**COMMITMENT LETTER OF THE APPLICANT**

• to Provide Environmental and Social Risk Assessment Documents

• to Fill out Environmental and Social Assessment Questionnaire

TO DEVELOPMENT AND INVESTMENT BANK OF TURKEY

We hereby declare within the scope of the Formal Employment Creation Project implemented by TKYB that we will provide and submit the Environmental and Social (E&S) Assessment information and documents as stated in the List of Supporting Documents when requested by TKYB for Environmental and Social Assessment (ESA) purposes.

We, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, confirm and sign under the legal and material responsibility that information provided above is accurate and valid.

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| QUESTION | ANSWER AND SUPPORTING DOCUMENTS (if possible) |
| 1. Is the business activity on the TKYB / World Bank Exclusion list?\* |  |
| 1. Does the firm have required environmental license and permits (EIA, environmental permit etc.) according to national legislations? |  |
| 1. Number of Employees –before and after the sub-project |  |
| 1. Number of Women Employees-before an dafter the sub-project |  |
| 1. Does the firm have E&S unit / external E&S consultants? |  |
| 1. Does the firm have environmental / social management system? |  |
| 1. Is hazardous/nonhazardous waste being generated by business activity / the project and/or does firm activity produce exceptional amounts and types of waste? |  |
| 1. Does the firm have waste management plan? |  |
| 1. Does business activity / the project lead to an exceptional amount of waste water? (presence of wastewater treatment plant) |  |
| 1. Will / might business activity / the project cause pollution to air or create other nuisances such as dust, traffic, noise or odor? |  |
| 1. Is business activity / the project leading to significant increases of greenhouse gas emissions? |  |
| 1. Is business activity / the project resulting to loss of habitat? |  |
| 1. Is business activity / the project leading to cumulative environmental and social impacts on the nearby communities / biodiversity? |  |
| 1. Is business activity / the project interacting negatively with the vulnerable groups near the business activity/project location? |  |
| 1. Number of occupational accidents (including the details of death-injury statistics) in the year 2018-2019-2020? |  |
| 1. Does the firm have occupational health and safety plan? |  |
| 1. Does the firm provide its workers with a safe and healthy work environment? |  |
| 1. Does the firm ensure child or forced labor, including trafficked persons, is not used in its operations, including through contractors or in the primary supply chain? |  |
| 1. Does the firm ensure that young workers (under the age of 18) are not employed in dangerous work and regularly monitor their health, working conditions and hours of work? |  |
| 1. Does the firm have a worker’s grievance mechanism? |  |
| 1. Does the firm have a mechanism for identifying its external stakeholders (affected communities and other interested stakeholders in the firm`s activities, availability of stakeholder engagement plan) |  |
| 1. Number of grievances recorded (for items 20 and 21) in the last 2 years? |  |
| 1. Does the firm provide any socioeconomic support to nearby communities including employment, scholarship etc.? |  |
| 1. Have there been any non-compliances with the Labor Law and employment regulations in the past two years? If yes, please, explain how these were addressed. |  |
| 1. Did any penalties/lawsuits occur regarding labour and working conditions in the last two years? If yes, please explain and provide any relevant documents. |  |
| 1. Does the firm support the workers’ rights to freedom of association? |  |
| 1. Does the firm employ informal migrant and temporary workers? |  |
| 1. Does the firm provide at least one rest day per week (24 hours of rest after six consecutive days of work)? |  |
| 1. Does the firm provide appropriate welfare facilities (e.g. potable drinking water, toilets, washing facilities, canteens, and separate facilities for men and women, changing room, rest areas)? |  |
| 1. Is the firm compliant with the legal ceiling of 270 hours of overtime work per year? |  |
| 1. Environmental and social risk category of the Project |  |

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| Name (Responsible Authority of the Applicant) |  |
| Position |  |
| Signature |  |
| Stamp |  |
| Date and Place |  |