



**Republic Serbia**  
**Ministry of Science, Technological Development, and Innovation**

**Serbia Accelerating Innovation and Growth Entrepreneurship AI and BIO4  
Original Financing (P170185) and Additional Financings (P174542 and  
P181485)**

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

Negotiations version

**July, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Serbia (the Borrower) is implementing the Serbia Accelerating Innovation and Growth Entrepreneurship Project (the Project), with the involvement of the Ministry of Science, Innovation and Technological Development (NITRA), the Science Fund (SF), and the Innovation Fund (IF), as set out in the Loan Agreements (Loan \_\_\_\_ -YF and Loan \_\_\_\_ -YF) and Grant Agreement (Grant \_\_\_\_ -YF). The International Bank for Reconstruction and Development (the Bank) has agreed to provide the original financing (P170185), Additional Financing I (P174542) and Additional Financing II (P181485) for the Project, as set out in the referred agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financings for Project referred to above.
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 World Bank. The ESCP is a part of the Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
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, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Borrower, through the Ministry of Science, Innovation and Technological Development, and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower (Minister of Science Innovation, and Technological Development, Ministry of Science Innovation, and Technological Development). The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Submit six-monthly reports to the Bank throughout Project implementation. Submit each report to the World Bank no later than 30 days after the end of each reporting period.</p>	<p>NITRA, through the Project Implementation Unit (PIU)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank</p>	<p>Science Fund (SF)</p> <p>Innovation Fund (IF)</p> <p>NITRA, through the PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	<p><b>MONTHLY REPORTS</b></p> <p>Require [SF, IF, Artificial Intelligence Institute, BIO4 Campus], contractors and supervising firms to provide monthly monitoring reports on the ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	Submit monthly reports to the Bank as annexes to the reports to be submitted under action A above.	NITRA, through the PIU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain the existing PIU within NITRA with qualified staff and resources to support management of ESHS risks and impacts of the Project, including hiring an experienced full time environmental expert and an experienced full time social expert.</p>	<p>Maintain a PIU as set out in the Loan and Grant Agreements.</p> <p>Hire one full time environmental specialist and one full time social specialist before the opening of any grants calls to be financed by the Additional Financing II and thereafter maintain these positions throughout Project implementation.</p>	NITRA
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Implement the Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>Adopt and implement, Environmental Management Plans (ESMPs) or ESMP Checklists (ESMP-CL), and other relevant E&amp;S instruments as required under the ESMF for the respective Project activities, following E&amp;S screening of respective Project activities, all in accordance with the relevant Environmental and Social Standards (ESSs). The proposed activities described in the exclusion lists set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>Implement the updated ESMF, throughout Project implementation.</p> <p>Adopt the ESMP prior to the carrying out of the Project activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</p>	NITRA, through the PIU SF and IF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
			NITRA, through the PIU SF and IF
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Ensure that the relevant aspects of this ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, are incorporated into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter, ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts</p> <p>Supervise contractors throughout Project implementation</p>	NITRA, through the PIU, SF and IF
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), designs, capacity building, training, and any other technical assistance (TA) activities under the Project (including, for BIO4 and AI Institute) are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter, ensure that the outputs of such activities, are consistent with the terms of reference.</p>	Throughout Project implementation.	NITRA, through the PIU SF and IF

<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Implement the updated Labor Management Procedures (LMP) for the Project, integrated into the updated ESMF including, inter alia, on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Implement the updated LMP throughout Project implementation.	NITRA, through the PIU
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Update the existing grievance mechanism for project workers, as described in the LMP and consistent with ESS2.</p>	Update the existing grievance mechanism prior to engaging new Project workers under the Additional Financing II and thereafter maintain and operate it throughout Project implementation.	NITRA, through the PIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Implement waste management measures, under the ESMPs/ESMP Checklists, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Same timeframe as for the adoption and implementation of the ESMP/ESMP-CL under action 1.2 above in accordance with the ESMF.	NITRA, through the PIU
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate and apply resource efficiency and pollution prevention and management measures, including ensuring compliance with energy efficiency (EE) requirements in accordance with ESS3 and the World Bank Group Environmental, Health, and Safety (EHS) Guidelines, in the ESMPs/ESMP-CL to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMP/ESMP-CL under action 1.2 above in accordance with the ESMF.	NITRA, through the PIU

<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess, manage, monitor, and report any direct and indirect risks and impacts to the community resulting from Project and sub-project activities, including research activities and their commercial use and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p> <p>Prepare Risk Hazard Assessment (RHAs) and Emergency Response Plans (ERPs), for BIO4 activities financed under the Project, and for each research activities that will be carried out in any other laboratory and incorporate the RHAs and ERPs into the Environmental and Social Management Plans (ESMPs) in accordance with the Environmental and Social Management Framework (ESMF). Ensure that the risks and impacts of the project are assessed, managed, and monitored in a manner acceptable to the Bank.</p>	<p>Mitigation measures, including RHAs and ERPs shall be prepared and incorporated in the ESMPs- ESMP-CLs with the same timeframe as for the adoption and implementation of the ESMP/ESMP-CL in accordance with the ESMF under action 1.2 above.</p>	<p>NITRA, through the PIU</p>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p>Not currently relevant for the Project.</p>		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Assess and manage relevant aspects of this standard in accordance with the ESMF and consistent with ESS6. Include relevant measures in the ESMPs and ESMP-CLs to be prepared under action 1.2 above.</p>	<p>Same timeframe as for the adoption and implementation of the ESMPs and ESMP-CLs under action 1.2 above.</p>	<p>NITRA, through the PIU</p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p>Not relevant for the Project</p>		
<b>ESS 8: CULTURAL HERITAGE</b>			
	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Assess and manage relevant aspects of this standard in accordance with the ESMF and consistent with ESS8. Include relevant measures in the ESMPs and ESMP CLs.</p>	<p>Same timeframe as for the adoption and implementation of ESMPs under action 1.2 above.</p>	<p>NITRA, through the PIU</p>

	<p><b>CHANCE FINDS</b> Describe and implement chance find procedures as part of the ESMPs/ESMP-CLs under the Project.</p>	Same timeframe as for the adoption and implementation of ESMPs/ESMP-CLs under action 1.2 above.	NITRA, through the PIU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	Not relevant for the Project		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Implement the updated Stakeholder Engagement Plan (SEP) which incorporates aspects related to the activities financed under the Second Additional Financing. The updated SEP for the Project, consistent with ESS10, includes measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p> <p>Ensure that all Project activities entail proactive involvement with stakeholders and affected communities, with particular focus on those in health sector and earmarked for commercialization support.</p>	<p>Implement the updated SEP throughout Project implementation.</p> <p>Before activities start and throughout project implementation.</p>	NITRA, through the PIU



10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Update and publicize the existing grievance mechanism to incorporate the activities financed under the Second Additional Financing. Thereafter, maintain, and operate the updated grievance mechanism, which shall be equipped to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Update and publicize the grievance mechanism no later than 30 days after the Effective Date of the Additional Financing II, and thereafter maintain and operate the mechanism throughout Project implementation.	NITRA, through the PIU
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training for PIU staff</p> <ul style="list-style-type: none"> <li>• specific aspects of environmental and social assessment</li> </ul> <p>Training for Grant recipients</p> <ul style="list-style-type: none"> <li>• emergency preparedness and response</li> <li>• community health and safety.</li> </ul>	Throughout Project implementation	NITRA, through the PIU
CS2	Training for grant recipients, and other scientific research institutions on ESF		NITRA, through the PIU