ESG and sustainability reporting

EBRD Performance Requirements: PR1 to PR10

Two days for the teams of a company financed by the EBRD: read the environmental and social policy that applies to your loan, link each requirement to your practices, maintain the Environmental and Social Action Plan and produce an annual report the lender can review. Afflatus writes this type of report for EBRD-financed industrial companies; the exercises work on your contract, your action plan and your data.

Duration : 2 days

Objectives

1. Explain the EBRD Environmental and Social Policy and the correspondence between the 2019 PR1 to PR10 and the 2024 ESR 1 to 10
2. Identify the requirements that apply to your project and the level of evidence expected for each
3. Apply the requirements on working conditions, pollution prevention and health and safety to your site situations
4. Maintain the Environmental and Social Action Plan (ESAP): actions, deadlines, evidence, delays
5. Write the annual environmental and social report and prepare discussions with the lender

Programme

Day 1 — morning

• What the financing agreement requires: environmental and social covenants, ESAP, reports, monitoring visits

• The 2019 policy and the 2024 policy, applied since 1 January 2025: from PR1 to PR10 to ESR 1 to 10

• Project categorisation and environmental and social assessment

• PR1: environmental and social management system, organisation, performance monitoring

Day 1 — afternoon

• PR2: labour and working conditions, non-discrimination, workers' grievance mechanism, subcontractors' workers

• PR3: resource efficiency and pollution prevention — water, energy, waste, discharges, quantification of GHG emissions above the threshold set by the policy

• PR4: health, safety and security of workers and of neighbouring communities

• Exercise: check a personnel file and a subcontracting contract for compliance

Day 2 — morning

• PR5 to PR8: land acquisition and resettlement, biodiversity and living natural resources, indigenous peoples, cultural heritage; when they apply

• PR9 and PR10: financial intermediaries, information disclosure, stakeholder engagement, external grievance mechanism

• ESAP monitoring: evidence of completion, delays, change requests to the lender

• Indicators to keep throughout the year so the report does not have to be rebuilt at year-end

Day 2 — afternoon (workshop)

• Workshop: requirement-by-requirement matrix for your project, with the evidence level available

• Workshop: annual report outline and first sections drafted with your data

• Preparing a lender monitoring visit: documents, site tour, interviews

• Knowledge test and summary of the gaps to address first

Teaching methods

• Commented reading of the EBRD policy and its guidance notes
• Exercises on your financing agreement, your ESAP and your latest reports to the lender
• Cases drawn from annual reports written for EBRD-financed industrial companies, made anonymous
• Sub-group work for management, HSE, HR and finance on the requirements that concern them
• Bilingual French / English materials, as the policy and the lender's correspondence are in English

Assessment and documents

Knowledge test at the end of the session, follow-up evaluation at D+1, numbered training certificate verifiable online for each participant. The company receives the training report, the requirements matrix and the annual report outline produced in the workshop.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

Does your project follow the IFC Performance Standards? The one-day course "IFC Performance Standards: PS1 to PS8" covers that framework. Collecting the annual report figures is explored further in "ESG Indicators: Data Collection, Quality and Reliability".

Practical information

Duration	2 days
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Our contract cites the PRs, the current policy refers to ESRs: which should we follow?
Both refer to the same ten requirements: PR1 to PR10 in the 2019 policy, ESR 1 to 10 in the 2024 policy, applied since 1 January 2025. Your contract states the reference text for your project; that is the one the course works on, pointing out what the other version words differently.

Who should attend?
Management, the HSE, HR and finance managers, and the person who signs or consolidates the annual report. Each participant leaves with the requirements that concern them and the list of evidence they must provide.

Do the requirements also apply to our subcontractors?
In part. The requirements on working conditions and health and safety also cover third-party workers who work on the project, and some risks in the main supply chain. The course shows how to translate them into your contracts and your controls.

Does the course replace support with writing the report?
No. It makes your teams able to collect the data and write the report themselves. If you prefer to outsource the writing, ACG can take it on as a separate consulting assignment.