

EXPLORA - CHILE
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	Environmental and Social Assessment and Management System	Consolidate all E&S management documents (e.g., E&S, HR, and occupational health and safety policies and protocols) into an organized system, following a consistent document management protocol.	Complete, consolidated, indexed ESMS.	Six months from Loan Agreement signing date.
1.2	Identification of Risks and Impacts	1. Develop a procedure for systematically identifying the E&S, gender, and occupational health and safety risk and impacts of existing and future operations.	1. Risk and impact identification procedure and resulting Risk and Impact Matrix, both incorporated into the ESMS.	1. Six months from Loan Agreement signing date.
		2. Implement the identification procedure.	2. Reports on implementation.	2. Annually as part of each Environmental and Social Compliance Report (ESCR).
		3. For each housing lot to be developed on the New Reserve, ensure that an E&S risk and impact assessment (including risks and impacts to biodiversity) has been carried out and that appropriate mitigation measures have been defined.	3. E&S risk and impact assessment specific to each lot to be developed.	3. Prior to any construction or clearing occurring on a New Reserve housing lot.
1.3	Management Programs	1. Establish management programs and plans (including a gender management plan) to address identified risks and impacts.	1. Risk and impact management programs covering all identified risks, incorporated into the ESMS.	1. One year from the Loan Agreement signing date.
		2. Implement the management programs and plans.	2. Reports on implementation.	2. Annually as part of each ESCR.
1.4	Monitoring and Review	1. Establish procedures for systematically monitoring and measuring the effectiveness of management programs (including those related to stakeholder engagement) as well as compliance with any related regulatory requirements.	1. Monitoring and review procedures covering all aspects of the ESMS incorporated into the ESMS.	1. One year from the Loan Agreement signing date.
		2. Implement monitoring procedures.	2. Periodic monitoring and review reports.	2. Annually as part of each ESCR.
		3. Enhance the accident and incident reporting procedure to include Key Performance Indicators ("KPIs"), regularly scheduled internal performance monitoring audits, and provisions for performing formal root cause analyses.	3. Updated accident and incident reporting procedure incorporated into the ESMS	3. Six months from the Loan Agreement signing date.
1.5	Stakeholder Engagement	1. Develop an overarching Stakeholder Engagement Plan, covering all of Explora's existing and planned social programs, consistent with PS 1.	1. Stakeholder Engagement Plan incorporated into the ESMS.	1. Six months from the Loan Agreement signing date.
		2. Implement the Stakeholder Engagement Plan and the applicable programs for each destination.	2. Records of plan implementation for each destination.	2. Annually as part of each ESCR.
		3. Develop a matrix of commitments to keep track of agreements with communities.	3. Matrix of agreements with communities (organized by destination).	3. Six months from the Loan Agreement signing date.

No.	Aspect	Action	Deliverable	Delivery date
1.6	Grievance Mechanism for Affected Communities	1. Establish a Grievance Mechanism for Affected Communities that includes provisions for expressing concerns about security arrangements and gender-based violence/harassment at current and future properties.	1. Grievance Mechanism for Affected Communities.	1. Six months from the Loan Agreement signing date.
		2. Disseminate the Grievance Mechanism among communities in the areas of influence of Explora's lodges and exploration routes.	2. Records confirming that Explora is regularly informing all Affected Communities about the Mechanism.	2. Annually as part of each ESCR.
		3. Develop a grievances matrix to track each grievance as it progresses through the Mechanism's stages.	3. Grievance tracking Matrix (organized by destination)	3. Six months from the Loan Agreement signing date.
		4. Implement the Grievance Mechanism.	4. Reports on Grievance Mechanism implementation.	4. Annually as part of each ESCR.
PS 4: Community Health, Safety, and Security				
4.1	Security Personnel	1. Assess risks to local communities and guests posed by security personnel at the Sacred Valley destination.	1. Risk Assessment process and results at the Sacred valley destination included in the ESMS.	1. Six months from the Loan Agreement signing date.
		2. Establish a procedure for managing current and future security personnel needs according to the requirements of PS 4.	2. Security Personnel Management procedure incorporated into the ESMS.	2. One year from the Loan Agreement signing date.
PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Critical Habitats	1. Establish a procedure for screening Explora's current and future operations for potential effects on Critical Habitats.	1. Critical Habitat screening procedure, incorporated into the ESMS.	1. One year from the Loan Agreement signing date.
		2. Implement the procedure for screening Explora's current and future operations for potential effects on Critical Habitats.	2. Results of Critical Habitat screening for current properties.	2. As part of the first ESCR.
		3. Establish a procedure for developing Critical Habitat Assessments, Biodiversity Action Plans, and Biodiversity Monitoring Plans in cases where screening finds that Explora's operations might affect Critical Habitats.	3. For each property that affects Critical Habitat: a Critical Habitat Assessments, Biodiversity Action Plan, and Biodiversity Monitoring Plan.	3. One year from the Loan Agreement signing date.
		4. Implement the procedure for developing Critical Habitat Assessments, Biodiversity Action Plans, and Biodiversity Monitoring Plans in cases where screening finds that Explora's operations might affect Critical Habitats.	4. Critical Habitat Assessments, Biodiversity Action Plans, and Biodiversity Monitoring Plans.	4. Attached to each annual ESCR.
		5. Implement the Biodiversity Action Plans and Biodiversity Monitoring Plans.	5. Implementation reports.	5. Attached to each annual ESCR.
PS 7 Indigenous Peoples				
7.1	Participation and Consent	Develop an Indigenous Peoples Management Plan tailored to the social context of each destination.	Indigenous Peoples Management Plan for each destination.	One year from the Loan Agreement signing date.
PS 8: Cultural Heritage				
8.1	Protection of cultural heritage	Develop a "chance finds" procedure.	Chance finds procedure incorporated into the ESMS.	Prior to initiating any works involving earthmoving.