

**Bávaro-FV3, Isla Saona and Electrolinera solar power plants – DOMINICAN REPUBLIC
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 Management System	1. Prepare an organizational chart that also includes the duties of personnel who will be responsible for environmental and social management in each sub-project.	1. Organizational chart.	1. Prior to Financial Closure.
		2. Appoint (or hire, if necessary) personnel who will be responsible for environmental and social management in each sub-project.	2. Copies of contracts and appointment letters.	2. Prior to Financial Closure.
		3. Update the environmental assessment included in the EIS for FV1 to incorporate the specific potential impacts and risks that may be generated by the FV3 subproject.	3. Updated environmental assessment.	3. No later than 30 days after the first disbursement.
		4. Complete the assessment of environmental issues and impacts for the EV Charging Point Project.	4. Environmental assessment for the EV Charging Point Project.	4. No later than 30 days after the first disbursement.
		5. Complete the assessment of environmental issues and impacts for the Isla Saona Project.	5. Environmental assessment for the Isla Saona Project.	5. No later than 30 days after the first disbursement.
		6. Based on the updated environmental assessment, prepare an environmental and social management plan for the three sub-projects that includes, among other aspects: i) a description of the measures taken to prevent, mitigate, or compensate for unintended impacts; ii) the frequency of application of the management measures; iii) the people responsible for implementing the measures; iv) the people responsible for overseeing implementation of the measures; and v) the key performance indicators for each measure.	6. Environmental management plan.	6. No later than 45 days after the first disbursement.
		7. Implement the environmental management plan.	7. Evidence of implementation.	7. As part of the Environmental and Social Compliance Report (ESCR).
1.2	Policy	1. Prepare a specific environmental and social policy for the Project.	1. Environmental and social policy for the Project	1. Prior to Financial Closure.
		2. Implement the environmental and social policy.	2. Copy of the internal procedure through which the policy was adopted.	2. Prior to Financial Closure.
		3. Disseminate the environmental and social policy to Project employees and contractors.	3. Evidence of dissemination.	3. As part of the ESCR.
1.3	Gender Programs	1. Prepare a program for equal participation of men and women in the Project.	1. Program for equal participation of men and women.	1. No later than 30 days after the first disbursement.
		2. Implement the program for equal participation of men and women.	2. Evidence of implementation.	2. As part of the ESCR.
1.4	Stakeholder Engagement	1. Prepare a stakeholder map for the three sub-projects.	1. Stakeholder map.	1. No later than 30 days after the first disbursement.
		2. Prepare a stakeholder engagement plan for the three sub-projects.	2. Stakeholder engagement plan.	2. No later than 45 days after the first disbursement.
		3. Implement the stakeholder engagement plan.	3. Evidence of implementation.	3. As part of the ESCR.
		4. Implement a public consultation process for the Parque Bávaro-FV3 subproject.	4. Minutes from the consultation.	4. No later than 30 days after the first disbursement.

No.	Aspect	Action	Deliverable	Delivery date
1.5	Grievance Mechanism	1. Prepare a grievance and complaint mechanism proposal for the community that: i) describes the process from receiving the grievance until its resolution; ii) enables grievances to be received anonymously; iii) enables grievances to be received from vulnerable population segments; and iv) guarantees the transparency of the process and non-retaliation against the submitter.	1. Grievance and complaint mechanism proposal.	1. No later than 45 days after the first disbursement.
		2. Implement the Grievance Mechanism.	2. Statistics on the receipt and processing of grievances.	2. As part of the ESCR.
PS 2: Labor and Working Conditions				
2.1	Human Resources	1. Implement a human resources policy that explicitly ratifies CEPM's stance regarding inclusion, diversity and gender equity; non-discrimination; and the prohibition of child and forced labor.	1. Human Resources Policy.	1. Prior to Financial Closure.
2.2	Internal Grievance Mechanism	1. Prepare a grievance and complaint mechanism proposal for employees that: i) describes the process from receiving the grievance until its resolution; ii) enables grievances to be received anonymously; and iii) guarantees the transparency of the process and non-retaliation against the submitter.	1. Document that outlines the grievance mechanism.	1. No later than 30 days after the first disbursement.
		2. Implement the grievance and complaint mechanism for employees.	2. Statistics on the receipt and processing of grievances.	2. No later than 30 days after the first disbursement and then as part of the ESCR.
		3. Disseminate the Internal Grievance Mechanism among employees.	3. Evidence of dissemination of the mechanism to employees.	3. As part of the ESCR.
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Water Consumption	1. Maintain a record of the volume of water used by the Project.	1. Record of water consumption.	1. As part of the ESCR.
3.2	Pollution Prevention	1. Update the emergency response plan to include measures to control accidental spills of hazardous substances or waste that will be transported by sea from Bayahibe ("substances") to Isla Saona and vice versa ("waste").	1. Updated emergency response plan.	1. Prior to the order to proceed with works on the Isla Saona Project.
3.3	Waste Management	1. Update the solid waste management plan for FV1 to ensure that it is applicable to all sub-projects, and includes special procedures for the Isla Saona Project.	1. Updated solid waste management plan.	1. No later than 30 days after the first disbursement.
PS 4: Community Health, Safety, and Security				
4.1	Contractor management	1. Require contractors to submit an impact management plan to prevent and mitigate unintended impacts on the community.	1. Contractors' community impact management plan.	1. Prior to the order to proceed with each sub-project.
4.2	Security Personnel	1. Train security guards on issues including proportional use of force and human rights.	1. Evidence of training.	1. Prior to hiring guards, and then as part of the ESCR.
PS 8: Cultural Heritage				
8.1	Chance Find	1. Prepare a chance find procedure that specifies the steps to follow in the event that items of archaeological or cultural significance are found during the construction of the sub-projects.	1. Chance Find Procedure.	1. No later than 30 days after the first disbursement.