

**JOHN FERNANDES - GUYANA**  
**Environmental and Social Action Plan (ESAP)**

No.	Aspect	Action	Deliverable	Delivery date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	Environmental and Social Assessment and Management System	1. Update the Company's Health, Safety, and Environment (HSE) Management System and HSE Manual to incorporate social elements (stakeholder engagement, grievance management, and reporting).	1. Updated HSE Manual	1. Within six months of first disbursement
		2. Implement the updated HSE Management System.	1. Evidence of HSE Management System implementation	1. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Stakeholder Engagement	1. Develop a Stakeholder Engagement Plan (SEP) to include: i) a summary of previous stakeholder engagement activities; ii) identification and analysis of Company stakeholders; and iii) a description of the Company's stakeholder engagement programs.	1. Stakeholder Engagement Plan	1. Within six months of first disbursement
		2. Implement the SEP.	2. Evidence of SEP implementation	2. As part of the ESCR
1.3	Community Grievance Mechanism	1. Develop a Community Grievance Mechanism (GM) that describes the Company's procedures for receiving, responding to, assessing, and addressing community grievances.	1. Community Grievance Mechanism	1. Prior to first disbursement
		2. Implement the Community GM.	2. Community grievances report (in the form of a matrix)	2. As part of the ESCR
<b>PS 2: Labor and Working Conditions</b>				
2.1	Working Conditions and Terms of Employment	1. Develop an Employee Manual that describes the Company's terms of employment, including policies and procedures on: i) employment contracts; ii) worker rights; iii) payroll; iv) employee benefits; v) paid and unpaid leave; and vi) termination.	1. Employee Manual	1. Within six months of first disbursement
		2. Provide a copy of the Employee Manual to all workers.	2. Evidence of Employee Manual distribution.	2. As part of the ESCR
2.2	Worker Grievance Mechanism	1. Develop a Worker Grievance Mechanism (GM) that describes the Company's procedures for receiving, responding to, assessing, and addressing worker grievances.	1. Worker Grievance Mechanism	1. Prior to first disbursement
		2. Implement the Worker GM.	2. Worker grievances report (in the form of a matrix)	2. As part of the ESCR
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Hazardous Materials Management	1. Update the Company's existing procedures into a Hazardous Materials Management Plan to include: i) a description of the Company's hazardous materials storage requirements, including secondary containment for hazardous liquids; ii) a description of the Company's procedures for the disposal of hazardous waste; and iii) a Plan for Segregation of Containerized Chemicals (PSCC).	1. Hazardous Materials Management Plan	1. Within three 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
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community Health and Safety	1. Prepare communication materials (i.e., leaflets) on the prevention of sexual exploitation of women and children and the spread of sexually transmitted diseases (STDs).	1. Leaflets about the sexual exploitation of women and children and the spread of STDs	1. Within six months of first disbursement
		2. Distribute the leaflets to the workforce and visiting vessel crewmembers.	2. Evidence of leaflet distribution	2. As part of the ESCR

No.	Aspect	Action	Deliverable	Delivery date
4.2	Security Personnel	1. Update the Company's existing security measures into a Security Management Plan to include a description of policies and procedures on: i) the use of force; and ii) human rights training.	1. Security Management Plan	1. Within six months of first disbursement
		2. Implement the Security Management Plan.	2. Evidence of Security Management Plan implementation	2. As part of the ESCR