

TRECSA PROJECT - GUATEMALA
Environmental and Social Action Plan (or ESAP)

No.	Aspect	Action	Deliverable	Delivery date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
2.1	Human Resources Policies	1. Formulate a Human Resources Policy.	1. Human Resources Policies.	1. Prior to First Disbursement.
		2. Implement the Human Resources Policy.	2. Evidence of policy implementation.	2. Prior to First Disbursement.
		3. Communicate the Human Resources Policy to employees and contractors.	3. Evidence of having communicated the policy to employees and contractors.	3. Prior to First Disbursement.
2.2	Occupational Health and Safety	1. Develop and implement a procedure to ensure daily hydration of all employees or contractors with high-quality water, as part of the Social and Environmental Management System (SEMS).	1. Hydration procedure.	1. Before submitting the operation for consideration of the Board of Directors.
		2. Implement the procedure to ensure daily hydration of all employees or subcontractors.	2. Evidence of procedure implementation.	2. Before submitting the operation for consideration of the Board of Directors.
2.3	Grievance Mechanism	1. Update the internal complaints mechanism to: i) separate it from the external complaints mechanism; ii) establish guidelines for complaint registration, analysis, categorization, and investigation, as well as selecting alternative solutions and indicating response times; iii) enable complaints to be made anonymously; iv) stipulate that there will not be any reprisals for complainants; and v) guarantee confidentiality for the complainant.	1. Updated internal complaints mechanism.	1. Prior to First Disbursement.
		2. Implement the updated internal complaints mechanism.	2. Evidence of updated complaints mechanism implementation.	2. Prior to First Disbursement.
		3. Communicate the internal complaints mechanism procedure to all direct and indirect employees.	3. Evidence of talks and workshops held to communicate the mechanism to employees.	3. Prior to First Disbursement.
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Emissions quantification	1. Submit the greenhouse gas emissions quantification for the recently ended year.	1. Quantification of greenhouse gas emissions.	1. By February 28 of each year.
		2. Submit a greenhouse gas emissions estimate for the coming year.	2. Greenhouse gas emissions estimate.	2. By November 30 of each year.
3.2	Quantification of water and energy consumption	1. Submit the water and energy consumption quantification for the recently ended year.	1. Quantification of water and energy consumption.	1. By February 28 of each year.
		2. Submit a water and energy consumption estimate for the coming year.	2. Water and energy consumption estimate.	2. By November 30 of each year.
3.3	Liquid waste management	1. Submit the results of effluent monitoring for the 12 wastewater treatment plants included in the Project.	1. Effluent monitoring results.	1. As part of the Environmental and Social Compliance Report (ESCR).
3.4	Non-ionizing radiation	1. Submit the results of non-ionizing radiation monitoring in the electric power transmission lines (TL) and transformer substations (TS) included in the Project.	1. Results of non-ionizing radiation monitoring.	1. As part of the ESCR.
PS 4: Community Health, Safety, and Security				
4.1	Emergency Preparedness and Response	1. Carry out an emergency drill with the local population at least one a year.	1. Emergency drill reports.	1. As part of the ESCR.
4.2	Security Personnel	1. Report any event in which security personnel have been required to use their firearms or force to quell a security situation.	1. Statements, emails.	1. Within 5 days following the incident.
		2. Report any material change related to the company that provides security services for the Project.	2. Statements, emails.	2. Within 5 days following occurrence of the change.
PS 5: Land Acquisition and Involuntary Resettlement				

No.	Aspect	Action	Deliverable	Delivery date
5.1	Involuntary resettlement of non-indigenous families	1. Carry out an assessment of post-resettlement socioeconomic conditions for the 12 non-indigenous families that were displaced by the easement for the Project.	1. Assessment of post-resettlement conditions for the 12 families	1. For three calendar years after resettlement of the last family.
		2. If necessary, submit a complementary resettlement plan to guarantee that the socioeconomic conditions of the resettled families are at least equal to, if not better than, their conditions prior to the displacement.	2. Complementary resettlement plan.	2. Within 60 days following submission of the assessment of post-resettlement conditions.
		3. Submit evidence of having implemented the complementary resettlement plan, if applicable.	3. Evidence of having implemented the complementary resettlement plan.	3. In accordance with the timeframes stipulated in the complementary resettlement plan.
PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Bird and bat mortality	1. Submit a detailed report of bird and bat collisions with the TL, identifying sites with the highest level of mortality.	1. Results of bird and bat collision monitoring report.	1. As part of the ESCR.
		2. If necessary, submit a plan to reduce the number of bird and bat collisions with the TL.	2. Plan to reduce the number of bird and bat collisions with the TL.	2. 60 days after having been notified of the need to develop the plan by IDB Invest.
		3. Submit evidence of having implemented the plan to reduce the number of bird and bat collisions with the TL, if applicable.	3. Evidence of having implemented the plan to reduce the number of bird and bat collisions with the TL.	3. According to the timeframes established in the plan.
6.2	Biodiversity Management Plan	1. Submit a progress report on the implementation of the Biodiversity Management Plans (BMP) for all stretches in the Project.	1. BMP implementation reports.	1. As part of the ESCR.
PS 7 Indigenous Peoples				
7.1	Involuntary resettlement of indigenous families	1. Carry out an assessment of post-resettlement socioeconomic conditions for the 13 indigenous families that were displaced by the easement for the Project.	1. Assessment of post-resettlement conditions for the 13 indigenous families.	1. For three calendar years after resettlement of the last family.
		2. If necessary, submit a complementary resettlement plan to guarantee that the socioeconomic conditions of the resettled families are at least equal to, if not better than, their conditions prior to the displacement.	2. Complementary resettlement plan.	2. Within 60 days following submission of the assessment of post-resettlement conditions.
		3. Submit evidence of having implemented the complementary resettlement plan, if applicable.	3. Evidence of having implemented the complementary resettlement plan.	3. In accordance with the timeframes stipulated in the complementary resettlement plan.
PS 8: Cultural Heritage				
8.1	Chance Find	1. Submit a detailed report on any chance finds during the implementation of the Project.	1. Detail report on chance finds.	1. As part of the ESCR.