

Overall Plans and Policies

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Management Plan (that will address commitment)	Comments
1	Pre-construction	Environmental and Social Management System	Environmental and Social Policy	Develop and implement Environmental and Social Policy for the project construction phase in line with guidelines defined in the ESMP.	Environmental and Social Management Plan	All Project locations	PWMC Srbijavode / Cascaded to Contractor	Environmental and Social Policy	
2	Pre-construction	Environmental and Social Management System	Human Resources Policy	Develop and implement Human Resources Policy project construction phase in line with guidelines defined in the ESMP.	Environmental and Social Management Plan	All Project locations	PWMC Srbijavode / Cascaded to Contractor	Human Resources Policy	
3	Pre-construction	Environmental and Social Management System	Occupational Health and Safety Policy	Develop and implement Occupational Health and Safety Policy project construction phase in line with guidelines defined in the ESMP.	Environmental and Social Management Plan	All Project locations	PWMC Srbijavode / Cascaded to Contractor	Occupational Health and Safety Policy	
4	Pre-construction	Environmental and Social Management System	Management Plan	Regularly review and update (at least annually) plans developed as a part of the ESIA Package: - Environmental and Social Management Plan - Stakeholder Engagement Plan (including Grievance Mechanism) - Land Acquisition Corrective Action Plan - Biodiversity Management Plan (BMP)  Update these plans of ESMP required in case of any planning, design / project changes, or triggers defined in the Change Management Procedure.	Environmental and Social Management Plan	All Project locations	PWMC Srbijavode	Individual Management Plans defined in the ESMP Table 3.	
5	Construction	Environmental and Social Management System	Construction Phase Management Plans	Develop Construction Environmental and Social Management Plan (CESMP), and all subplans (as defined in the ESMP Table 4) in line with requirements set out in ESIA and ESMP. List of subplans to be developed as part of the CESMP or standalone documents: - Traffic Management Plan - Waste Management Plan (covering hazardous and non-hazardous waste streams) - Resource and Material Management Plan (RMMP) - Spill Prevention and Response Plan - Wastewater Management Plan - Stormwater Management Plan - Erosion and Sediment Control Plan (ESCP) - Site Restoration and Rehabilitation Plan (SRRP) - Cultural Heritage Management Plan - Occupational Health and Safety Management Plan - Emergency Preparedness and Response Plan - Community Health, Safety, and Security Management Plan - Water Environment Monitoring and Mitigation Plan (WEMMP) - Biodiversity Management Plan (BMP) - Labour Management Plan - Subcontractor Management Plan (SMP)	ESIA, Environmental and Social Management Plan	All Project locations	Contractor	Individual Management Plans as defined in the ESMP Table 4.	
6	Operation	Operations Management System	Environmental and Social Policy	Develop and implement Environmental and Social Policy for the project operation phase in line with guidelines defined in the ESMP.	Environmental and Social Management Plan	All Project locations	PWMC Srbijavode	Environmental and Social Policy	
7	Operation	Operations Management System	Human Resources Policy	Develop and implement Human Resources Policy project operation phase in line with guidelines defined in the ESMP.	Environmental and Social Management Plan	All Project locations	PWMC Srbijavode	Human Resources Policy	
8	Operation	Operations Management System	Occupational Health and Safety Policy	Develop and implement Occupational Health and Safety Policy project operation phase in line with guidelines defined in the ESMP.	Environmental and Social Management Plan	All Project locations	PWMC Srbijavode	Occupational Health and Safety Policy	
9	Operation	Operations Management System	Operation and Maintenance	Develop and implement Operation and Maintenance (O&M) Plan in line with the requirements set out in the ESMP (Table 5) and ESIA.	ESIA, ESMP, Operational Rules	All Project locations	PWMC Srbijavode	Operation and Maintenance (O&M) Plan	
10	Operation	Operations Management System	Surveyance and Monitoring	Develop and implement Surveyance and Monitoring Plan in line with the requirements set out in the ESMP (Table 5), ESIA and Operational Rules.	ESIA, ESMP, Operational Rules	All Project locations	PWMC Srbijavode	Surveyance and Monitoring Plan	
11	Operation	Operations Management System	Emergency Preparedness and Response	Update and finalise Emergency Preparedness and Response Plan (developed as a part of the ESIA Package) based on the final design / as build design and findings of the Capacity Assessment. Ensure coordination with relevant authorities and align with local, regional and national emergency preparedness and response.	ESIA, EPRP	All Project locations	PWMC Srbijavode	Emergency Preparedness and Response Plan	
12	Operation	Operations Management System	Environmental and Social Management	Develop Operational Environmental and Social Management Plan (OESMP), and all subplans (as defined in the ESMP Table 5) in line with requirements set out in ESIA and ESMP. List of subplans to be developed as part of the OESMP or standalone documents: - Waste Management Plan - Spill Prevention and Response Plan - Wastewater Management Plan - Stormwater Management Plan - Erosion and Sediment Control Plan - Occupational Health and Safety Management Plan - Community Health, Safety, and Security Management Plan - Water Environment Monitoring and Mitigation Plan (WEMMP) - Biodiversity Management Plan	ESIA, ESMP	All Project locations	PWMC Srbijavode	Operational Environmental and Social Management Plan	
13	Operation	Operations Management System	Operational Capacity	Implement Capacity Building Plan / Program as per the findings of the capacity assessment.	Capacity Assessment Report	All Project locations	PWMC Srbijavode	Capacity Building Plan / Program	
14	All Phases	Monitoring	All	Implement Monitoring Plan developed as a part Environmental and Social Management Plan (Chapter 6, Table 6). Review and update Monitoring Plan in case of any planning, design / project changes, or triggers defined in the Change Management Procedure.	ESIA, ESMP	All Project locations	PWMC Srbijavode, Contractor	Environmental and Social Monitoring Plan as a part of the ESMP	
15	All Phases	Environmental and Social Management	Environmental Impact Assessment (Serbian legislation)	Implement Environmental Impact Assessment developed in line with Serbian legislation. In case there is a difference in mitigation measures prescribed for the same impact/risk, implement more stringent one.	Environmental Impact Assessment (Serbian legislation)	All Project locations	PWMC Srbijavode, Contractor	As per the relevant topic	
16	All Phases	Environmental and Social Management	Environmental Impact Assessment (Serbian legislation) / Conditions and Requirements of Authorities of Republic of Serbia	All decisions and conditions of the relevant authorities of the Republic of Serbia are relevant, and should be implemented in line with prescribed. In case of changes in Project conditions, planning and / or design, relevant authorities to be contacted to confirm or update issued conditions and requirements. The following are the conditions have been issued for the Project (attached as appendix of the EIA): 1. Location Conditions: Issued by the Ministry of Construction, Transport, and Infrastructure for the construction of the Pambukovica dam with a multipurpose reservoir. 2. Nature Protection Conditions: Issued by the Institute for Nature Conservation of Serbia for the location conditions for the construction of the Pambukovica dam on the Ub river, in the municipality of Ub and the city of Valjevo. 3. Conditions for Preservation, Maintenance, and Use: For the development of the detailed regulation plan for the Pambukovica dam on the Ub river, issued by the Institute for the Protection of Cultural Monuments Valjevo. 4. Water Conditions: Issued by the Republic Directorate for Water of the Ministry of Agriculture, Forestry, and Water Management. 5. Technical Conditions: Issued by KJP "Đunis" Ub, including the presentation of wells in the accumulation zone "Pambukovica". 6. Design Conditions: Issued by the Ministry of Construction, Transport, and Infrastructure. 7. Conditions for the Development of the Detailed Regulation Plan: Issued by the Public Enterprise Elektromreža Srbije. 8. Design Conditions: Issued by the Public Enterprise Elektroprivreda Srbije, Branch Elektrodistribucija Valjevo. 9. Technical Conditions Notification: Issued by Telekom Srbija.	Environmental Impact Assessment (Serbian legislation)	All Project locations	PWMC Srbijavode, Contractor	As per the relevant topic	

Commitements Register

Biodiversity

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	During Disclosure Period	Biodiversity	Habitat Enhancement and Offset (terrestrial)	As part of BMP Action 1 ( <i>Habitat Management, Enhancement and Offset Plan</i> ) as per Section 8.7 of ESIA Vol 1 Book 4 (Biodiversity): - Undertake biodiversity surveys (confirmation of degradation and habitat mapping) of the mapped offsite areas adjacent to the River Tamnava. - Develop draft methodology for delivering offset based on the selected areas and requirements set out in the ESIA (mitigation needed in each of the selected areas) with timeline for offset implementation and cost estimate. - Finalisation of the draft Habitat Management, Enhancement and Offset Plan and submission to Lenders for approval.	ESIA Chapter 8.3 - 8.8 and BMP Action 1 <i>Habitat Management, Enhancement and Offset Plan</i>	Offset land	Developer/Contractor	Habitat Management, Enhancement and Offset Plan	
2	During Disclosure Period	Biodiversity	Habitat Enhancement and Offset (Aquatic)	As part of BMP Action 7 ( <i>Develop and implement an Aquatic Enhancement Plan</i> ) as per Section 8.7 ESIA Vol 1 Book 4 (Biodiversity): - Undertake walkover surveys of riverine / riparian habitats within the offsite offset area. - Develop draft methodology for riverine offset based on the selected areas and requirements set out in the ESIA (mitigation needed in each of the selected areas) with timeline for offset implementation and cost estimate. - Finalisation of the draft Aquatic Enhancement Plan, including riverine offset calculation using Quality Hectares approaches.	ESIA Chapter 8.3 - 8.8 and BMP Action 7 <i>Aquatic Enhancement Plan</i>	Offset land	Developer/Contractor	Habitat Management, Enhancement and Offset Plan	
3	Pre-construction – Operation	Biodiversity	Habitat Management☐	Develop and implement a <i>Habitat Management, Enhancement and Offset Plan</i> to ensure No Net Loss/Net Gain in Critical Habitats, including offsetting of lost habitat and restoring native woodland.☐	ESIA Chapter 8.3 - 8.8 and BMP Action 1 <i>Habitat Management, Enhancement and Offset Plan</i>	Expropriated and additional offset land	Developer/Contractor	Habitat Management and Enhancement Plan☐	Based on EBRD GN6 methodology and includes restoration timeline
4	Pre-construction – Operation	Biodiversity	Aquatic Habitat	Develop and implement restoration measures for aquatic habitats in line with BMP Action 7 <i>Aquatic Enhancement Plan</i> , including riverbank stabilization, riparian enhancement and buffer strips, removal of solid waste, reintroduction of native species, water quality improvement and drought resilience.  Design watercourse crossings to facilitate fish and mammal movement under various flow conditions,	ESIA Chapter 8.3 - 8.8 and BMP Action 7 <i>Aquatic Enhancement Plan</i>	Watercourse crossings, reservoir area, river upstream and downstream of the dam (expropriated and additional offset land	Developer/Engineering team	Habitat Offset & Restoration Strategy☐	Culvert design to include ledges and maintain natural flow and substrate
5	Pre-construction – Operation	Biodiversity	Terrestrial Biodiversity Monitoring☐	Develop and implement a terrestrial ecological monitoring plan covering amphibians, reptiles, birds, bats, mammals, and plants. Monitoring to occur monthly from April–October during construction and operation phases.☐	ESIA Chapter 8.3 - 8.8 and BMP Action 2 <i>Ecological Monitoring Plan (Terrestrial)</i>	Project Area & Adjacent Habitats☐	Environmental Specialist☐	Ecological Monitoring Plan☐	Includes adaptive measures in response to monitoring results
6	Pre-construction – Operation	Biodiversity	Wildlife Crossings/Connectivity☐	Design culverts and bridges to ensure movement of fish, riparian mammals, reptiles and other fauna by embedding natural substrates and incorporating mammal ledges.☐	ESIA Chapter 8.3 - 8.8 and BMP Action 1 <i>Habitat Management, Enhancement and Offset Plan</i>	All aquatic crossings on project alignment☐	Engineering Team☐	Construction Environmental Management Plan (CEMP)☐	Will include input from ecological experts
7	Pre-construction – Operation	Biodiversity	Freshwater Ecology Monitoring	Develop and implement a Freshwater Ecology Monitoring Plan to monitor aquatic species and habitats, including retained riverine habitats upstream and downstream of the dam, and open water habitats from impoundment. Monitoring to cover pre-construction, construction, and operation phases. Focus on PBF fish species, TSM, and TSM hosts. Adaptive management to be employed where declines are detected.☐	ESIA Chapter 8.3 - 8.8 and BMP Action 3 <i>Freshwater Ecology Monitoring and Plan</i>	River and stream habitats in project impact area☐	PWMC Srbijavode (with consultants)☐	Freshwater Ecology Monitoring Plan☐	Linked to WEMMP Action 3. Includes both routine and event-based monitoring.
8	Pre-construction – Operation	Biodiversity	Invasive and Non-Native Species (INNS)☐	Develop and implement an Invasive Species Management Plan (ISMP) to address aquatic and terrestrial INNS. Include identification, monitoring, and control measures throughout construction and operation phases. Apply biosecurity, mechanical/manual removal, training, and restoration with native species. Evaluate success through adaptive management and regular ecological assessments.☐	ESIA Chapter 8.3 - 8.8 and BMP Action 4 <i>Develop and implement an Introduction / Spread of Invasive and Non-Native Species (INNS) Management Plan</i>	Project-wide (aquatic and terrestrial habitats)☐	PWMC Srbijavode, Contractor☐	Invasive Species Management Plan☐	Part of the broader Habitat Management Plan. INNS include Chinese Pond Mussel, Ragweed, etc.
9	Pre-design, Design, Construction, Pre-operation, Operation, Decommissioning☐	Biodiversity	Habitat clearance, Fauna protection, INNS control	Develop and implement a Sensitive Site Clearance Strategy, led by a qualified ecologist, incorporating species-specific and seasonal clearance methodology, pre-clearance surveys and translocations, use of nest boxes and bat roosting features, phased clearance, tree protection zones, micro siting sediment traps, and awareness training.☐	ESIA Chapter 8.3 - 8.8 and BMP Action 5 <i>Sensitive Site Clearance Strategy</i>	Project-wide (all construction sites, natural habitat edges, trees, riparian zones)☐	Contractor, Supervision Consultant☐	Biodiversity Management Plan☐	Also supports INNS Management, Fauna Relocation, and Lighting Management
10	Pre-design, Design, Construction, Pre-operation, Operation☐	Biodiversity	Water quality, Noise & light disturbance, Fauna vehicle collisions, INNS introduction☐	Develop and implement a Pollution Control Strategy including a Water Quality Management Plan, erosion/sediment control, hazardous materials handling, noise/dust suppression, fauna protection protocols, and vehicle speed control.☐	ESIA Chapter 8.3 - 8.8 and BMP Action 6 <i>Pollution Control Strategy</i>	Riparian zones, construction sites, access roads, material storage sites☐	Contractor	Pollution Prevention and Emergency Response Plan, Biodiversity Management Plan☐	Integrates pollution prevention, fauna protection, and INNS measures



Social

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Construction	Labour	Labour Management	Develop a labour management plan which includes: - Policies and procedures for labour management on site (recruitment procedures, working hours and overtime, contract arrangements, etc.) - Procedures for procurement and management of subcontractors with regards to labour practices and working conditions (including health and safety) – ensure that all non-employee workers are engaged in line with both national legislation and applicable international (ILO) standards and recommendations - Plan of workers camp area and facilities on site - Workers accommodation on site ( if any) to be designed in line with the international best practice (EBRD/IFC Guidelines for Workers Accommodation: processes and Standards, 2009 ) - Grievance mechanism for the workers on site, including subcontractors and suppliers' employees	ESIA - Labour and Working Conditions Chapter	Municipalities within the area of influence - Ub, Valjevo, Koceljeva, Lajkovac, Lazarevac, Obrenovac	Contractor to Develop and implement Client to review and monitor	Labour Management Plan	Monthly reporting
2	Construction	Labour	Local Employment	Develop a local employment strategy as part of the Labour Management Plan which includes: - Assessment of local market capacity in relation to the required workforce (skills and experience) - Strategy for skill development and training – aimed at current workforce and local population - Planned announcements of employment opportunities locally with startegies to encourage women to apply; - Clear communication strategy for the community with employment estimates, timeframes and skills requirements	ESIA - Labour and Working Conditions Chapter	Municipalities within the area of influence - Ub, Valjevo, Koceljeva, Lajkovac, Lazarevac, Obrenovac	Contractor to Develop and implement Client to review and monitor	Labour Management Plan	
3	Construction	Labour	Influx of workers	Organised training for workers on local customs and culturally appropriate behaviour, as part of induction training, to avoid conflicts with local people	ESIA - Labour and Working Conditions Chapter	Site, camp facilities, workers accommodation facilities, surrounding communities	Contractor	Labour Management Plan	
4	Construction	Labour	Subcontractor and Supplier Management	Develop Subcontractor and Supplier Management Plan with procedures and policies referencing compliance with Serbian national legislation and EBRD ES Policy, with penalties included in case of non-compliance. Ensure that the Labour Management requirements are applied and enforced for all site workers, including the workforce engaged by subcontractors and suppliers on site	ESIA - Labour and Working Conditions Chapter	Site, camp facilities, workers accommodation facilities	Contractor to Develop and implement Client to review and monitor	Subcontractor and Supplier Management Plan	
5	Construction	Labour	Workers Grievance Mechanism	Establish a workers grievance mechanism that will be applicable to all workers on site (direct employees and non-employee workers). GM to include several avenues for submission of grievances, including an anonymous option. Establish a grievance register to track all submitted grievances to resolution	ESIA - Labour and Working Conditions Chapter	Site, camp facilities, workers accommodation facilities	Client, Contractor	Labour Management Plan	
6	Construction	Labour	Reporting	Contractor to set up regular (monthly) inspections of the labour and working conditions on site and report the findings in their Progress Reports	ESIA - Labour and Working Conditions Chapter	Site, camp facilities, workers accommodation facilities	Contractor to Develop and implement Client to review and monitor	Labour Management Plan	
7	Pre-construction	Land Acquisition	Loss of property	Finalise the expropriation process and implement actions from the Corrective Action Plan to align the land acquisition process with EBRD's PR5  Develop and implement Livelihood Restoration Plan	ESIA - Land Acquisition and Displacement Chapter; Historic Land Acquisition Audit	Expropriated land	Client	Land Acquisition Corrective Action Plan	
8	Pre-construction	Land Acquisition	Loss of livelihood	Finalise the expropriation process and implement actions from the Corrective Action Plan related to livelihood restoration for households with land-based livelihoods	ESIA - Land Acquisition and Displacement Chapter; Historic Land Acquisition Audit	CM Pambukovica, CM Radusa, CM Slatina, CM Gola Glava	Client	Land Acquisition Corrective Action Plan	
9	Construction	Land Acquisition	Reduced access to ecosystem services	Ensure timely and meaningful disclosure of information regarding construction activities that could impact local reliance on ecosystem services (beekeeping, hunting, fishing	ESIA - Land Acquisition and Displacement Chapter; Historic Land Acquisition Audit	CM Pambukovica, CM Radusa, CM Slatina, CM Gola Glava	Contractor	Traffic management Plan, External Grievance mechanism within the Stakeholder Engagement Plan	
10	Construction	Land Acquisition	Loss of access to property and services	Ensure timely notification of the local communities regarding constructions activities impacting local roads, access to utilities (water supply, electricity, phone/internet,...) and access to services (public transport, medical centres, schools, etc.)	ESIA - Land Acquisition and Displacement Chapter; Historic Land Acquisition Audit	CM Pambukovica, CM Radusa, CM Slatina, CM Gola Glava	Contractor	Traffic management Plan, External Grievance mechanism within the Stakeholder Engagement Plan	
11	Construction	Land Acquisition	Damage to private property	Ensure any damages to private and public property caused by construction activities outside the site boundaries are recorded and compensated	ESIA - Land Acquisition and Displacement Chapter; Historic Land Acquisition Audit	CM Pambukovica, CM Radusa, CM Slatina, CM Gola Glava	Contractor	Traffic management Plan, External Grievance mechanism within the Stakeholder Engagement Plan	
12	Construction	Land Acquisition	Temporary land acquisition	Contractor to ensure that all lease contracts are in place and payments are made prior to access to land  Srbijavode and Municipalities to provide legal aid with drafting of lease contracts (if required)	ESIA - Land Acquisition and Displacement Chapter; Historic Land Acquisition Audit	CM Pambukovica, CM Radusa, CM Slatina, CM Gola Glava	Contractor; Client	Land Acquisition Corrective Action Plan	
13	Construction, Decommissioning	Stakeholder Engagement	Stakeholder Engagement	- Establish a dedicated community liaison team. - Regularly publish information about the Project activities (through media, notice boards, public meeting, website) - Conduct regular public meetings and forums to address concerns, provide project updates, and gather feedback. Use multiple communication channels (public meetings, websites, newsletters, social media) tailored to reach different segments of the community. - Translate materials into relevant languages	ESIA - Stakeholder Engagement Chapter; Stakeholder Engagement Plan	Municipalities within the area of influence - Ub, Valjevo, Koceljeva, Lajkovac, Lazarevac, Obrenovac	Contractor	Stakeholder Engagement Plan	
14	Construction, Decommissioning	Stakeholder Engagement	Restrictions of access and community safety	Contractor will regularly inform, educate, and update stakeholders and communities close to transport routes about Project construction traffic, especially about the safety issues and scheduling associated with movement of trucks and other heavy machinery on public roads.	ESIA - Stakeholder Engagement Chapter; Stakeholder Engagement Plan	Municipalities within the area of influence - Ub, Valjevo, Koceljeva, Lajkovac, Lazarevac, Obrenovac	Contractor	Stakeholder Engagement Plan	
15	Construction, Decommissioning	Stakeholder Engagement	External Grievance Mechanism	- Establish a Grievance mechanism - Appoint a Grievance Offices (can be same person as Community Communication Officer) - Advertise the role and contact information and encourage people to reach out - Establish positive communication with community leaders and representatives	ESIA - Stakeholder Engagement Chapter; Stakeholder Engagement Plan	Municipalities within the area of influence - Ub, Valjevo, Koceljeva, Lajkovac, Lazarevac, Obrenovac	Contractor	Stakeholder Engagement Plan	

Commitements Register

Air Noise Vibrations

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Construction, Decommissioning	Air Quality	Exhaust Emissions	Use newer generation vehicles and machinery with emission reduction systems, and maintain them regularly to minimize exhaust emissions.	ESIA / Chapter Air Quality	Project Area	Contractor	Construction Environmental and Social Management Plan (CESMP) and Traffic Management Plan (TMP)	Avoid unnecessary idling of machinery to further reduce emissions.
2	Construction, Decommissioning	Air Quality	Dust Emissions	Implement dust suppression measures including water spraying of roads and stockpiles, setting speed limits on site and access roads, covering materials and demolition waste during transport and storage, and conducting regular monitoring near sensitive receptors (PM10, PM2.5) to track dust levels.	ESIA / Chapter Air Quality	Construction/ decommissioning site, borrow pits, access roads	Contractor	Construction Environmental and Social Management Plan (CESMP) and Traffic Management Plan (TMP)	
3	Pre-construction	Air Quality	Dust Emissions	Conduct pre-construction air quality monitoring at construction site and nearby sensitive receptors to establish baseline conditions.	ESIA / Chapter Air Quality	Project Area	Contractor	Construction Environmental and Social Management Plan (CESMP)	
4	Construction, Decommissioning	Air Quality	Air quality pollutants	Conduct regular air monitoring during construction/decommissioning activities to ensure compliance with relevant standards/legislative.	ESIA / Chapter Air Quality	Construction/decommissioning site and nearby sensitive receptors (defined in ESIA)	Contractor	Construction Environmental and Social Management Plan (CESMP)	
5	Pre-construction	Noise and Vibrations	Noise levels control	Conduct noise measurement in accordance with Article 18 of the Environmental Noise Protection Law ("Official Gazette of the Republic of Serbia", No. 96/2021) before putting the noise source into operation, and obtain a noise measurement report from an authorized professional organization.	ESIA / Chapter Noise and Vibrations	Project Area	Contractor	Construction Environmental and Social Management Plan (CESMP)	
6	Construction, Decommissioning	Noise and Vibrations	Construction Noise Control	Conduct regular noise monitoring during construction/decommissioning activities to ensure compliance with relevant standards/legislative.	ESIA / Chapter Noise and Vibrations	Construction site, access roads, material transport routes, areas near residential buildings	Contractor	Construction Environmental and Social Management Plan (CESMP)	Special focus on maintaining noise levels within acceptable limits near sensitive receptors.
7	Construction, Decommissioning	Noise and Vibrations	Noise and Vibrations levels Control	Implement noise and vibration control measures including limiting construction activities to daytime, maintaining equipment, optimizing traffic management to reduce idling and speed, scheduling high-noise activities and blasting during periods of lowest sensitivity, using controlled and pre-split blasting techniques, and installing noise barriers near sensitive receptors. In case of complaints regarding elevated noise and vibration levels, monitoring shall be conducted by an accredited laboratory	ESIA / Chapter Noise and Vibrations	Construction site, access roads, and areas near sensitive receptors	Contractor	Construction Environmental and Social Management Plan (CESMP) and Traffic Management Plan (TMP)	
8	Pre-construction	Vibration	Vibration levels and property damage	Carry out vibration risk assessment, including equipment transport. Identify all sensitive receptors and define hierarchy of mitigation measures, incorporating design considerations (e.g. avoiding high-vibration processes), source-based measures, and both on-site and off-site mitigation based on the Risk Assessment.	ESIA / Chapter Noise and Vibrations	Settlements along access road in Radusa Slatina and Pambukovica (sensitive receptors such as individuals with respiratory conditions, children, and the elderly); Pambukovica Health Centre and the Primary School in Pambukovica:); Cultural Heritage sites (where required)	Contractor	Construction Environmental and Social Management Plan (CESMP)	
9	Pre-construction	Vibration	Vibration levels and property damage	Undertake a detailed pre-condition survey of all sensitive buildings by a qualified, independent surveyor to visually identify all existing signs of exterior or interior damage, cracks (including size, type and direction) and settlement before the construction takes place. The assessment should include a written record and photographs of the existing situation. Surveys should be witnessed by the building/asset owner.	ESIA / Chapter Noise and Vibrations	Settlements along access road in Radusa Slatina and Pambukovica (sensitive receptors such as individuals with respiratory conditions, children, and the elderly); Pambukovica Health Centre and the Primary School in Pambukovica:); Cultural Heritage sites (where required)	Contractor	Construction Environmental and Social Management Plan (CESMP)	
10	Construction, Decommissioning	Vibration	Vibration levels and property damage	During construction, condition surveys will be undertaken at least bi-monthly, and following the construction activities that generate a high level of vibration at specific location.	ESIA / Chapter Noise and Vibrations	Settlements along access road in Radusa Slatina and Pambukovica (sensitive receptors such as individuals with respiratory conditions, children, and the elderly); Pambukovica Health Centre and the Primary School in Pambukovica:); Cultural Heritage sites (where required)	Contractor	Construction Environmental and Social Management Plan (CESMP)	
11	Construction, Decommissioning	Vibration	Vibration levels and property damage	If required, crack gauges will be installed to enhance monitoring and construction methodologies will be refined to reduce vibration levels.	ESIA / Chapter Noise and Vibrations	Settlements along access road in Radusa Slatina and Pambukovica (sensitive receptors such as individuals with respiratory conditions, children, and the elderly); Pambukovica Health Centre and the Primary School in Pambukovica:); Cultural Heritage sites (where required)	Contractor	Construction Environmental and Social Management Plan (CESMP)	
12	Post Construction, Post Decommissioning	Vibration	Vibration levels and property damage	Contractor to undertake post-construction condition surveys in consultation with affected people to identify any damage.	ESIA / Chapter Noise and Vibrations	Settlements along access road in Radusa Slatina and Pambukovica (sensitive receptors such as individuals with respiratory conditions, children, and the elderly); Pambukovica Health Centre and the Primary School in Pambukovica:); Cultural Heritage sites (where required)	Contractor	Construction Environmental and Social Management Plan (CESMP)	

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Construction, Decommissioning	Soil and Groundwater	Groundwater quality	Implement best practices including waste removal, proper storage of materials and chemicals, regular equipment maintenance to prevent leaks, defined refuelling and waste disposal zones, management of excavated materials, use of impermeable liners in washout pits, and erosion control measures to protect groundwater quality.	ESIA / Chapter Soil and Groundwater, National	Construction site, refuelling zones, washout pits, excavation areas	Contractor	Construction Environmental and Social Management Plan (CESMP)	
2	Construction	Soil and Groundwater	Groundwater quantity / Water extraction and management	Verify groundwater status to ensure it is potable and not designated for public supply, obtain necessary water permits for construction-related groundwater use, comply with water regulations by securing required approvals before drilling, protect public water supply by ensuring groundwater use does not impact designated drinking water sources, and implement monitoring through two piezometers.	ESIA / Chapter Soil and Groundwater	Groundwater extraction areas	Contractor	Construction Environmental and Social Management Plan (CESMP)	
3	Construction, Operation, Decommissioning	Soil and Groundwater	Groundwater quantity and quality	Conduct monitoring on two piezometers, one on the left and one on the right bank at the dam profile, in accordance with the Regulation on Limit Values of Pollutants, Harmful and Hazardous Substances in Soil ("Official Gazette of the RS," No. 30/18 and 64/19), Annex 2 – Remediation Values of Pollutants, Harmful and Hazardous Substances in the Aquifer Layer	ESIA / Chapter Soil and Groundwater, National EIA	Two piezometers (defined in National EIA)	Contractor, PWMC Srb	Construction Environmental and Social Management Plan (CESMP)	
4	Construction, Decommissioning	Soil and Groundwater	Soil quality	Implement best practice housekeeping measures, including regular waste removal, proper storage and handling of materials and chemicals, regular maintenance and inspection of equipment to minimize the risk of leaks, establishing defined refuelling and waste disposal zones in compliance with regulations, and managing excavated materials to prevent groundwater contamination	ESIA / Chapter Soil and Groundwater, National EIA	Construction site, refuelling zones, waste disposal areas, excavation zones	Contractor	Construction Environmental and Social Management Plan (CESMP)	
5	Construction, Decommissioning	Soil and Groundwater	Soil erosion, Land stability	Implement erosion control measures (e.g. re-vegetation, slope stabilization techniques), restore natural topography and soil structure through grading and land rehabilitation efforts Conduct visual monitoring to ensure proper implementation of erosion control measures.	ESIA / Chapter Soil and Groundwater, National EIA	Construction/decommiss ioning site, borrow pits	Contractor	Erosion and Sediment Control Plan (ESCP) Construction Environmental and Social Management Plan (CESMP)	
6	Pre-construction	Soil and Groundwater	Groundwater quantity and quality	Conduct baseline measurements of groundwater levels in affected wells before construction begins,	ESIA / Chapter Soil and Groundwater	Groundwater sources and wells		Construction Environmental and Social Management Plan (CESMP)	
7	Construction, Decommissioning	Soil and Groundwater	Groundwater quantity and quality	Carry out regular quarterly monitoring during the construction and operation phases.	ESIA / Chapter Soil and Groundwater	Groundwater sources and wells		Construction Environmental and Social Management Plan (CESMP)	



Commitements Register

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Pre-construction to Operation (inclusive)	River Water quality - Construction	Degradation / pollution of habitats	Water Pollution Control - Implement active mitigation measures to prevent pollution from construction runoff, accidental spills, and operational discharges.	ESIA / Chapter Water and WEMMP Action 1: <i>Develop and implement a Pollution Control Strategy</i>	Project-wide, upstream of the proposed reservoir, at the reservoir and downstream of the dam.	Contractor	Water Environment Monitoring and Mitigation Plan (WEMMP) or as a part of the Construction Environmental and Social Management Plan (CESMP) /	
2	Construction to Operation (inclusive)	Water quantity disclosure	Reduction in flows	Water quantity disclosure and hydrograph monitoring - The environmental flow or operations phase discharge is to be monitored through a flowmeter located on the discharge pipework. Flow release data will be logged and made public providing an e-flow audit trail.	ESIA / Chapter Water and WEMMP Action 2: <i>Water quantity disclosure and hydrograph monitoring</i>	Dam outlet	PWMC Srbijavode	Water Environment Monitoring and Mitigation Plan (WEMMP) as part of the Operational E&S Management Plan	
3	Operation	Water quality and Sedimentation	Erosion / Sedimentation	Develop and monitor upstream restoration measures - Most of the upper Ub Catchment is under arable land use with patches of forest. The areas at risk of erosion will have both biological (afforestation) and biotechnical (double living braids) measures to reduce erosion. See Soil and Groundwater.	ESIA / Chapter Water and WEMMP Action 4: <i>Develop and monitor sediment yield reduction activities</i>	Upper Ub Catchment, upstream of the reservoir and in reservoir	PWMC Srbijavode	Water Environment Monitoring and Mitigation Plan (WEMMP) as part of the Operational E&S Management Plan	
4	Pre-construction to Operation (inclusive)	River, Reservoir and E Flow Water quality - Operation	Develop and monitor reservoir and E Flow downstream water quality	<p>Pre-construction phase requires baseline water quality monitoring. Further monitoring required during construction up to operational phase to monitor changes to water quality during construction and operations.</p> <p>Reservoir water quality modelling - further detailed analysis/modelling of reservoir water quality is needed to rule out the de-oxygenation and eutrophication risk, considering the operations of Phase 2, and/or develop suitable mitigation (e.g. reservoir mixers). Reservoir water quality data, including data collected at 1m intervals (probe readings) and surface and bottom water (laboratory samples), will form a crucial input parameter to future modelling.</p>	ESIA / Chapter Water and WEMMP Action 3: <i>Develop and monitor reservoir and downstream water quality</i>	Project-wide, upstream of the proposed reservoir (pre-construction), at the reservoir (operation) and downstream of the dam (operation).	PWMC Srbijavode	Water Environment Monitoring and Mitigation Plan (WEMMP) as part of the Operational E&S Management Plan	
5	Pre-construction to Operation (inclusive)	Water Environment / Fluvial geomorphology	Habitat fragmentation and species displacement	<p>Develop and implement an Ub River Connectivity Strategy - One of the proposed management measures to mitigate impacts includes the removal / easement of downstream barriers to enhance connectivity along the remaining river length. Additionally, ensuring a suitable environmental flow (e-flow) of the Ub River throughout the year—something that has been previously hindered by climate change and extreme droughts—will help maintain continuous flow and favourable conditions over a longer stretch downstream of the dam. Given the significant rise in pollution levels from the city of Ub, maintaining e-flow will also contribute to improving the ecological status of the river until it reaches the urban area. Monitoring programs will assess species movement and habitat use, adjusting mitigation measures as needed to optimize connectivity and minimize displacement effects.</p>	ESIA / Chapter Water and Action 5: <i>Develop and implement an Ub River Connectivity Strategy</i>	Upper Ub Catchment	PWMC Srbijavode	Water Environment Monitoring and Mitigation Plan (WEMMP) as part of the Operational E&S Management Plan	
6	Pre-construction to Operation (inclusive)	Water Environment / Fluvial geomorphology	Downstream change in lateral and longitudinal sediment dynamics	<p>Develop and implement an Ub River Connectivity Strategy - A baseline fluvial geomorphology survey is required in Ub catchment prior to construction. Monitoring the river during the initial four years of project operation will be particularly important to build an understanding of the reaction and behaviour of the river morphology and fish habitat to the new flow regime. In the longer term when periodic sediment flushing or a large release is made then an event-based site inspection will be required.</p>	ESIA / Chapter Water and Action 6: <i>Develop and implement a Sediment Monitoring and Management Strategy</i>	Upper Ub Catchment	PWMC Srbijavode	Water Environment Monitoring and Mitigation Plan (WEMMP) as part of the Operational E&S Management Plan	

Commitments Register

Resource and Materials

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Construction, Post-construction	Resource and Materials Management	Resource Extraction and Management	Develop and implement Resource and Material Management Plan (RMMP).	ESIA, National EIA	Material extraction and disposal sites / Project Area	Contractor, PWMC Srbijavode	Resource and Material Management Plan (RMMP)	
2	Construction, Post-construction	Natural Resources	Resource Extraction and Management	Restrict activities to designated areas and ensure site rehabilitation after use.	ESIA, National EIA	Material extraction and disposal sites	Contractor	Resource and Material Management Plan (RMMP)	Continuous during construction and post-construction
3	Procurement / Construction	Supply Chain	Procurement of Materials	Secure permits for quarrying, water use, and waste disposal. Ensure sourcing from licensed suppliers with environmental credentials. Keep legal compliance / permits log.	ESIA, National EIA, Local Authority Conditions	Suppliers	PWMC Srbijavode / Contractor	Procurement Documentation / Resource and Material Management Plan (RMMP)	
4	Construction, Operation	Water Resources	Water Consumption & Efficiency	Permit for water extraction to be obtained by relevant authorities. Use only quantities prescribed by the permit. Do not extract water below Serbian minimal flow level prescribed by legislation. Monitor water use and extraction limits. Keep water use register. Use water-efficient technologies; prioritize water recycling.	ESIA, National EIA	Construction sites, Worker camps, batching plants	Contractor / PWMC Srbijavode	Resource and Material Management Plan (RMMP) / CESMP (for construction) Water Quality Management Plan as part of the Operational E&S Management Plan (for operation)	
5	Construction, Operation	Air Quality and Energy	Energy Consumption & Emissions	Track energy/fuel use; maintain equipment; evaluate energy-saving alternatives.	ESIA	Construction sites	Contractor	Resource and Material Management Plan (RMMP) / CESMP (for construction) Energy Management Operational E&S Management Plan (for operation)	Energy logs monthly; generator and equipment checks quarterly
6	Construction	Natural Resources	Resource Extraction and Management	Define locations for permanent disposal of surplus excavated material. Define specifications for quality, condition and quantity stored at each of the location. (conditioned on the quantity of surplus material calculated during final stages of the design and execution)	ESIA	Permanent disposal sites	PWMC Srbijavode - providing locations and specifications Contractor - management	Resource and Material Management Plan (RMMP)	
7	Construction, Post-construction	Materials Management	Material Management and Disposal	Manage and monitor disposal site stability; rehabilitate and vegetate areas. Assess reuse potential of stored material.	ESIA	Disposal sites	Contractor - management during construction PWMC Srbijavode - reuse in post construction	Resource and Material Management Plan (RMMP) (for construction) Operational E&S Management Plan (for operation)	
8	Construction	Land Use	Long-Term Land Use Change	Develop rehabilitation plan for each deposit area / borrow pit.	ESIA	Borrow pits, disposal sites	Contractor	Resource and Material Management Plan (RMMP) / CESMP	

# Commitments Register

## Resource and Materials

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Construction	Waste Management	Vegetation and Biomass Waste	Selective clearing, biomass repurposing (mulching/erosion control), and controlled disposal.	ESIA	Clearance areas	Contractor	Site Clearance Plan (or as part of the CESMP)	
2	Construction	Waste Management	Construction Debris and Domestic Waste	Waste segregation and disposal at registered landfills; detailed Waste Management Plan (WMP).	ESIA	Construction site	Contractor	Waste Management Plan (WMP) (or as part of the CESMP)	
3	Construction	Soil and Water Protection	Soil Erosion and Sediment Runoff	Install silt fences, sediment basins, and temporary drainage systems.	ESIA	Exposed areas	Contractor	Erosion and Sediment Control Plan (or as part of the CESMP)	
4	Construction	Wastewater Management	Wastewater Collection and Treatment	Install portable toilets with licensed disposal services.	ESIA	Worker accommodation, construction facilities, construction site	Contractor	Wastewater Management Plan (or as part of the CESMP)	
5	Construction	Hazardous Waste	Hazardous Waste Management	Secure storage in secondary containment and licensed disposal in line with legal requirements.	ESIA	Construction sites	Contractor	Hazardous Materials and Waste Management Plan (WMP) (or as part of the CESMP)	
6	Construction	Wastewater Management	Wastewater from Equipment and Concrete Works	Establish lined washout pits; prevent uncontrolled discharge.	ESIA	Concrete plant areas	Contractor	Wastewater Management Plan (or as part of the CESMP)	
7	Construction, Operation	Spill Management	Spill Risks from Storage	Spill Prevention and Response Plan; secondary containment; regular inspection.	ESIA	Fuel/chemical storage areas	Contractor	Spill Prevention and Response Plan (or as part of the CESMP)	
8	Construction	Water Resources	Stormwater Management	Install drainage ditches, retention ponds, and sediment barriers.	ESIA	Project site	Contractor	Stormwater Management Plan (or as part of the CESMP)	
9	Operation	Sediment Management	Sediment Accumulation in Reservoir	Regular sediment monitoring and management in line with defined in Sediment Management Plan.	ESIA, National EIA	Reservoir	PWMC Srbijavode	Sediment Management Plan (or as part of the Operation and Maintenance Plan)	
10	Design / Operation	Wastewater Management	Wastewater from Operation	Ensure connection of operational facilities to sewage network or define alternative process that will ensure regular collection and treatment of the wastewater.	ESIA	Operational facilities	PWMC Srbijavode	Design Operational E&S Management Plan	
11	Decommissioning	Waste Management	Demolition Waste	Prioritize dismantling and recycling.	ESIA	Demolition sites	Decommissioning Contractor	Decommissioning E&S Management Plan	
12	Decommissioning	Hazardous Waste	Residual Hazardous Waste	Site assessments and safe disposal.	ESIA	Decommissioned areas	Decommissioning Contractor	Decommissioning E&S Management Plan	
13	Decommissioning	Wastewater Management	Wastewater from Demolition Activities	Water-efficient techniques; treat wastewater before discharge.	ESIA	Demolition sites	Decommissioning Contractor	Decommissioning E&S Management Plan	



Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Pre-Construction	Cultural Heritage	Site investigations and protection of Cultural Heritage	Investigation of two medieval ‘stecaks’ identified in ESIA a)Conduct detailed field survey of the reservoir area to identify location and analyse/assign significance of two the ‘stecaks’ in coordination with the Institute for Protection of Cultural Monuments (IPCM). b)In case that ‘stecaks’ are located within the reservoir area/footprint define mitigation / conservation measures. c)In case that ‘stecaks’ are located within the reservoir area/footprint implement defined mitigation / conservation measures.	ESIA, National EIA	Left bank of river, specific location unknown (parcel with stećaks)	PWMC Srbijavode  (in cooperation with Institute for Protection of Cultural Monuments)	/	
2	Pre-Construction	Cultural Heritage	Comprehensive Site Survey	Complete full archaeological and cultural heritage survey before construction.	ESIA, CHMP	Project-wide	PWMC Srbijavode  (in cooperation with Institute for Protection of Cultural Monuments)	Cultural Heritage Management Plan (CHMP)	
3	Pre-Construction	Cultural Heritage	Relocation of Unregister Cultural Heritage	Organize and ensure relocation of unregistered cultural heritage (e.g., parcel 896 KO Raduša) in coordination with Institute for Protection of Cultural Monuments (IPCM) and implement mitigation / preservation measures prescribed by the IPCM.	ESIA, CHMP	parcel 896 KO Raduša	PWMC Srbijavode  (in cooperation with Institute for Protection of Cultural Monuments)	Cultural Heritage Management Plan (CHMP)	
4	Construction	Cultural Heritage	Training for Construction Personnel	Provide cultural heritage awareness training, including CFP procedures, to all relevant staff.	ESIA	Construction areas	Contractor	Cultural Heritage Management Plan (CHMP)	
5	Construction	Cultural Heritage	Chance Find Procedure (CFP)	Develop and implement CFP, including stopping work immediately upon finds.	ESIA	Construction and excavation areas	Contractor	Cultural Heritage Management Plan (CHMP)	
6	Construction	Cultural Heritage	Vibrational Impact from Construction	Implement vibration monitoring near sensitive cultural heritage sites and adjust construction methodology if needed.	ESIA	Near stećaks and any other identified heritage sites	Contractor	Cultural Heritage Management Plan (CHMP) linked with CESMP	
7	Post-Construction	Cultural Heritage	Loss of Access to Cultural Sites	Provide alternative access routes and install informational signage to maintain community ties to relocated heritage sites.	ESIA	Around relocated or restricted access sites	PWMC Srbijavode	/	
8	Construction	Cultural Heritage	Monitoring & Oversight	Assign cultural heritage specialists to monitor compliance and oversee site activities.	ESIA	Project-wide	Contractor, Supervision	Cultural Heritage Management Plan (CHMP)	
9	Pre-Construction, Construction	Cultural Heritage	Coordination with Authorities	Maintain regular engagement with the Institute for the Protection of Cultural Monuments and other bodies.	ESIA, CHMP	Project-wide	PWMC Srbijavode, Contractor	Stakeholder Engagement Plan (linked to CHMP)	

Commitments Register

Health and Safety

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Pre-construction	Community and Traffic Safety	Road Safety	Undertake, prior to the start of construction, a pre-condition survey of all access roads to be used. The survey will be conducted by a civil engineer experienced in roads and will use photographic, video and other supporting materials to document the road condition in survey reports. Surveys will be undertaken together with responsible entities depending on the type of road and witnessed by the local municipality representatives.	ESIA / Health and Safety	Local and access roads used by the Contractor			
2	Construction	Health and Safety	Occupational Health and Safety	Prepare Risk Assessment and Method Statements, Specifically for all high-risk activities (e.g., work at height, blasting), to ensure hazards are identified and addressed.	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
3	Construction	Health and Safety	Occupational Health and Safety	To ensure safe and efficient movement of project-related traffic, identify the transport routes to be used and map out sensitive receptors along these routes, such as schools, kindergartens, and medical facilities. Include a risk assessment related to traffic impacts and define appropriate control and mitigation measures to minimize disturbance and ensure the safety of local communities.	ESIA / Health and Safety	Project Area	Contractor	Traffic Management Plan	
4	Construction	Health and Safety	Occupational Health and Safety Vegetation clearance	Develop and implement OHSMP. Include in OHSMP measures for vegetation clearance such as: •Use appropriate PPE (chainsaw gloves, chaps, helmet with face shield), •conduct daily equipment checks and maintenance, •establish safety zones and restrict access during tree cutting, •cut at proper angles to control debris direction, •ensure all workers are trained in vegetation clearing, •chainsaw use and emergency procedures, •maintain visual contact when working in teams.	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
5	Construction	Health and Safety	Occupational Health and Safety / Community Safety  Dust Air Noise Vibrations	OHSMP or CESMP to include but not limited to vegetation clearance, dust, noise, and vibration suppression mitigation measures sound barriers, silencer, water sprinkling, construction work schedule and timely informing community in case of road closures, grievance mechanism, traffic management, identification of sensitive recipients. Monitoring of air, noise, dust vibration should be established prior start of construction and conducted on regular basis. Vibrations can be conducted as baseline prior to construction works and as per request.  Conduct monitoring as recommended in Chapter Air Quality Noise and Vibrations.	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
6	Construction	Health and Safety	Occupational Health and Safety -Excavation and blasting	Implement permit to work system, ensure adequate PPE (hearing protection such as ear defenders or muffs), safe blasting procedures, training. Establish safety zones to account for the following effects: seismic impact, the impact of the blast wave, and the dispersion of debris. For transportation of explosives, engage licensed company and ensure alignment with relevant legal requirements.	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
7	Construction	Health and Safety	Occupational Health and Safety -Working in confined space	Implement permit to work system, ensure adequate PPE, communication system, emergency response, access and egress. Do not use petrol or diesel engines in excavations before making arrangements for the fumes to be ducted safely away or providing for forced ventilation	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
8	Construction	Health and Safety	Occupational Health and Safety -Working in or near open waterbodies	Use adequate PPE (life jackets, non-slip footwear, etc.) barriers, rescue equipment, training on water safety. Implement a buddy system to ensure that workers are never alone and can assist each other in case of emergencies.	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
9	Construction	Health and Safety	Occupational Health and Safety -Falls from heights	Use of fall arrest systems (e.g., harnesses) and other relevant PPE, guardrails, and safety nets. Training on ladder use, securing ladders, non-slip footwear. Implement weather monitoring and halt work in high winds or storms.	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
10	Construction	Health and Safety	Occupational Health and Safety -Manual handling operations	Where items are too heavy to be lifted by one person, team lifts are utilized to distribute the weight and reduce individual strain. Workers are rotated regularly to avoid overexertion and fatigue from repetitive manual handling tasks.	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
11	Construction	Health and Safety	Occupational Health and Safety -Hazardous Substances	OHSMP should include mitigation measures for handling hazardous materials, but not limited to: •Use personal protective equipment (PPE) such as face mask respirators, protective overalls, and gloves. •Transfer liquids using a pump or siphon—never by mouth priming—and avoid spraying solvent-based substances whenever possible. •Use cutting, grinding, and blasting equipment fitted with local exhaust ventilation to minimize airborne dust and fumes. •Maintain good ventilation in the work area, •Keep containers closed when not in use, and only open them during material transfer to limit exposure. •Apply hazardous substances with a brush rather than spraying, and use the minimum amount necessary for the task •Only workers that received appropriate training can handle hazardous substances.	ESIA / Health and Safety	Project Area	Contractor	Occupational H&S Management Plan	
12	Construction	Health and Safety	Emergency Preparedness and Response	Define and implement control and mitigation measures for emergency situations, including fire, explosion, earthquake, hazardous material spills, floods, and extreme weather conditions (during extreme heat or cold, etc.)	ESIA / Health and Safety	Project Area	Contractor	Emergency Preparedness and Response Plan	
13	Construction	Health and Safety	Occupational Health and Safety - Workers Accommodation	Ensure worker accommodation conditions in line with the EBRD PR2 and Workers' Accommodation Guidance Note.	ESIA / Health and Safety	Project Area	Contractor	Labour Management Plan (or as part of the CESMP)	
14	Construction	Traffic Safety	Construction traffic	Organize and control movement and interaction of pedestrians and vehicles in areas used and affected by ongoing works, inside and outside of the immediate construction site. Identify transport routes, sensitive recipients (e.g. schools, kindergartens, medical facilities) along these routes, assess relevant risks, and define control and mitigation measures. Ensure speed limits for heavy trucks and machinery to be on all access roads to reduce risks to workers and local residents.	ESIA / Health and Safety	Access roads	Contractor	Occupational H&S Management Plan / Construction E&S Management Plan, Traffic Management Plan.	
15	Construction	Community Health and Safety	Security	Security personnel responsibilities must be clearly defined, particularly for handling conflict situations, with regular training provided on effective communication with local residents and adherence to human rights principles. Measures should be in place to monitor and control the conduct of security staff, along with a system of rewards for appropriate behaviour and sanctions for violations, including possible termination of contracts.	ESIA / Health and Safety	Project Area	Contractor	Security Management Plan (or as a part of the CESMP)	
16	Construction	Community Health and Safety	Encroachment	Implement clear signage and physical barriers (e.g. fencing) around the construction site to prevent unauthorized access by community members. Assign security personnel to monitor entry points and patrol the perimeter.	ESIA / Health and Safety	Project Area	Contractor	Community H&S Safety Management Plan (or as part of the CESMP)	
17	Operation	Health and Safety	Occupational Health and Safety	Ensure strict enforcement of health and safety procedures to reduce risks of injury or fatality. Provide regular training on safe work practices, correct use of personal protective equipment (PPE), and proper handling of tools and machinery. Implement permit to work system and supervise high-risk tasks to ensure procedures and methodologies are followed. Conduct routine safety audits and inspections, and implement a system for reporting and addressing unsafe conditions or behaviours. Include impacts and all relevant mitigation measures for the construction of the phase 2 irrigation network.	ESIA / Health and Safety	Project Area	PWMC Srbijavode	Occupational H&S Management Plan	
18	Operation	Health and Safety	Working near open waterbodies	Implement permit to work system, ensure adequate PPE such as life jackets, barriers,, rescue equipment, training on water safety. In case need of diving, ensure all diving equipment is regularly inspected and maintained, and workers receive adequate training. Use underwater communication systems.	ESIA / Health and Safety	Project Area	PWMC Srbijavode	Occupational H&S Management Plan	
19	Operation	Community Health and Safety	Emergency Response	Develop Detailed Emergency Preparedness and Response Plan for operations phase. Ensure communication with relevant authorities, regular drills and implementation of best practices and all applicable requirements outlined in the Project documentation.	ESIA / Health and Safety	Project Area	PWMC Srbijavode	Emergency Preparedness and Response Plan	
20	Operation	Community Health and Safety	Encroachment	Install clear and visible signage around the dam area to clearly inform the public of potential hazards. Regularly inspect signage and assess whether additional signs are needed.	ESIA / Health and Safety	Project Area	PWMC Srbijavode	Community Health, Safety, and Security Management Plan	

Commitments Register

Landscape and Visual

Ref. No.	Project Phase	Topic	Subtopic	Commitment	Source Document	Specific Location	Responsibility	Document / Management Plan (that will address commitment)	Comments
1	Design (Definition), Construction (Implementation), Operation (Maintenance)	Landscape and Visual Impact	Dam construction and valley landscape modification	Integrate dam design with natural surroundings through visual integration, landscaping, and vegetation buffers at dam base.	ESIA, Landscape and Visual	Dam site and surrounding valley	PWMC Srbijavode, Contractor	Landscape and Visual Management Plan	
2	Design (Definition), Construction (Implementation), Operation (Maintenance)	Landscape and Visual Impact	Reservoir formation and transformation of valley	Preserve existing vegetation along reservoir edges, stabilize shorelines, and design shoreline features to maintain visual harmony.	ESIA, Landscape and Visual	Reservoir shoreline	PWMC Srbijavode, Contractor	Landscape and Visual Management Plan	
3	Design (Definition), Construction (Implementation), Operation (Maintenance)	Landscape and Visual Impact	Visibility of project elements (dam, reservoir, road)	Use natural materials in dam design, road design, and reforest areas to minimize visual contrasts.	ESIA, Landscape and Visual	Project-wide, including visible slopes and road corridors	PWMC Srbijavode, Contractor	Landscape and Visual Management Plan	
4	Design (Definition), Construction (Implementation), Operation (Maintenance)	Landscape and Visual Impact	Elevated roadway as new landscape element	Implement roadside landscaping with native species and use minimalistic light-reflecting materials.	ESIA, Landscape and Visual	Road crossing over the reservoir	PWMC Srbijavode, Contractor	Landscape and Visual Management Plan	
5	Design (Definition), Operation (Monitoring & Restoration)	Landscape and Visual Impact	Seasonal fluctuation impacts on shoreline	Restore natural shorelines with native vegetation and apply adaptive land-use planning; monitor shoreline condition regularly.	ESIA, Landscape and Visual	Fluctuation-prone areas along the reservoir	PWMC Srbijavode, Contractor	Shoreline Restoration and Monitoring Plan	
6	Design (Definition),	Visual Impact	Nighttime visibility and artificial lighting	Design, install and maintain downward- shielded lighting to minimize nighttime visual impacts on residents and wildlife.	ESIA, Landscape and Visual	Dam facilities and roads	PWMC Srbijavode	Design	
7	Construction (Installation),	Landscape and Visual Impact	Implementation of design commitments	Construct commitments defined under <b>Items 1-6</b> .	ESIA, Landscape and Visual	As per <b>items1-6</b>	Contractor	Design / CESMP	
8	Operation (Maintenance)	Landscape and Visual Impact	Operational maintenance	Regularly inspect, monitor and maintain landscape and visual elements / commitments during operation ( <b>Items 1-6</b> ).	ESIA, Landscape and Visual	As per <b>items1-6</b>	PWMC Srbijavode	Operation and Maintenance Plan	