

BAITALI GROUP - SURINAME
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. Develop an Environmental and Social Management System (ESMS) Manual that describes the Company's current management system and its approach to the following elements: i) environmental and social (E&S) policy; ii) identification of E&S risks and impacts; iii) E&S management programs; iv) E&S organizational capacity; v) emergency preparedness and response; vi) stakeholder engagement; and vii) E&S monitoring and review. The manual should reference the company's key E&S plans and procedures.	1. Environmental and Social Management System Manual	1. Within 6 months of first disbursement
		2. Implement the ESMS.	2. Evidence of ESMS implementation.	2. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Stakeholder Engagement	1. Conduct at least one consultation meeting with each of the Project's affected communities.	1. Evidence of public consultation meetings (e.g., meeting minutes)	1. Prior to first disbursement
		2. Develop a Stakeholder Engagement Plan (SEP) for the Project, to include: i) a summary of previous stakeholder engagement activities; ii) stakeholder identification and mapping; and iii) a description of planned stakeholder engagement activities.	2. Stakeholder Engagement Plan	2. Within 6 months of first disbursement
		3. Implement the SEP.	3. Evidence of SEP implementation	3. As part of the ESCR
1.3	Grievance Mechanism	1. Develop a Community Grievance Mechanism (GM) describing the Project's procedures for receiving, responding to, resolving, and documenting community grievances.	1. Community Grievance Mechanism	1. Prior to first disbursement
		2. Implement the Community GM.	2. Community GM report (in the form of a matrix)	2. As part of the ESCR
1.4	Emergency Preparedness and Response	1. Develop an Emergency Response Plan for the Project.	1. Emergency Response Plan	1. Prior to first disbursement
		2. Implement the Emergency Response Plan.	2. Evidence of Emergency Response Plan implementation	2. As part of the ESCR
PS 2: Labor and Working Conditions				
2.1	Human Resources Policies and Procedures	1. Update the Company's employee handbook (Company Regulations 2022) to explicitly state the Company's: i) recognition of worker freedom of association; and ii) prohibition on engaging child and forced labor.	1. Updated employee handbook (Company Regulations 2022)	1. Prior to first disbursement
2.2	Worker Grievance Mechanism	1. Develop a Worker Grievance Mechanism (GM) to describe the company's procedures for receiving, responding to, resolving, and documenting worker grievances, including anonymous grievances and guaranteeing no retaliation.	1. Worker Grievance Mechanism	1. Prior to first disbursement
		2. Implement the Worker GM.	2. Worker GM report (in the form of a matrix)	2. As part of the ESCR
2.3	Occupational Health and Safety	1. Develop occupational health and safety (OHS) procedures (Work Method Statements) for the Project.	1. Work Method Statements	1. Prior to first disbursement
		2. Implement the Work Method Statements.	2. Evidence of Work Method Statements implementation	2. As part of the ESCR

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PS 3: Resource Efficiency and Pollution Prevention				
3.1	Waste Management	1. Develop a waste management plan (Waste Stream and Waste Handling Plan) for the Project.	1. Waste Stream and Waste Handling Plan	1. Prior to first disbursement
		2. Implement the Waste Stream and Waste Handling Plan.	2. Evidence of Waste Stream and Waste Handling Plan implementation	2. As part of the ESCR
3.2	Hazardous Materials Management	1. Develop a Hazardous Materials Management Plan that describes the Company's procedures for the safe handling and storage of hazardous materials.	1. Hazardous Materials Management Plan	1. Within 6 months of 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	Climate Change	1. Include the analysis of climate change scenarios in the Project's Hydrological Study.	1. Hydrological Study	1. Prior to operations
PS 4: Community Health, Safety, and Security				
4.1	Community Health and Safety	1. Develop a Traffic Management Plan for the Project.	1. Traffic Management Plan	1. Prior to first disbursement
		2. Implement the Traffic Management Plan.	2. Evidence of Traffic Management Plan implementation	2. As part of the ESCR
4.2	Security Personnel	1. Develop a Security Management Plan, to include procedures for: i) the 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