

**Republic of Angola /
National Transmission Network Company
(Rede Nacional de Transporte - RNT)**

**HUILA – CUNENE INTERCONNECTION
PROJECT (P512716)**

**As MPA Southern Transmission Network
Expansion Project**

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

Negotiated Version

October 20 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Angola (the Borrower) will implement the RETRADE-SA MPA Phase 1: Southern Transmission Network Expansion Project (the Project), with the involvement of the National Transmission Network Company (Rede Nacional de Transporte de Electricidade - RNT), as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project, as set out in 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. 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 Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. 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 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 Minister of Planning as 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
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE a) Establish and maintain a Project Implementation Unit at RNT with qualified staff and resources hired or appointed to support management of environmental, social, health and safety (ESHS) risks and impacts related with the implementation of Components 1, 2.2, 3 and 4 of the Project including the following full-time positions: i. One Environmental Specialist; ii. One Social Specialist; iii. One Senior Environmental Specialist; iv. One Senior Social Specialist; v. One Occupational, Health and Safety Specialist; vi. One Gender Based Violence (GBV) specialist. These specialists must have experience and qualifications in accordance with terms of reference satisfactory to the World Bank and be hired or appointed based on those terms of reference.	a. Establish the PIU and hire or appoint the positions listed under this action within the timeline below and thereafter maintain the PIU and these positions throughout Project implementation: i. one Environmental Specialist - by the Effective Date; ii. one Social Specialist - by the Effective Date; iii. one Senior Environmental Specialist - No later than one (1) month after the Effective Date; iv. one Senior Social Specialist - No later than one (1) month after the Effective Date; v. one (1) Health and Safety Specialist - Before the commencement of the corresponding works; vi. one (1) GBV specialist – Before the commencement of the corresponding works.	RNT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	CAPACITY BUILDING PLAN/MEASURES a) Prepare and implement a capacity-building plan for the PIU staff and project workers covering the following topics: • Assessment and management of ESHS risks and impacts; • Labor and working conditions, including occupational health and safety; • Community health and safety; • Emergency preparedness and response; • Resource efficiency and pollution prevention and management; • Biodiversity conservation; • Land acquisition, physical and economic displacement and involuntary resettlement; • Stakeholder mapping and engagement; • Design and implementation of Grievance Redress Mechanism (GRM) sensitive to Sexual exploitation and abuse (SEA)/ sexual harassment (SH); • Contractors/subcontractors ESHS performance management; • Codes of conduct. b) Prepare and implement an awareness-raising plan for the affected communities covering the following topics: • Communicable diseases (HIV-AIDS/STD); • Sexual exploitation and abuse (SEA) / sexual harassment (SH); • Road safety; • Emergency preparedness and response • Expectations based on the codes of conduct for project workers; • Community engagement; • Grievance mechanisms; • Project-related employment opportunities.	a) Before the commencement of any activity under Components 1, 2.2, 3 and 4 provide the PIU staff and project workers, with regular trainings and maintain throughout the project implementation. b) Before the start of any activities under component 1 and 2 with respect to the communities under each of those components, with regular refresher training delivered throughout the project implementation.	RNT
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Bank regular monitoring reports on the ESHS performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan (SEP). • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below.	Submit quarterly reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 15 business days after the end of each reporting period.	RNT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	CONTRACTORS' MONTHLY REPORTS Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.	Submit the monthly reports to the Bank as annexes to the reports to be submitted under action C above throughout the duration of the Contractors' contracts.	RNT
E	INCIDENTS AND ACCIDENTS a) 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; forced or child labor; displacement without due process (forced eviction); allegations of SEA, or SH; or disease outbreaks. Provide available details of the incident or accident to the Bank upon request. b) 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.	a) Notify the Bank no later than 24 hours after learning of an incident regarding SEA/SH or an accident resulting in fatalities or serious injuries. For any other incidents or accidents, notify the Bank no later than 48 hours after learning of those accidents or incidents. Provide available details upon request. b) Provide review report and Corrective Action Plan to the Bank no later than ten (10) days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.	RNT
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Update, consult upon, disclose and implement an Environmental and Social Impact Assessment (ESIA) and corresponding Environmental and Social Management Plan (ESMP) and a Biodiversity Management Plan (BMP), consistent with relevant ESSs for the Lubango-Cahama 400kV transmission line and associated substations (including the construction of a 400kV transmission line from Lubango to Cahama, the expansion of the associated 400/220/60kV Lubango substation, and the construction of a 400/220/60kV Cahama substation) consistent with the relevant ESSs.	1. An ESIA and ESMP for Lubango-Cahama-Namibian Border 400 kV TL and associated substations was prepared and disclosed on September 22, 2025 and will be updated for the 400kV Lubango-Cahama transmission line and redisclosed prior to the commencement of any civil	RNT

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
2. Following the disclosure of the existing E&S scoping study including ToR for ESIA, prepare, consult upon, disclose and implement an ESIA and ESMP for the construction of Cahama-Xangongo-Ondjiva 220kV transmission line and associated substations, including a Critical Habitat Assessment (CHA), a Biodiversity Management Plan (BMP) and Cumulative Impact Assessment (CIA), consistent with the relevant ESSs. 3. Prepare and implement a Generic ESMP for activities planned under Subcomponent 3.1 (smart grid upgrades across the transmission network and upgrade of the National Control Center (NCC), including the construction of backup NCC), consistent with the relevant ESSs. The proposed subprojects described in the exclusion list set out in the Project Implementation Manual (PIM) shall be ineligible to receive financing under the Project. 4. Cause the contractors to adopt and implement Construction ESMPs (C-ESMPs), consistent with the relevant ESSs, for (1) the Lubango-Cahama 400kV transmission line and associated substations, (2) the Cahama-Xangongo-Ondjiva 220kV transmission line and associated substations, and (3) smart grid upgrades and NCC. The C-ESMPs shall include SEA/SH risk mitigation and response measures in line with those included in the site-specific ESIA/ESMP.	works and thereafter implemented throughout Project implementation. and thereafter implemented throughout Project implementation. 2. An E&S scoping study including ToR for the subsequent ESIA and ESMP for Cahama-Xangongo-Ondjiva 220kV transmission line and associated substations was prepared, consulted upon, and disclosed on September 22, 2025. The ESIA and ESMP will be prepared, consulted upon, and disclosed before launching the bidding process for civil works, and thereafter implemented throughout Project implementation, and thereafter implemented throughout Project implementation, and thereafter implemented throughout Project implementation 3. Prepare a Generic ESMP before launching the procurement of civil works for Subcomponent 3.1 and thereafter implemented throughout Project implementation. 4. Cause the contractors to adopt the C-ESMPs before construction contract signature and thereafter	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		implement them throughout Project implementation.	
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, site-specific ESIA/ESMP, the Labor Management Procedures, and code of conduct, 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 that they require their subcontractors to comply with the ESHS specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.	RNT
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility 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 ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	RNT
1.4	COMMON APPROACH Ensure, and cause the PIU to ensure, that the SPV carries out Component 2.1 of the Project in accordance with the PSSs, the ESMS, and the ESAP, all in a manner acceptable to the Bank.	From the establishment of the SPV and throughout the implementation of Component 2.1.	RNT
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare, disclose, and implement the Labor Management Procedures (LMP) for the Project.	Prepare and disclose the LMP no later than two (2) months after the Effective Date, and thereafter implement the LMP throughout Project implementation.	RNT
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN 1. Prepare and include in the ESIAs/ESMPs prepared under actions 1.1(1), (2) and (3) above an OHS Management Plan to assess and manage the OHS risks and impacts of the civil works planned under the Project, consistent with national regulations, Good International Industry Practices (GIIP) and the World Bank Group General Guidelines on Environmental, Health and Safety Guidelines (EHS) and sector-specific guidelines for Electric Power Transmission and Distribution.	1. Same timeframe as under actions 1.1(1), (2) and (3) above. 2. Same timeframe as under actions 1.1(4) above.	RNT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	2. Require contractors and subcontractors to prepare and implement OHS Management Plan in accordance with ESIA/ESMPs prepared under actions 1.1(1), (2) and (3) above.		
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS 1. Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2, including procedures to report SEA/SH incidents in an ethical and confidential manner, following a survivor centered approach. 2. Include the mechanism as a part of the procurement documents for the supervising firms and the contractors, with stipulations that they include similar provisions in agreements with their subcontractors before the start of Project works. 3. Disseminate and explain the grievance mechanism for Project workers to contractors' workers.	1. Establish grievance mechanism prior to engaging Project workers (including PIU workers and consultants) and thereafter maintain and operate it throughout Project implementation. 2. As part of the preparation of procurement documents and respective contracts. 3. Prior to the commencement of works and throughout Project implementation.	RNT
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of the (i) Lubango-Chahama 400kV TL and associated substations and (ii) Cahama-Ondjiva 220kV TL and associated substations and Generic ESMP prepared under actions 1.1(1), (2) and (3) above, to manage hazardous and non-hazardous wastes, consistent with ESS3. Cause contractors to adopt and implement the WMP as part of the C-ESMPs prepared under action 1.1(4).	Same timeframe as under actions 1.1(1), (2), (3) and (4) above.	RNT
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures, consistent with ESS3, in the ESMPs and ESMF prepared under actions 1.1(1), (2) and (3) above. Cause contractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(4).	Same timeframe as under actions 1.1(1), (2), (3) and (4) above.	RNT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMPs for the (i) Lubango-Chahama 400kV TL and associated substations and (ii) Cahama-Ondjiva 220kV TL and associated substations and Generic ESMP prepared under actions 1.1(1), (2) and (3) above. Cause contractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(4).	Same timeframe as under actions 1.1(1), (2), (3) and (4) above.	RNT
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, construction-induced traffic, community exposure to health issues, management and safety of hazardous materials, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs and ESMF prepared under actions 1.1(1), (2) and (3) above. Cause contractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(4).	Same timeframe as under actions 1.1(1), (2), (3) and (4) above.	RNT
4.3	SEA AND SH RISKS Prepare and implement a SEA/SH Prevention and Response Action Plan to assess and manage the risks of SEA and SH.	SEA/SH prevention and response measures were included in the SEP prepared and disclosed in September 22, 2025 according to actions 1.1(1), (2) and (3) above. Prepare and disclose the SEA/SH Prevention and Response Action Plan no later than two (2) months after the Effective Date, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	RNT
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT FRAMEWORK AND PLANS 1. Update and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5. 2. Prepare and implement a Resettlement Plan (RP) for each activity under the Project (including Component 2.1) for such RP is required as set out in the RPF and consistent with ESS5.	1. A draft RPF was prepared, and disclosed on September 22, 2025, and will be updated and redisclosed no later than two (2) months after the Effective Date, and thereafter implemented throughout Project implementation.	RNT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	3. Prepare and submit a Land memo to use project funds for pay for resettlement implementation costs.	2. Prepare and implement the measures of the respective RPs prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and, as applicable, displaced people have been resettled and moving allowances have been provided. 3. Submit a Land memo request to WB by negotiations to use project funds for pay for resettlement implementation. Costs and implement RAP before the commencement of civil works.	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Prepare and implement a Biodiversity Management Plan (BMP) with measures and actions to manage and monitor any risks and impacts on biodiversity values and ecosystem services, as part of the ESIAs/ESMPs prepared under actions 1.1(1) e (2) above, consistent with ESS6. These ESIAs/ESMPs shall include specific criteria and procedures to ensure that the activities planned under the construction of (i) Lubango-Cahama 400kV TL and associated substations and (ii) Cahama-Ondjiva 220kV TL and associated substations, are designed and implemented in a way that prevents damage to protection areas or critical habitats, in accordance with ESS6 requirements and in a manner acceptable to the Bank. Cause contractors to adopt and implement the BMP as part of the C-ESMPs prepared under action 1.1(4).	Same timeframe as under actions 1.1(1), (2) and (4) above.	RNT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES FRAMEWORK AND PLANS Update, finalize, disclose, and implement an Indigenous Peoples Plan (IPP) for each activity under the Project where Indigenous Peoples (referred to as Ethnolinguistic Minorities in Angola) are present in the Project's area, based on consultations with Indigenous Peoples, in a manner consistent with ESS7.	Update, finalize and disclose the IPP prior to the launching of procurement for any activity that requires the preparation of such IPP. Once finalized, implement the respective IPP throughout Project implementation.	RNT
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Prepare and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMPs prepared under actions 1.1(1) and (2), consistent with ESS8. Cause contractors to adopt and implement the CHMP as part of the C-ESMPs prepared under action 1.1(4).	Same timeframe as under actions 1.1(1), (2) and (4) above.	RNT
8.2	CHANCE FINDS Describe and implement the chance finds procedures as part of the ESMF prepared under action 1.1(3) above. Cause contractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(4).	Same timeframe as under actions 1.1(3) and (4) above.	RNT
ESS 9: FINANCIAL INTERMEDIARIES			
NOT CURRENTLY RELEVANT			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include 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.	A draft SEP was prepared, consulted upon and disclosed on September 22, 2025. Update the SEP and redisclose no later than two (2) months after the Effective Date, and thereafter implement the SEP throughout Project implementation.	RNT
10.2	PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, operate, and disseminate 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 retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.	Establish the grievance mechanism no later than two (2) months after the Effective Date, and thereafter maintain, operate, and disseminate the mechanism throughout Project implementation.	RNT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness of activities in the areas where they apply: A; 1.1; 2.1; 2.2; 2.3; 4.3; 5.1; 7.1;10.1; 10.2.			