

LA MATA – COLOMBIA
Environmental and Social Action Plan (ESAP)

| No. | Aspect | Action | Deliverable | Delivery date |
|--|---|--|--|---|
| PS 1: Assessment and Management of Environmental and Social Risks and Impacts | | | | |
| 1.1 | Environmental and Social Assessment and Management System | 1. Incorporate social elements (stakeholder engagement, community grievance mechanism, and ongoing reporting to affected communities) into the Project's Environmental and Social Management System (ESMS). | 1. Updated ESMS | 1. Prior to first disbursement |
| | | 2. Implement the ESMS. | 2. Evidence of ESMS implementation | 2. As part of the Environmental and Social Compliance Report (ESCR) |
| 1.2 | Organizational Capacity | 1. Provide an Environmental and Social (E&S) Staffing Plan for the Project, to include: i) organizational chart; ii) brief description of roles and responsibilities; and iii) biographies or curriculum vitae of key personnel. | 1. E&S Staffing Plan | 1. Prior to construction |
| 1.3 | Stakeholder Engagement Plan | 1. Finalize the Project's Community Relations Plan, to include procedures to publicize the Project's External Grievance Mechanism to local communities. | 1. Updated Community Relations Plan | 1. Prior to first disbursement |
| | | 2. Implement the Community Relations Plan. | 2. Evidence of Community Relations Plan implementation | 2. As part of the ESCR |
| PS 2: Labor and Working Conditions | | | | |
| 2.1 | Human Resources Policies and Procedures | 1. Develop an Internal Work Regulation for the Project, to include information on: i) working conditions and terms of employment; and ii) retrenchment. | 1. Internal Work Regulation | 1. Prior to first disbursement |
| | | 2. Implement the Internal Work Regulation. | 2. Evidence of Internal Work Regulation implementation | 2. As part of the ESCR |
| 2.2 | Occupational Health and Safety | 1. Develop an Occupational Health and Safety (OHS) Plan for the Project. | 1. Occupational Health and Safety Plan | 1. Prior to construction |
| | | 2. Implement the OHS Plan. | 2. Evidence of OHS Plan implementation | 2. As part of the ESCR |
| PS 3: Resource Efficiency and Pollution Prevention | | | | |
| 3.1 | Waste Management | 1. Update the Project's Waste Management Plan to include procedures for the recycling/disposal of solar modules. | 1. Updated Waste Management Plan | 1. Prior to operations |
| | | 2. Implement the updated Waste Management Plan. | 2. Evidence of Waste Management Plan implementation | 2. As part of the ESCR |
| 3.2 | Hazardous Materials Management | 1. Develop a Hazardous Materials Management Plan with procedures for the safe storage of the Project's hazardous materials. | 1. Hazardous Materials Management Plan | 1. Prior to first disbursement |
| | | 2. Implement the Hazardous Materials Management Plan. | 2. Evidence of Hazardous Materials Management Plan implementation. | 2. As part of the ESCR |
| 3.3 | Pesticide Use and Management | 1. Develop a Pesticide Management Plan for the Project. | 1. Pesticide Management Plan | 1. Prior to first disbursement |
| | | 2. Implement the Pesticide Management Plan. | 2. Evidence of Pesticide Management Plan implementation | 2. As part of the ESCR |
| PS 4: Community Health, Safety, and Security | | | | |
| 4.1 | Security Personnel | 1. Develop a Security Management Plan for the Project, to include procedures on: i) vetting of security personnel; ii) the use of force; and iii) human rights training. | 1. Security Management Plan | 1. Prior to first disbursement |
| | | 2. Implement the Security Management Plan. | 2. Evidence of Security Management Plan implementation | 2. As part of the ESCR |