

**EGP Wayra Extension Wind Project – PERU  
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. Develop an Integrated Management System (IMS) that meets Enel's corporate policies and IDB Invest's Environmental and Social Management System (ESMS) requirements, to be described in an IMS Manual	1. IMS Manual	1. Prior to financial close
		2. Implement the IMS.	2. Evidence of IMS implementation	2. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Organizational Capacity and Competency	1. Develop a Staffing Plan that describes the environmental, social (i.e., community relations), and health and safety personnel to be hired or appointed for the Project, describing their roles and responsibilities, organizational structure, and expected hire dates.	1. Staffing Plan	1. Prior to financial close
1.3	Stakeholder Engagement	1. Update the Wayra I website to include information on the expansion of the wind power plant.	1. Updated website	1. Prior to financial close
1.4	External Communications and Grievance Mechanism	1. Develop a Project-specific Community Grievance Mechanism describing how the Project will implement Enel's corporate community grievance mechanism, including identifying the Project personnel responsible for its implementation.	1. Community Grievance Mechanism	1. Prior to financial close
		2. Implement the Community Grievance Mechanism.	2. Community grievance report (in the form of a matrix)	2. As part of the ESCR
<b>PS 2: Labor and Working Conditions</b>				
2.1	Worker Grievance Mechanism	1. Develop a Worker Grievance Mechanism for the Project.	1. Worker Grievance Mechanism	1. Prior to financial close
		2. Implement the Worker Grievance Mechanism.	2. Worker grievance report (in the form of a matrix)	2. As part of the ESCR
2.2	Occupational Health and Safety	1. Develop a comprehensive Occupational Health and Safety (OHS) Plan for the Project.	1. Occupational Health and Safety Plan	1. Prior to initiation of construction activities
		2. Implement the OHS Plan.	2. Evidence of OHS Plan implementation	2. As part of the ESCR
2.3	Workers Engaged by Third Parties	1. Develop a Contractor Management and Assurance Plan (CMAP) for the Project.	1. Contractor Management and Assurance Plan	1. Prior to initiation of construction activities
		2. Implement the CMAP.	2. Evidence of CMAP implementation	2. As part of the ESCR
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community Health and Safety	1. Develop a Traffic Management Plan for the Project.	1. Traffic Management Plan	1. Prior to initiation of construction activities
		2. Implement the Traffic Management Plan.	2. Evidence of Traffic Management Plan implementation	2. As part of the ESCR
4.2	Emergency Preparedness and Response	1. Convert the Project's existing Emergency and Contingency Response Program into a standalone Emergency Preparedness and Response Plan (EPRP) to include procedures to share information about the plan with local communities and notify them in the event of an actual emergency.	1. Emergency Preparedness and Response Program	1. Prior to financial close
		2. Implement the EPRP	2. Evidence of EPRP implementation	2. As part of the ESCR
4.3	Security Personnel	1. Develop a Security Management Plan for the Project, to include requirements for security personnel to be trained in the use of force and human rights.	1. Security Management Plan	1. Prior to financial close

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		2. Implement the Security Management Plan.	2. Evidence of Security Management Plan implementation	2. As part of the ESCR
<b>PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>				
6.1	Protection and Conservation of Biodiversity	1. Develop a Bird and Bat Mortality Monitoring Plan for the Project.	1. Bird and Bat Mortality Monitoring Plan.	1. Prior to operations
		2. Implement the Bird and Bat Mortality Monitoring Plan, along with the Project's existing biodiversity management and monitoring plans.	2. Evidence of biodiversity management and monitoring plan implementation	2. As part of the ESCR
<b>PS 8: Cultural Heritage</b>				
8.1	Protection of Cultural Heritage	1. Implement the Wayra I Archaeological Monitoring Plan ( <i>Plan de Monitoreo Arquelógico</i> , or PMA) during construction.	1. Evidence of PMA implementation	1. As part of the ESCR