

PPP Educativa 3 - URUGUAY 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	Integrated Environmental, Social and Health and Safety Management System (IMS)	1. Develop an Integrated Environmental, Social and Health and Safety Management System (IMS) for the Project, under the documented procedures modality. The IMS shall contain, at least, the documents indicated in this Environmental and Social Action Plan. The IMS procedures shall include at least the following sections: i) purpose of the procedure; ii) scope; iii) references (to applicable standards and associated documentation); iv) responsibilities; v) management methodology (specifying training if required); vi) records; and vi) attachments (including formats of records of implementation of the procedure and copies of any other relevant documents to be included).	Proposed Environmental, Social, and Health and Safety Management Division.	Prior to the second Disbursement.
		2. Implement an Integrated Environmental, Social and Health and Safety Management System (IMS) for the Project.	Evidence of implementation of the Integrated Environmental, Social and Health and Safety Management System.	Report in each Environmental and Social Compliance Report.
1.2	IMS leader	Appoint a competent professional to lead IMS management during the construction phase. Environmental and social monitoring during the operation phase will be agreed upon in due course between the Concessionaire and IDB Invest.	Copy of the administrative instrument evidencing the incorporation of the staff responsible for the IMS.	Prior to first Disbursement.
1.3	Project Environmental, Social, and Health and Safety Policy	1. Develop an Environmental, Social and Health and Safety Management Policy specific to the Project, aligned with IDB Invest's Environmental and Social Sustainability Policy.	Project Environmental, Social, and Health and Safety Policy.	Prior to first Disbursement.
		2. Implement the Project Environmental, Social, and Health and Safety Policy.	Evidence of the adoption of the policy.	Report in each Environmental and Social Compliance Report.

1.4	Identification of environmental and social aspects, occupational hazards, and legal aspects	1. Set up a procedure to identify environmental aspects and occupational hazards. The evaluation will be conducted using matrices whose formats will be attached in an appendix to the procedure. A matrix for the identification and evaluation of environmental and social aspects and another for the identification and evaluation of occupational hazards shall be prepared.	Copy of the procedure.	Prior to first Disbursement.
		2. Evidence of implementation of the procedure.	Matrices for the identification and evaluation of environmental and social aspects and occupational risks.	Report in each Environmental and Social Compliance Report.
1.5	Identification of legal aspects	Prepare and maintain a matrix for the identification of legal aspects.	Matrix for the identification of legal aspects.	Prior to first Disbursement.
1.6	Training	1. Develop a training procedure that includes the obligation to prepare and comply with semi-annual training plans for each site, specifying the criteria to be used to identify training needs, the responsibilities for preparing and implementing courses, the training subjects, their duration and the format for generating attendance records.	Training procedure.	Prior to first Disbursement.
		2. Implement the training procedure.	Evidence of implementation.	Report in each Environmental and Social Compliance Report.
1.7	Emergency Management	1. Develop an Emergency Prevention and Response Plan indicating the minimum content to be included in the specific emergency plans prepared by contractors for each construction site.	Emergency Prevention and Response Plan.	Prior to the second Disbursement.
		2. Implement the Emergency Prevention and Response Plan.	Evidence of implementation.	Report in each Environmental and Social Compliance Report.
		3. Include the contents of the Emergency Prevention and Response Plan as a subject of training courses.	Training records on the Emergency Prevention and Response Plan for contracted and subcontracted personnel.	
1.8	Accident Management	1. Develop and implement a specific procedure for Personal Accident Management.	Accident Management Procedure.	Prior to first Disbursement.
		2. Implement the specific procedure for Personal Accident Management.	Evidence of implementation.	Report in each Environmental and Social Compliance Report.
1.9	Goods and Services Supplier Management	1. Prepare a Regulation for Suppliers of Goods and Services.	Regulation for Goods and Services Supplier.	Prior to first Disbursement.

		2. Implement the Regulation for Suppliers of Goods and Services.	Evidence of implementation.	Report in each Environmental and Social Compliance Report.
1.10	Environmental, Social and Health and Safety Monitoring	1. Develop an Environmental, Social and Health and Safety Monitoring Plan for construction sites.	Environmental, Social and Health and Safety Monitoring Plan.	Prior to first Disbursement.
		2. Implement the Environmental, Social and Health and Safety Monitoring Plan.	Evidence of implementation.	Report in each Environmental and Social Compliance Report.
1.11	Stakeholder Engagement Plan	1. Develop a Stakeholder Engagement Plan.	Stakeholder Engagement Plan.	Prior to first Disbursement.
		2. Implement the Stakeholder Engagement Plan.	Evidence of implementation.	Report in each Environmental and Social Compliance Report.
1.12	Third-party grievance reception and resolution	1. Develop a Complaint and Grievance Management mechanism for the community.	Grievance reception and resolution mechanism.	Prior to the second Disbursement.
		2. Implement the Compliance and Grievance Management mechanism for the community.	Evidence of implementation.	Report in each Environmental and Social Compliance Report.
PS 2: Labor and Working Conditions				
2.1	Human Resources Policies	1. Develop a Human Resources Policy for the Project, applicable to own and contracted personnel, in accordance with legal requirements and IDB Invest's Environmental and Social Sustainability Policy.	1. Human Resources Policy for the Project.	Prior to first Disbursement.
		2. Implement the Human Resources Policy for the Project.	2. Evidence of implementation.	Report in each Environmental and Social Compliance Report.
2.2	Women's participation	Monitor women's participation in the workforce.	1. Report on women's participation in the workforce.	Report in each Environmental and Social Compliance Report.
2.3	Retrenchment	1. Carry out a Retrenchment Plan to mitigate the possible adverse impacts generated by this process, in compliance with all the corresponding legal and contractual requirements.	1. Retrenchment Plan.	6 months prior to the end of the Project construction phase.

		2. Implement the Retrenchment Plan.	2. Evidence of implementation.	Report in each Environmental and Social Compliance Report.
2.4	Internal mechanism for receiving and resolving grievances and complaints	1. Develop an Internal mechanism for receiving grievances and complaints.	1. Internal mechanism for receiving and resolving grievances.	Prior to the second Disbursement.
		2. Implement the Internal mechanism for receiving grievances and complaints.	2. Evidence of implementation.	Report in each Environmental and Social Compliance Report.
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Resource Efficiency	Produce records on monthly water and energy consumption, aggregate and concrete consumption, and the amount and destination of waste generated or recycled in the Project.	Consumption records.	Report in each Environmental and Social Compliance Report.
3.2	Waste Management	1. Develop a Waste Management Procedure.	1. Waste Management Procedure.	Prior to first Disbursement.
		2. Implement the Waste Management Procedure.	2. Evidence of implementation.	Report in each Environmental and Social Compliance Report.
3.3	Hazardous substances management	1. Develop a specific procedure to manage hazardous substances.	1. Hazardous substances management procedure.	Prior to first Disbursement.
		2. Implement the specific procedure to manage hazardous substances.	2. Evidence of implementation.	Report in each Environmental and Social Compliance Report.
PS 8: Cultural Heritage				
8.1	Chance archaeological finds	1. Develop and adopt a chance finds procedure.	1. Chance finds procedure.	Prior to first Disbursement.
		2. Adoption of the chance finds procedure.	2. Evidence of implementation.	Report in each Environmental and Social Compliance Report.