

**Tacuarembó-Salto Green Transmission Line**  
**Environmental and Social Action Plan (ESAP)**

Item	Reference	Action	Deliverable	Date
PS 1: Assessment and management of environmental and social risks and impacts				
1.1	Prior Environmental Authorization (AAP)	Meet the requirements of DINAMA to obtain the AAP.	AAP	For the signing of the agreement
1.2	Environmental and Social Management System	<ol style="list-style-type: none"> <li>1. Optimize and maintain at all times an Environmental, Social, Health and Safety Management System following the Performance Standard 1 (PS1) of the International Financial Corporation (IFC) applicable to all the activities carried out by own and third-party personnel.</li> <li>2. Designate the team of specialists in health, safety and environment that will be responsible for the development, implementation and monitoring of the environmental, social, health and safety management plans, programs and procedures, including the supervision of hired third parties.</li> <li>3. Adopt an Environmental Management System that contains:               <ol style="list-style-type: none"> <li>a. Permits and authorizations matrix (designate responsible for monitoring and updating);</li> <li>b. Risk identification procedure and corresponding management programs;</li> <li>c. Work safety plan;</li> <li>d. Solid waste management plan;</li> <li>e. Liquid waste management plan;</li> <li>f. Hazardous products management plan;</li> <li>g. Air emissions control plan;</li> <li>h. Erosion control and slope stabilization plan;</li> <li>i. Flora and vegetation recovery plan;</li> <li>j. Wildlife protection and rescue plan (if necessary).</li> </ol> </li> </ol>	Environmental and Social Management System Document. Evidence of hiring staff. Copy of management plans.	For the signing of the agreement

Item	Reference	Action	Deliverable	Date
		k. Accident recording and investigation procedure. Corrective action plan.		
1.3	Emergency Preparedness and Response	<p>Maintain and adapt the emergency plans to each of the construction sites, camps or any other installation of the contractor, considering its location, and provide in detail the preventive and emergency response actions specific to said sites. Strengthen and update the Emergency Plan with:</p> <ul style="list-style-type: none"> <li>(i) procedures for interaction with local emergency and health authorities;</li> <li>(ii) protocols for firefighters, ambulances and other emergency vehicle services knowing the response times;</li> <li>(iii) asses and evaluate nearby medical facilities according to emergency severity;</li> <li>(iv) establish evacuation route plans;</li> <li>(v) conduct periodic training and drills.</li> </ul>	Copy of the Emergency and Contingency Plan with template to adapt to the site.	For the signing of the agreement
1.4	Training Plan	Maintain an Annual Training Plan in environmental, social and health and safety matters for employees, contractors and third parties. The Training Plan should include specific training for workers who are exposed to specific risks, including contractors (safe work plans).	Training Plan Document	For the signing of the agreement
1.5	Contractors Management	<p>Maintain a documented procedure for managing contractors and subcontractors that includes:</p> <ul style="list-style-type: none"> <li>(i) The basic environmental and health and safety requirements that must be respected by contractors and subcontractors;</li> <li>(ii) the obligations and prohibitions of contractors in environmental, health and safety matters;</li> <li>(iii) employment procedures in accordance with the law and PS2, including the basic rules for the prohibition of child labor, forced labor and discrimination, and allowing freedom of association and collective bargaining;</li> <li>(iv) a mechanism for handling workers' complaints;</li> <li>(v) rules of conduct and behavior to be followed by outsourced personnel (see 2.1.3).</li> </ul>	Contractors Management Procedure	For the signing of the agreement

Item	Reference	Action	Deliverable	Date
1.6	Stakeholder Participation	<p>Prepare a documented procedure for the reception, resolution and response to complaints and/or grievances of any member of the community, including local authorities, establishing:</p> <ul style="list-style-type: none"> <li>(i) mechanism for disseminating information to interested parties in a culturally appropriate manner;</li> <li>(ii) mechanism for access to inquiries, complaints and concerns about the company's environmental, social and safety performance, including the anonymous modality;</li> <li>(iii) method of classification and evaluation of inquiries and complaints;</li> <li>(iv) mechanism for monitoring responses, until the claim is closed;</li> <li>(v) establish response deadlines.</li> </ul>	Procedure for reception and resolution of grievances and complaints from third parties	For the signing of the agreement
1.7	Project Compliance with applicable standards	Prepare a periodic report on the status of compliance with the IDB Invest Environmental and Social Sustainability Policy, environmental, social and safety legislation, and the IFC Performance Standards.	Periodic environmental and social compliance report.	Semiannually during the construction stage and annually after the physical completion of the Project.
<b>PS 2: Labor and working conditions</b>				
2.1	Human resources policies and procedures	<ol style="list-style-type: none"> <li>1. Maintain human resources policies and procedures that include, among other things, the promotion of gender equality and non-discrimination, equal opportunities, adequate working conditions and terms of employment, in accordance with the law and PS2 of the IFC. The policy must include explicit references to free association and collective bargaining between employees.</li> <li>2. Develop a control and monitoring mechanism that ensures that contractors and subcontractors comply with said human resources policy and its procedures.</li> <li>3. Maintain a code of ethics and conduct for all workers (including contractors and subcontractors) that apply to the relationship between workers and with external third parties. Determine prohibited practices and their sanctions, such as acts of corruption, theft, addiction,</li> </ol>	Copy of human resources policies and procedures	For the signing of the agreement

Item	Reference	Action	Deliverable	Date
		<p>harassment, threat, intimidation, violence or other inappropriate behavior. The use, possession, trade, introduction or donation of alcoholic beverages, cannabis, illegal drugs, weapons of any kind or ammunition in workplaces, camps or other Project facilities will be prohibited. Establish mechanisms for anonymous complaints.</p> <p>4. When accommodation services are offered to workers, the contractor and its subcontractors shall implement policies on the quality and management of such accommodations and the provision of basic services.</p> <p>5. Establish a mechanism for handling complaints so that workers (and their organizations, when they exist) can raise their concerns regarding the workplace. The Company must inform the workers about the mechanism for handling complaints at the time they are hired and will give them easy access to them. Anonymous complaints must be allowed. The mechanism should not prevent access to other judicial or administrative remedies that may be available in accordance with existing legislation or arbitration procedures, nor replace the mechanisms for handling complaints provided by collective agreements.</p>		
<b>PS 3: Resource efficiency and pollution prevention</b>				
3.1	Calculation of greenhouse gas emissions	Implement a procedure to quantify and present in each periodic report (see 1.7) an inventory of greenhouse gas (GHG) emissions.	Quantification of GHG emissions.	Semiannually during the construction stage.
<b>PS 4: Community health, safety, and security</b>				
4.1	Community health and safety	<p>Develop a Comprehensive Road Safety Management Plan specific to each site (or set of sites), applicable to contractors and subcontractors, with access and exit routes for the transport of machinery and construction materials, schedules and time restrictions, and include mitigation measures of possible impacts for affected communities.</p> <p>The procedures should consider:</p> <p>(i) evaluation of alternatives on possible access routes;</p> <p>(ii) identification of the risks;</p>	Copy of the Comprehensive Road Safety Management Plan for the Project	For the signing of the agreement

Item	Reference	Action	Deliverable	Date
		(iii) speed limits and speed zone restrictions, particularly during school hours and/or in adverse weather conditions; (iv) informational signs indicating heavy traffic and machinery, temporary roads, maximum speeds, access and exit points; (v) emergency preparedness and response. The development of the Project's traffic management plan and its implementation should include close coordination with neighboring communities and local authorities.		
PS 8: Cultural heritage				
8.1	Chance finds	Implement the Construction Archaeological Control (CAC); chance find procedure for cultural heritage items (archeological, paleontological, historical, etc.).	CAC	For the signing of the agreement