

6. ENVIRONMENTAL & SOCIAL ACTION PLAN

Item #	Aspect	Action/Activity	Deliverable//Indicator	Schedule
Performance Standard 01. Assessment and Management of Environmental and Social Risks and Impacts				
1	E&S Policy	1. Update E&S Policy to incorporate the Performance Standards and GIIP	1. Updated policy approved by INGELSA Board	Before First Disbursement
2	Identification of Risks and Impacts	1. Enhance fish baseline by conducting a full seasonal cycle of one dry and one rainy season sampling	1. Updated fish baseline	Prior to start of any river diversion works
		2. Enhance herpetofauna baseline by sampling upper sections of penstock, as well as conduct a full inventory for <i>Plectrohyla chrysopleura</i> at the water intake areas	1. Updated herpetofauna baseline	Prior to start of any river diversion works (for <i>P. chrysopleura</i>) or upper penstock works (herps)
		3. Enhance baseline for birds, bats and mammals in the Project's footprint	1. Updated terrestrial baseline for birds, bats and mammals	Prior to start of construction works
		4. Enhance and update Project's E&S Risk Matrix	1. Updated Project E&S Risk Matrix	Ongoing
		5. Enhance social baseline for communities in the Project's area of direct.	1. Evidence of continuous improvement of baseline	Ongoing
3	E&S Management System (ESMS)	1. Develop an Environmental, Social and Health & Safety Management System (ESMS) for the construction phase.	1. Document of the ESMS for construction Evidenced-based of ongoing implementation	Before first disbursement Regular progress reports (ESCR)
		2. Develop an Environmental, Social and Health & Safety Management System (ESMS) for the operational phase of the Project	2. Document of the ESMS for operations	Three Months Before Commercial Operation Date (COD)
4	E&S Management Plan	1. Update E&S Management Plan (ESMP) –plan for construction phase to integrate good international industry practice and align it with the Performance Standards. Include a simplified Chance Find Procedure.	1. Updated ESMP for construction phase	Draft for Closing Final Before First Disbursement
		2. E&S Management Plan (ESMP) – operations phase	2. ESMP for operations phase	Three Months Before COD
5	Organizational Capacity and Competency	1. Fill the remaining vacant E&S and OHS 2. Review E&S Staffing Plan	1. Provide CVs of selected candidates 2. Revised Staffing Plan	Before Board approval (E&S) and First Disbursement (OHS) Before Closing

6	Emergency Preparedness and Response	1. Upgrade the Contingency Plan and turn it into an Emergency Preparedness and Response Plan for the construction phase	1. Updated Emergency Preparedness and Response Plan – Construction Phase	Before First Disbursement
		2. Develop an Emergency Preparedness and Response Plan for the Operations	2. Emergency Preparedness and Response Plan – Operations Phase	Three Months Before COD
7	Grievance Mechanism for Affected Communities	1. Develop the Community Grievance Mechanism (MQRS) into a dedicated external grievance & complaints mechanism with corresponding responsibility and decision-making	1. Revised Grievance Mechanism for Affected Communities	Before Closing
8	Contractors' EHS Plans and IFC EHS Guidelines	1. Develop Contractor EHS Management 2. Include adherence to IFC EHS Guidelines in EPCM contracts	1. Contractor EHS management procedure 2. Amended EPCM contract	Before First Disbursement Before First Disbursement
9	Ongoing Engagement with Affected Communities	1. Strengthen the Community Engagement Plan 2. Project E&S information available in Spanish both at the IESA group's website as well as locally in hardcopy (e.g. at the Permanent Information Office – PIO(s) and/or administrative offices in the interim).	1. Revised Community Engagement Plan 2. Website http://iesa.hn/ingelsa/ Evidence of documents available at PIO	Before First Disbursement Before Board approval
Performance Standard 02. Labor and Working Conditions				
10	Working Conditions and Management of Worker Relationships	1. Develop an overarching Human Resources Policy with associated management procedures (using the Work Regulation as basis) 2. Develop an Ethics Code for INGELSA employees 3. Develop a Code of Conduct for workers engaged by contractors, along the same principles as #10.2 above. 4. Develop an HR Procedure to monitor the performance of the EPCM contractors. 5. Assign dedicated HR management capacity and presence to address both Company as well employee/contractor specific issues close to the Project site	1. Approved HR Policy by Board 2. Approved Ethics Code by Board 3. Approved Code of Conduct for Contractors 4. Contractors' Procedure developed 5. Local HR support hired/assigned	Before First Disbursement Before First Disbursement Before First Disbursement Before First Disbursement Before First Disbursement
11	Working Conditions and Terms of Employment	1. Develop and implement a procedure to inspect conditions and ensure workers' accommodation facilities are consistent with the IFC/EBRD Guidelines for Workers' Accommodations 2. Policy commitment to provide written contracts to all employees.	1. Procedure developed 2. Inclusion of appropriate language in HR policy	Before First Disbursement Before First Disbursement
12	Working Conditions and Management of Worker Relationships	1. Develop a Local Workers' Recruiting Program and 2. Establish a Permanent Information Office (PIO) to maximize local hiring	1. Local Workers' Recruitment Program 2. Permanent Information Office (PIO) established	Before First Disbursement Before First Disbursement

		3. Disclose/share the Local Workers' Recruitment Program and hiring procedures locally and through the Engagement Plan, to include consideration of gender equity principles.	3. Recruitment Program and hiring procedures disclosed locally	Before First Disbursement
13	Influx Management and Retrenchment	1. Prepare, in coordination with the key EPCM contractors, a synthetic Demobilization Plan	1. Demobilization Plan elaborated	One month prior to demobilizing any EPCM contractor
14	Grievance Mechanism	1. Establish a Grievance Mechanism for INGELSA employees and contractor workers.	1. Grievance Mechanism implemented	Before First Disbursement
15	Occupational Health and Safety	1. Prepare a Health and Safety Policy 2. Refine preliminary Health & Safety (OHS) Plan to become the OHS Plan for Construction phase. Include/develop a procedure to incorporate applicable provisions relating to jobs involving explosives (from the specialized company to be engaged). 3. Verify that EPCM contractors establish health and safety management and monitoring programs in line with INGELSA's OHS policy and plans 4. Develop an OHS Plan for Operations phase 5. Assign adequate human resources for Health & Safety management	1. Approved Health and Safety Policy by INGELSA Board 2. OHS Plan for Construction phase -Procedure as part of OHS Plan for Construction phase 3. Evidence of alignment between plans 4. OHS Plan for Operations phase (standalone or as part of ESMP - #4.2 above) 5. CVs of selected candidates	Before First Disbursement Before First Disbursement (Plan and Procedure) Before First Disbursement Three Months Before COD Before First Disbursement
Performance Standard 03: Resource Efficiency and Pollution Prevention				
16	Water consumption	1. Establish a quarterly Water Quality Monitoring Program as part of the Construction Phase ESMP (see #4.1 above)	1. Water Quality Monitoring Program for Construction established	Before First Disbursement
		2. Establish a Water Quality Monitoring Protocol for Operations as part of the Operations Phase ESMP (see #4.2 above)	2. Monitoring Protocol for Operations developed	Three Months Before COD
17	Ecosystem Services	1. Prepare an Ecological Flow Management Plan for the operations phase	1. Ecological Flow Management Plan elaborated	Three Months Before COD
18	Wastewater Management	1. Prepare a management procedure for domestic wastewater and process/rainwater management	1. Wastewater Management Procedure developed	Before First Disbursement

19	Solid Waste Management	<ol style="list-style-type: none"> 1. Develop Integrated Solid Waste Management Plan for the construction phase 2. Develop Solid Waste Management for Operations phase (standalone or as part of the ESMP for operations). 	<ol style="list-style-type: none"> 1. Solid Waste Management Plan for the construction phase elaborated 2. Solid Waste Management Plan for the Operations phase elaborated 	<p>Before First Disbursement</p> <p>Three Months Before COD</p>	
20	Hazardous Materials Management	<ol style="list-style-type: none"> 1. Develop a specific protocol on storage, handling and disposal of hazardous materials as part of the ESMP for Construction phase 	<ol style="list-style-type: none"> 1. Protocol developed 	Before First Disbursement	
21	Pesticides Use and Management	<ol style="list-style-type: none"> 1. Whenever used, pesticides must be managed as part of an Integrated Pest Management Strategy (IPMS) Protocol - with a documented plan, consideration of alternatives, and adherence to manufacture' recommendations for application. 	<ol style="list-style-type: none"> 1. IPMS Protocol developed 	As needed	
Performance Standard 04: Community Health, Safety and Security					
22	Community Health and Safety	<ol style="list-style-type: none"> 1. Develop a Community Health & Safety 2. Align the Community Health and Safety Plan with both the Community Engagement Plan and the Grievance, Complaints and Suggestions Mechanism (MQRS) 3. Align the Community Health and Safety Plan with all contractors, to ensure shared ownership and strict compliance to avoid conflict with neighboring communities related to road traffic nuisance and accidents. 	<ol style="list-style-type: none"> 1. Community Health & Safety Plan 2. Evidence of alignment between INGELSA's plans 3. Evidence of alignment between INGELSA and contractors' plans 	<p>Before First Disbursement</p> <p>Plan-specific ESAP dates</p> <p>Plan-specific ESAP dates</p>	
22	Community Exposure to Disease	<ol style="list-style-type: none"> 1. Provide training for all workers on prevention of communicable diseases and gender awareness; 2. Provide training on expected behaviors as per the code of conduct for workers engaged by contractors, as well as awareness about workers' roles and responsibilities under the Community Health and Safety Plan and The Community Engagement Plan 	<ol style="list-style-type: none"> 1. Evidence of training undertaken 2. Evidence of training undertaken 	<p>Ongoing as part of contractor induction</p> <p>Ongoing as part of contractor induction</p>	
23	Security Personnel	<ol style="list-style-type: none"> 1. Develop a Security Management Plan for own/contractor security guards 2. Align the Security Management Plan with the Community Health & Safety Plan 	<ol style="list-style-type: none"> 1. Security Management Plan elaborated 2. Evidence of Plan aligned 	<p>Before First Disbursement</p> <p>Before First Disbursement</p>	
Performance Standard 06: Biodiversity Conservation and Sustainable Management of Living Natural Resources					
24		Baseline Studies	<ol style="list-style-type: none"> 1. Complete chytrid fungus analysis to detect the presence of <i>Batrachochytrium dendrobatitis</i> (Bd) and incorporate results in amphibian baseline 	<ol style="list-style-type: none"> 1. Documented results of the chytrid analysis provided 	Before First Disbursement
25		Forest Watershed	<ol style="list-style-type: none"> 1. Prepare Social Investment Plan for SERNA 2. Review and update the Forest Watershed Management 	<ol style="list-style-type: none"> 1. Copy of Social Investment Plan 	SERNA specific deadline Before First Disbursement

	Components of the Biodiversity Action Plan (BAP)	Management Plan	3. Refine the Forest Watershed Management Plan for the commercial operations phase.	2. Updated Forest Watershed Management Plan for Construction phase 3. Forest Watershed Management Plan for Operations phase (adapted from construction phase)	Three Months Before COD
26		RVS Texiguat Management Plan	1. Support implementation of RVS Texiguat's management plan: Establish partnership and multi-year working program with ICF, PROLANSATE (and others) to make necessary revisions. 2. Develop partnership with CALIJINUL cooperative to scope out possible conservation offset and/or restoration efforts agreements.	1. Revised RVS Texiguat Management Plan 2. Partnership with CALIJINUL cooperative established	Before Project Completion Before Project Completion
27		Reforestation Plan	1. Revise Reforestation Plan 2. Formalize/operationalize provisions of the Reforestation Plan for intervened areas near/in RVS Texiguat's core zone with the stakeholders: UMA, SERNAM, ICF, <i>Patronatos</i> , and <i>Juntas de Agua</i> , etc. 3. Establish work program with CALIJINUL to improve agroforestry management practices and scope biodiversity conservation opportunities (e.g. herpetofauna) in concession areas	1. Revised Reforestation Plan 2. Evidence of formalized Agreements 3. Evidence of Workplan developed	Before First Disbursement Before Project Completion Before Project Completion
28		Herpetofauna Offset Management Plan	1. Develop Herpetofauna Offset Management Plan 2. Provide regular progress report updates as part of ESCR ¹ process. 3. Revise Herpetofauna Offset Management Plan for Operations Phase	1. Herpetofauna Offset Management Plan 2. Ongoing construction & operations 3. Revised Offset Management Plan	Draft Before Closing Final Before First Disbursement Regular ESCR reports Before Project Completion
29	Biodiversity Action Plan (BAP)	1. Prepare the Project's overall biodiversity management framework, encompassing the updated biodiversity baseline (#2), as well as individual plans and activities in ESAP items #24 through #28. 2. Adjust the BAP for the operations phase	1. Biodiversity Action Plan – Construction Phase 2. Biodiversity Action Plan – Operations Phase	Before First Disbursement Three Months Before COD	

¹ Environmental & Social Compliance Reports (ESCR)

30	Independent technical oversight & evaluation	<ol style="list-style-type: none"> 1. Biodiversity consultant to provide independent monitoring and evaluation oversight for Biodiversity Action Plan components and activities (items #24 through #28). 2. Social & environmental consultant to provide independent monitoring and evaluation oversight for design and execution of remaining applicable ESAP plans and activities (items #1 through #23). 	<ol style="list-style-type: none"> 1. Executed consultant services agreement as part of loan contract 2. Executed consultant services agreement as part of loan contract 	<p>By Closing</p> <p>By Closing</p>
----	--	---	--	-------------------------------------