all biodiversity commitments under the Project.</li> </ol>	<ol style="list-style-type: none"> <li>1. Establish a PIU and hire the Environment Specialist, Social Development Specialist and Health and Safety Specialist prior to Effective Date and thereafter maintain the PIU and these positions throughout Project implementation.</li> <li>2. Before the start of construction works under the Project.</li> <li>3. Before the start of construction works under the Project.</li> </ol>	UETCL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>1. Prepare and implement a capacity building plan for UETCL PIU and key stakeholders on:</p> <ul style="list-style-type: none"> <li>• The World Bank’s Environmental and Social Framework (ESF)</li> <li>• World Bank Group Environment, Health and Safety (EHS) Guidelines</li> <li>• Occupational Health &amp; Safety (OHS) and Community Health and Safety (CHS)</li> <li>• Emergency preparedness and response including reporting of incidents, accidents and complaints including maintaining an incident log.</li> <li>• Grievance Redress Mechanism (GRM)</li> <li>• Stakeholder Engagement</li> <li>• Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH)</li> <li>• Resettlement Action Plan (RAP) preparation and implementation</li> <li>• Occupational Health &amp; Safety in Field Ecology Avian Collision &amp; Electrocution Monitoring</li> <li>• GIS &amp; Data Analytics</li> <li>• Biodiversity Net Gain Accounting</li> <li>• Wetland Restoration and Habitat Management</li> </ul>	<p>1. Capacity building plan to be prepared within 3 months of Effective Date; training is to be conducted regularly and throughout Project implementation.</p>	UETCL
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>1. Prepare and submit to the Association regular monitoring reports on environmental, social, health and safety (E&amp;S) performance of the project.</p> <p>The reports shall include:</p> <ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S documents and actions required under the ESCP.</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.</li> <li>• E&amp;S performance of contractors and subcontractors as reported through monthly contractors’ and supervision firms’ reports.</li> <li>• Number and status of resolution of incidents and accidents reported under action E below.</li> <li>• Status of RAP implementation.</li> <li>• Status of Biodiversity Management Plan (BMP) implementation.</li> </ul>	<p>1. Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.</p>	UETCL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<b>CONTRACTORS' MONTHLY REPORTS</b> 1. Require Contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.	1. Submit the monthly reports to the Association as annexes to the reports to be submitted under action C above.	UETCL
E	<b>INCIDENTS AND ACCIDENTS</b> 1. Notify the Association 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; forced or child labor; land acquisition or resettlement leading to 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 Association upon request.  2. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, 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.	1. Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.  2. Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	UETCL
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b> Implement the approved Environmental and Social Impact Assessments (ESIAs), and corresponding Environmental and Social Management Plans (ESMPs) for the Project, consistent with the relevant ESSs.	Implement throughout project implementation.	UETCL
1.2	<b>MANAGEMENT OF CONTRACTORS</b>		UETCL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ol style="list-style-type: none"> <li>1. Incorporate the relevant aspects of the ESCP, including, inter alia, the Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs)), the Labor Management Procedures (LMP), and the Code of Conduct, into the Environmental and Social (E&amp;S) specifications of the procurement documents and contracts with contractors and supervising firms.</li> <li>2. Thereafter, ensure that the contractors, and supervising firms comply and that they require their subcontractors with the E&amp;S specifications of their respective contracts, and that contractors ensure their subcontractors also comply accordingly.</li> <li>3. Require Contractors to prepare Contractor's Environmental and Social Management Plans (C-ESMPs) in line with the project ESMPs.</li> <li>4. Carry out annual Environmental and Social implementation audits. These shall be reviewed and cleared by the Association.</li> <li>5. Provide copies of the relevant signed contracts with contractors, subcontractors, and supervising firms to the Association upon request.</li> </ol>	<ol style="list-style-type: none"> <li>1. As part of the preparation of procurement documents and before the signing of the respective contracts and effective start of the relevant services of works.</li> <li>2. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.</li> <li>3. Prepare the CESMP prior to commencement of construction activities and thereafter implement through project implementation</li> <li>4. Annually</li> <li>5. Throughout project implementation</li> </ol>	
1.3	<b>TECHNICAL ASSISTANCE</b> <ol style="list-style-type: none"> <li>1. UETCL shall ensure that all technical assistance (TA) activities under the Project including, inter alia, consultancies, capacity building, training, and any other studies are carried out in accordance with terms of reference (ToRs) acceptable to the Association and consistent with the Environmental and Social Standards (ESSs).</li> <li>2. Thereafter, UETCL shall ensure that the outputs of such TA activities are prepared and finalized in accordance with the ToRs, and in a manner acceptable to the Bank.</li> </ol>	1 & 2 Throughout the Project implementation.	UETCL
1.5	<b>ASSOCIATED FACILITIES</b>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	1. Ensure that the activities carried out under the proposed Wobulenzi substation are conducted in accordance with the relevant requirements of this Environmental and Social Commitment Plan (ESCP) and the applicable Environmental and Social Standards (ESSs). This shall include, inter alia, the preparation and implementation of environmental and social instruments such as the Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Resettlement Action Plan (RAP), Labor Management Procedures (LMP), Stakeholder Engagement Plan (SEP), and provisions for management of contractors, as applicable.	1. Prior to the commencement of any corresponding activities, and their implementation throughout the execution of such activities	UETCL
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> 1. Adopt, disclose and implement 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, SH and inclusion and non-discrimination of any individuals or groups who may be affected by the provisions of the AHA), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	1. Adopt, disclose the LMP thirty (30) days after Effective Date and thereafter implement the LMP throughout the Project implementation.	UETCL
2.2	<b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b> 1. Prepare and implement a Health and Safety Management Plan (HSMP) with adequate occupational health and safety measures taking care of all contracts to manage the OHS risks and impacts.  2. Require contractors and subcontractors to prepare and implement OHS Management Measures in accordance with the ESIA/ESMPs under 1.1 and C-ESMPs under 1.2	1. Prepare and adopt the HSMP three months after Effective Date and thereafter implement throughout project implementation. Revise HSMP as necessary throughout the implementation  2. Throughout project implementation	UETCL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>1. Establish, maintain, and operate a grievance mechanism (GM) for all Project workers as described in the Labor Management Procedures (LMP) and consistent with the requirements of Environmental and Social Standard 2 (ESS2). The grievance mechanism shall be accessible, confidential, and responsive, and shall allow workers to raise individual and workplace concerns including issues related to terms and conditions of employment, labor rights, workplace safety, discrimination, or sexual exploitation and abuse/harassment (SEA/SH) without fear of retaliation.</p> <p>2. A hotline (0800 277002) has been established, hosted and operated by the UETCL Grievance Officer, who shall be trained on how to handle issues of vulnerable or marginalized individuals or groups who may be adversely affected by the provisions of the AHA, to lodge their complaints of discrimination.</p>	<p>The mechanism shall be established and operationalized before engaging Project workers (including contracted and community workers) and shall be maintained and operated throughout Project implementation.</p> <p>2. Maintain throughout Project implementation.</p>	UETCL
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>1. Implement a Waste Management Plan (WMP), as part of the ESMPs prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	1. Same timeline as 1.1 and thereafter implement throughout project.	UETCL
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>1. Incorporate resource efficiency and pollution prevention and management measures in the ESMPs prepared under action 1.1 above.</p>	1. Same timeframe as 1.1 and thereafter implement throughout project	UETCL
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>1. Incorporate measures to manage traffic and road safety risks as required in the ESMPs prepared under action 1.2 as outlined above.</p> <p>2. The Borrower shall implement measures and actions to assess and manage traffic and road safety risks to the community resulting from movement of Project vehicles or activities which may present safety risks on public roads, etc. The measures are incorporated into the ESMPs.</p>	1 & 2 Same timeframe as 1.1 and thereafter implement throughout project	UETCL



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <ol style="list-style-type: none"> <li>1. UETCL shall assess and manage specific risks and impacts to the community arising from Project activities, including but not limited to, the behavior of Project workers, risks of labor influx, such as the spread of HIV/AIDS and other communicable diseases, response to emergency situations, and include mitigation measures in the C-ESMPs to be prepared in accordance with the ESMPs.</li> <li>2. The Health and Safety Management Plan to be developed as outlined in Section 2.2 above shall include measures to assess and manage health and safety risks and impact to the community arising from the project activities and included in the C-ESMP to be prepared in accordance with the ESMPs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Same timeframe as for the preparation and implementation of the C-ESMPs in 1.2 while undertaking activities involving communities.</li> </ol>	UETCL
4.3	<p><b>SEA AND SH RISKS</b></p> <ol style="list-style-type: none"> <li>1. UETCL shall prepare, adopt, and implement a Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) Action Plan to assess, prevent, and respond to SEA/SH risks associated with the Project, in accordance with the Bank's SEA/SH risk assessment tool, the relevant Environmental and Social Standards (ESSs), and in a manner acceptable to the Bank.</li> </ol> <p>The SEA/SH Action Plan shall include, at a minimum, measures for:</p> <ul style="list-style-type: none"> <li>• Awareness raising and training for workers and communities;</li> <li>• Codes of conduct for all Project workers (including contractors and subcontractors);</li> <li>• Survivor-centered grievance redress mechanisms; and</li> <li>• Engagement with relevant service providers for survivor support.</li> </ul> <p>The SEA/SH Action Plan shall be prepared as a standalone document and will be integrated into the Labor Management Procedures (LMP) and/or Environmental and Social Management Plan (ESMP), as applicable,</p>	<ol style="list-style-type: none"> <li>1. UETCL shall prepare and adopt the SEA/SH Action Plan six months before commencement of civil works and thereafter implement the SEA/SH Action Plan throughout Project implementation.</li> </ol>	UETCL
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	<ol style="list-style-type: none"> <li>1. UETCL has prepared a Resettlement Policy Framework (RPF) for the Project which will guide the preparation of Resettlement Action Plans (RAPs) for land acquisition and compensation activities. The RPF has been developed in accordance with the principles and requirements of ESS5, ensuring that affected persons are meaningfully consulted, adequately and timely compensated at replacement cost and that livelihoods are restored or improved.</li> <li>2. UETCL will prepare, consult, adopt and disclose site specific Resettlement Plans for the transmission line and associated sites as provided in the RPF and consistent with ESS5, and thereafter implement them in a manner acceptable to the Association. All Resettlement plans must be approved by the Bank and disclosed both by the Association and UETCL.</li> </ol>	<ol style="list-style-type: none"> <li>1. Maintain and implement the RPF throughout the project implementation.</li> <li>2. UETCL shall prepare and implement the site-specific RAPs (including Livelihood Restoration Plans), prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation at replacement cost has been provided, in line with ESS5.</li> </ol>	UETCL
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> <ol style="list-style-type: none"> <li>1. Adopt and Implement the Biodiversity Management Plan (BMP) prepared as part of the ESIAs and ESMPs under 1.1.</li> </ol>	<ol style="list-style-type: none"> <li>1. Adopt the BMP prior to appraisal and thereafter implement throughout Project implementation.</li> </ol>	MEMD and UETCL
6.2	<b>Implementation of Biodiversity Net Gain Strategy</b> <ol style="list-style-type: none"> <li>1. Implement the Net Gain Strategy that is identified under Component 2 of the Project and consistent with ESS6. This will include: <ol style="list-style-type: none"> <li>a. Greening Old Transmission Lines</li> <li>b. Conservation Partnerships</li> <li>c. UETCL Capacity Building and Institutional Strengthening</li> <li>d. Avifaunal Impacts Monitoring Program</li> <li>e. Collaboration with Other African Power Utilities</li> </ol> </li> </ol>	Implement the Net Gain Strategy throughout project implementation. .	UETCL
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	N/A		
<b>ESS 8: CULTURAL HERITAGE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.1	<b>CULTURAL HERITAGE RISKS AND IMPACTS</b> 1. Adopt and implement measures for safeguarding cultural heritage sites in accordance with the Summary Cultural Heritage Management Plan in the Project ESIAs under 1.1, and consistent with ESS8. UETCL shall identify cultural heritage sites for exclusion from the implementation of Project activities to the extent possible. Where exclusions cannot be made, measures to address risks and impacts on cultural heritage will be included in the sub-Project ESMP.	1. Adopt measures indicated in the ESIAs, prior to the start of activities, and thereafter implement them throughout the Project implementation period.	UETCL
8.2	<b>CHANCE FINDS</b> 1. Implement the chance finds procedures provided for in the ESIAs under 1.1	1. Adopt chance finds procedures as outlined in the ESIAs and ESMPs prior to the start of activities and thereafter implement throughout the Project implementation period.	UETCL
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	N/A		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN</b> 1. Adopt and implement the SEP consistent with ESS10, including measures to 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.  2. UETCL will disclose all key relevant information.	1. The SEP shall be consulted, finalized, adopted and disclosed prior to Effectiveness and implemented and updated throughout the Project implementation.  2. Throughout the Project implementation.	UETCL
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> 1. UETCL shall 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	1. The grievance mechanism shall be established and operationalized prior to the implementation of activities. The mechanism shall be	UETCL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>2. 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>maintained and shall remain operational throughout Project implementation.</p>	
<b>INDICATORS FOR IMPLEMENTATION READINESS .</b>			
<p><b>The following actions are indicators for implementation readiness:</b></p> <p>A. Recruitment of a full-time qualified Environmental Specialist, Health and Safety Specialist, and a Social Development Specialist before the Effective Date and thereafter maintain these positions throughout Project implementation.</p> <p>B. Submit a capacity building plan within six months after the Effective Date and thereafter implement it during the Project implementation.</p> <p>1.1 Adopt the ESIAs and their annexes prior to implementation of Project activities and thereafter implement throughout Project implementation.</p> <p>2.1 Adopt the Labor Management Plan thirty days after Effectiveness and thereafter implement throughout the Project implementation.</p> <p>2.2 Prepare a Health and Safety Management Plan three months after Effective Date and thereafter implement throughout the project implementation period.</p> <p>6.1 Adopt the Biodiversity Management Plan (BMP) prior to appraisal and thereafter implement it throughout Project implementation.</p> <p>10.1 Preparation and adoption of the SEP consistent with ESS10 prior to EFFECTIVENESS and its implementation throughout Project implementation.</p>			