

**Environmental and Social Action Plan
Educational PPP 2**

| Item No. | Reference | Action | Product/Deliverable | Expected Delivery Date |
|--|--|--|---|-----------------------------------|
| PS 1: Assessment and Management of Environmental and Social Risks and Impacts | | | | |
| 1.1 | Environmental and Social Management and Occupational Health and Safety Plans | For the construction phase, prepare and maintain an Environmental, Social, and Health and Safety Management System in keeping with Performance Standard 1 (PS1) applicable for all activities performed by employees and contracted personnel and that includes: i) Policy, ii) risk and impact identification, prevention, and mitigation measures, iii) management plans and programs, iv) organizational capacity and competencies, v) emergency preparedness and response, vi) stakeholder engagement, and vii) monitoring and evaluation. | Environmental, Social, and Health and Safety Management System (ESMS) Documents for the Construction phase | Before the start of construction. |
| | Construction Phase | | | |
| | Operation and Maintenance Phase | For the Operation phase, prepare and maintain an Environmental, Social, and Health and Safety Management System in keeping with Performance Standard 1 (PS1) that is applicable to all activities performed by employees and contracted personnel. | Environmental, Social, and Health and Safety Management System (ESMS) Documents for the Operation phase | Before the start of operations. |
| 1.2 | Management Team | Appoint an Environmental, Health, Safety, and Social Affairs Management Team with the necessary capabilities to implement the ESMS in the construction stage. | Evidence of the appointment of the Management Team, including résumés that demonstrate its members' suitability | Before the start of construction |
| | | Appoint an Environmental, Health, Safety, and Social Affairs Management Team with the necessary capabilities to implement the ESMS in its Operation stage. | Evidence of the appointment of the Management Team, including résumés that | Before the start of operations. |

| Item No. | Reference | Action | Product/Deliverable | Expected Delivery Date |
|----------|-------------------------------------|---|---|--|
| | | | demonstrate its members' suitability | |
| 1.3 | Emergency Preparedness and Response | For each type of project, adapt the emergency plans so that they take into account the characteristics of the site where they will be used, and reinforce and update them so that they include: (i) preventive and emergency response actions that are specific to these sites; (ii) procedures for interacting with the local and regional emergency and health authorities; (iii) protocols for firefighters, ambulance services and other emergency vehicles, with awareness of their response times; (iv) survey and evaluation of nearby medical facilities, classified by emergency severity; (v) evacuation route plans and meeting points; (vi) training programs and regular drills; (vii) responsibilities of the respective brigades and senior staff; and (viii) a communications system and protocol that define who to contact and what to communicate, as appropriate. | Copy of the reinforced and updated Emergency and Contingency Plan | Before the start of each project |
| 1.4 | Permits | Prepare and keep an updated monitoring matrix of the permits required by the Project. | <ol style="list-style-type: none"> 1. Copy of the permits matrix. 2. Regular updates. | <ol style="list-style-type: none"> 1. Before the start of construction. 2. Routinely, with the compliance reports. |
| 1.5 | Training Plan | Prepare an Annual Training Plan on environmental, social, and health and safety matters for employees, contractors, and third parties that includes training for workers exposed to specific risks, including contractors. | Training Plan Document | Prior to first disbursement |
| 1.6 | Subcontractor management | Prepare a documented subcontractor management procedure that includes: (i) The basic environmental, health, and safety requirements that shall be observed by | Subcontractor Management Procedure | Prior to first disbursement |

| Item No. | Reference | Action | Product/Deliverable | Expected Delivery Date |
|---|---|--|--|----------------------------------|
| | | subcontractors; (ii) contractors' obligations and prohibitions in terms of the environment, health, and safety; (iii) employment procedures in accordance with the law and PS2, which allow for unionization and collective bargaining and include the basic rules prohibiting child labor, forced labor, and discrimination; (iv) a workers' grievance mechanism; (iv) a mechanism for handling workers' complaints; (v) rules of conduct and behavior to be followed by outsourced personnel. | | |
| PS 2: Labor and Working Conditions | | | | |
| 2.1 | Human Resources Policies and Procedures | Develop: (i) corporate human resources policies and procedures in keeping with the law and PS2 that include, among others, the promotion of gender equality and non-discrimination, equal opportunities, fair treatment, employment contract with adequate working conditions and terms of employment and explicit references to free association and collective bargaining among employees; and (ii) a monitoring and control mechanism to ensure that contractors and subcontractors comply with this human resources policy and its procedures. | Copy of the human resources policies and procedures | Prior to first disbursement |
| 2.2 | Worker Grievance Management Mechanism | Develop and implement a Worker Grievance Mechanism aligned with PS2 that allows them to raise their concerns regarding the workplace either directly or anonymously. | Grievance Mechanism Document and evidence of its implementation. | Before the start of construction |
| PS 3: Resource Efficiency and Pollution Prevention | | | | |
| 3.1 | Waste Management | Prepare and implement a Waste Management Plan for Solid and Liquid, Hazardous and Non-Hazardous waste for the construction phase. | Solid and Liquid Waste Management Plan (SLWMP) for the construction phase. | Before the start of construction |

| Item No. | Reference | Action | Product/Deliverable | Expected Delivery Date |
|---|------------------------------------|---|---|----------------------------------|
| | | Prepare and implement a Solid and Liquid, Hazardous and Non-Hazardous Waste Management Plan for the operation phase. | Solid and Liquid Waste Management Plan (SLWMP) for the operation phase. | Before the start of operations. |
| PS 4: Community Health, Safety, and Security | | | | |
| 4.1 | Community Communications Mechanism | Develop and implement a Community Communications and a Grievance and Observations Management System. | Communications Mechanism Document and evidence of its implementation. | Before the start of construction |
| 4.2 | Emergency Plan | Prepare an emergency response plan for the operation of the centers that includes, among others: (i) risk assessment; (ii) action procedures; (iii) equipment and resources; (iv) allocation of responsibilities; (v) training and capacity-building of brigades; (vi) drills; (vii) communications plan (internal and external); (viii) evacuation plan; and (ix) post-emergency assessment. | Emergency Response Plan for the operation of education centers | Before the start of operations |