

**Environmental and Social Action Plan – ESAP
Pamplona-Cúcuta Highway Project – COLOMBIA**

No.	Aspect	Action	Deliverable	Delivery date
PS1: Assessment and Management of E&S Risks and Impacts				
1.1	Identification of Risks and Impacts	1. Identify the climate change risks and adaptation opportunities for all Project stages.	1. Report on the climate change risks and adaptation opportunities assessment.	1. Within 3 months after signing the loan agreement.
1.2	Gender risk	1. Carry out an analysis of possible gender-related risks and impacts that may affect women, girls, and sexual and gender minorities.	1. Gender risk analysis.	1. Within 30 days after the first disbursement.
		2. Develop, if necessary, a gender program to manage the identified risks and impacts.	2. Gender program.	2. Within 30 days after the first disbursement.
		3. Implement the gender program, if necessary.	3. Evidence of implementation.	3. As part of the Environmental and Social Compliance Report (ESCR).
PS2: Labor and Working Conditions				
2.1	Nondiscrimination and Equal Opportunity	1. Update the Internal Work Rulebook to remove the provision about tasks that are forbidden for women.	1. Updated Internal Work Rules.	1. Within 1 month after signing the loan agreement.
2.2	Grievance Mechanisms	1. Add the possibility to receive and manage anonymous grievances into the requests, grievances, claims and suggestions (RGCS) mechanism.	1. Updated RGCS mechanism.	1. Within 1 month after signing the loan agreement.
		2. Communicate the updated RGSC mechanism among the workers.	2. Evidence of the communication of the mechanism.	2. As part of the ESCR.
PS3: Resource Efficiency and Pollution Prevention				
3.1	Greenhouse Gases (GHG)	1. Quantify the GHG for the past year, using indicators that allow monitoring the effectiveness of the actions proposed to reduce emissions.	1. GHG quantification for the past year.	1. One month after the end of the calendar year (every January).
		2. Estimate the GHG for the following year, using indicators indicators that allow monitoring the effectiveness of the actions proposed to reduce emissions.	2. GHG estimation for the new year.	2. One month before the end of the calendar year (every November).
PS5: Land Acquisition and Involuntary Resettlement				
5.1	Grievance Mechanism	1. Systematize the RGCSs coming especially from relocated social units and differently from those filed by other community members.	1. RGCS outcome matrix with special reference to relocated social units.	1. As part of the ESCR.
5.2	Resettlement and livelihood restoration planning and implementations	1. Articulate, through the execution of the institutional capacity support program, training and education activities for productive project initiatives aimed at the economically displaced productive social units.	1. Report on the training and education activities for the economically displaced productive social units, with objectives, goals, and performance indicators.	1. Prior to the first disbursement.
		2. Add annexes to the ANI forms to record the adaptation of each affected social unit, using quantitative and qualitative indicators that help identify how the housing and economic (productive means and livelihoods) conditions, and quality of life are being restored	2. Complementary annexes to ANI forms.	2. Within 3 months after signing the loan agreement.
		3. Set up a mechanism that includes a list of quantitative compliance indicators and that helps verify whether the residential or productive social units could restore their quality of life and economic conditions.	3. Checklist.	3. As part of the ESCR.
		4. Link support activities schedules for each residential social unit subject to physical displacement, to the social support methodology.	4. Activity schedule and report with objectives, goals and performance indicators.	4. Within 3 months after signing the loan agreement.

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		5. Submit an action plan to acquire additional areas that may be needed for Project construction.	5. Action plan for the acquisition of additional areas.	5. Prior to the first disbursement.
		6. Carry out the action plan for the acquisition of additional areas.	6. Evidence of plan implementation.	6. As part of the ESCR.
		7. Submit an action plan to repair adjoining road infrastructure that may have been affected by the works.	7. Action plan for repairing adjoining road infrastructure.	7. Prior to the first disbursement.
		8. Carry out the action plan to repair adjoining road infrastructure that has been affected by the works.	8. Evidence of plan implementation.	8. As part of the ESCR.
		9. Submit a list of actions to encourage the relevant authorities to find a solution for the holders of mining exploitation contract No. ELV-081.	9. List of actions.	9. Prior to the first disbursement.
		10. Carry out the actions to encourage the relevant authorities to find a final solution for the holders of mining exploitation contract No. ELV-081.	10. Evidence of action implementation.	10. As part of the ESCR.
PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Management of Ecosystem Services	1. Prepare a consolidated report on the already executed and still pending actions to address impacts on the ecosystem services by the FU1.	1. Consolidated and updated report on the management of ecosystem services.	1. Prior to the first disbursement.