

Environmental and Social Commitment Plan
For
Energy Sector Security Enhancement Project and its
Additional Financing

Project ID no: 181811

Bangladesh Oil, Gas & Mineral Corporation (Petrobangla)

May 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Bangladesh Oil, Gas & Mineral Corporation (Petrobangla) will implement the Energy Sector Security Enhancement Project (the **Project**), as set out in the Project Agreement(s) for the original financing and additional financing (Agreement(s)). The International Development Association (Association) has agreed to provide the original financing and additional financing for a payment guarantee for the Project. This ESCP supersedes previous versions of the ESCP for the Project, and shall apply both to the original and the additional financing for the Project referred to above.
2. Petrobangla 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(s). Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that Petrobangla 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 and implemented under the Project, consistent with the ESS, 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 Agreement(s), Petrobangla shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and Petrobangla, 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 Petrobangla agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and Petrobangla. Petrobangla 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
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE Maintain the existing environmental and social management team within Petrobangla.	Throughout Project implementation	Petrobangla
MONITORING AND REPORTING			
B	REGULAR REPORTING Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: • Status of implementation of Petrobangla's ESMS • Summary of stakeholder engagement activities carried out as per this ESCP. • Complaints submitted to the grievance mechanism, the grievance log, and progress made in resolving them. • Number and status of resolution of incidents and accidents reported under action E below. • E&S performance of the LNG Suppliers.	Submit semestral reports to the Association throughout Project implementation, commencing after the Effective Date of the Project Agreement. Submit each report to the Association no later than 30 days after the end of each reporting period.	Petrobangla
C	INCIDENTS AND ACCIDENTS 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; 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. 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.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request. 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.	Petrobangla
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

1.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) Continue implementing Petrobangla's existing ESMS and the screening criteria and procedures for selecting LNG suppliers and conducting assessments of their E&S management.	ESMS and screening criteria implemented throughout the Project implementation	Petrobangla
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES. Continue to ensure that workers are engaged in the implementation of the Project consistent with ESS2. To this end, ensure that the following measures are implemented: a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable; b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP); c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions; d) Maintain the existing grievance mechanism active throughout Project implementation e) Continue to implement the code of conduct for workers, including nondiscriminatory practices and measures to prevent and respond to SEA and SH cases; f) Incorporate the relevant requirements above in the ESHS specifications of the contracts with the selected LNG suppliers and contracts with third parties that engage workers in the implementation of the Project.	Same timeframe as action 1.1 above	Petrobangla

ESS 3 and ESS4 RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT; COMMUNITY HEALTH AND SAFETY			
3.1	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Continue to implement relevant aspects of these standards (e.g. waste management from transport of LNG, pollution prevention and management measures; community health and safety including emergency response, SEA/SH risks) within Petrobangla ESMS	Same timeframe as action 1.1 above	Petrobangla
ESS 5 -9			
	Not currently relevant		

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE: Petrobangla is currently engaged with relevant stakeholders throughout its activities. Engagement will be maintained during implementation of the Project, in a manner consistent with ESS 10. To this end, it will ensure that the following measures are continuously implemented in Petrobangla's ESMS: a) Provide stakeholders with information about the environmental and social risks and impacts of the Project in a timely, understandable, accessible and appropriate manner and format, including but not limited to the environmental and social screening criteria for LNG suppliers; b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social aspects of the Project as the screening criteria for LNG suppliers; c) Document the stakeholder engagement activities, including: (i) description of consultations and participation mechanisms utilized, and records of meetings held; (ii) feedback received and responses to said feedback; and (iii) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or	Same timeframe as action 1.1 above	Petrobangla

	vulnerable.		
10.2	PROJECT GRIEVANCE MECHANISM Continue to implement the existing grievance mechanism in a manner consistent with ESS10.	Same timeframe as action 1.1 above	Petrobangla
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: Action 1.1, 10.1 and 10.2.			