

CALIDRA – ARGENTINA, COLOMBIA, AND PERU
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	Stakeholder Engagement	1. Conduct and document consultation meetings with local communities regarding the Project (i.e., improvements at the three plants and construction of the quarry infrastructure in Colombia).	1. Evidence of consultation (e.g., meeting minutes)	1. Prior to financial closing for the plants, six months after financial closing for the quarry infrastructure in Colombia
		2. Develop Stakeholder Engagement Plans (SEP) for each of the three plants.	2. Stakeholder Engagement Plans for each of the three plants	2. Prior to financial closing for Peru and Colombia, six months after financial closing for La Laja Plant
		3. Implement the SEPs.	3. Evidence of SEP implementation	3. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Community Grievance Mechanism	1. Develop a community grievance mechanism for the La Laja Plant in Argentina.	1. Community Grievance Mechanism	1. Prior to first disbursement
		2. Implement the community grievance mechanisms at the three plants.	2. Community grievances reports (in the form of a matrices)	2. As part of the ESCR
1.3	New infrastructure	1. For the construction of new infrastructure, provide a copy of the environmental licenses and permits required by local legislation.	1. Copy of the environmental licenses and permits.	1. Before the order to proceed
		2. If the local legislation does not require an environmental license or permit for the construction of new infrastructure, provide a description of the following: i) the works to be done; and ii) the site where the infrastructure will be built.	2. Description of the works to be done and of the site where the infrastructure will be built	2. Before the order to proceed
		3. Obtain IDB Invest's non-objection to include the proposed new infrastructure as part of the financing provided.	3. IDB Invest's non objection	3. Before the order to proceed
PS 2: Labor and Working Conditions				
2.1	Worker Grievance Mechanism	1. Update Calidra's existing mechanism into a Worker Grievance Mechanism that allows worker grievances not related to its Code of Ethics.	1. Worker Grievance Mechanism	1. Prior to first disbursement
		2. Implement the Worker Grievance Mechanism.	2. Worker grievances report (in the form of a matrix)	2. As part of the ESCR
2.2	Human Resources Policies and Procedures	1. Update Calidra's Code of Ethics to explicitly prohibit forced labor and to prohibit the significant conversion of natural and/or critical habitat by the Company, its contractors, and its suppliers.	1. Updated Code of Ethics	1. Prior to financial closing
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
		2. Implement the CMAP.	2. Evidence of CMAP implementation	2. As part of the ESCR
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Pollution Prevention	1. Develop a Noise Management and Monitoring Plan for the Project.	1. Noise Management and Monitoring Plan	1. Prior to initiation of construction
		2. Implement the Noise Management and Monitoring Plan.	2. Evidence of Noise Management and Monitoring Plan implementation	2. As part of the ESCR

No.	Aspect	Action	Deliverable	Delivery date
PS 4: Community Health, Safety, and Security				
4.1	Emergency Preparedness and Response	1. Share information on the emergency preparedness and response plans for the three plants with local communities.	1. Evidence of information sharing	1. As part of the ESCR
4.2	Personnel lodged in the communities	1. Develop Influx Management Plans (IMPs) for the plants that will lodge their personnel in communities.	1. Influx Management Plans	1. Before the order to proceed.
		2. Implement the IMP.	2. Evidence of implementation	2. As part of the ESCR
4.3	Security Personnel	1. Develop a Security Management Plan (SMP) for each of the three plants.	1. Security Management Plans for each of the three plants	1. Prior to financial closing
		2. Implement the SMPs.	2. Evidence of SMP implementation	2. As part of the ESCR
PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Natural and Critical Habitat	1. Conduct a Critical Habitat Assessment (CHA) for the construction of the quarry infrastructure in Colombia.	1. Critical Habitat Assessment	1. Six months after financial closing
6.2	Protection and Conservation of Biodiversity	1. Develop a Biodiversity Management Plan (BMP) to achieve no net loss of natural habitat and net gain for any critical habitat identified in the CHA for the quarry infrastructure	1. Biodiversity Management Plan	1. Prior to initiation of the construction of the quarry infrastructure
		2. Develop a Biodiversity Monitoring and Evaluation Plan (BMEP) for the quarry infrastructure.	2. Biodiversity Monitoring and Evaluation Plan	2. Prior to initiation of the construction of the quarry infrastructure
		3. Implement the BMP and BMEP.	3. Evidence of BMP and BMEP implementation	3. As part of the ESCR
6.3	Invasive Alien Species	1. Develop measures to mitigate the potential impact of invasive alien species for the quarry infrastructure and incorporate them into the BMP.	1. Biodiversity Management Plan	1. Prior to initiation of the construction of the quarry infrastructure
6.4	Ecosystem Services	1. Conduct an ecosystem services assessment for the quarry infrastructure in Colombia.	1. Ecosystem services assessment	1. Six months after financial closing
		2. If significant impacts are identified, develop measures to mitigate these impacts and incorporate them into the BMP.	2. Biodiversity Management Plan	2. Prior to initiation of the construction of the quarry infrastructure
PS 8: Cultural Heritage				
8.1	Chance Find Procedures	1. Develop a Cultural Heritage Management Plan (CHMP) to include a chance find procedure for the quarry infrastructure in Colombia.	1. Cultural Heritage Management Plan	1. Prior to initiation of the construction of the quarry infrastructure
		2. Implement the CHMP.	2. Evidence of CHMP implementation	2. As part of the ESCR