

Procsa - Mexico
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	Evaluation of existing programs and procedures	1. Prepare a diagnosis of existing environmental and social monitoring processes and procedures.	1. Diagnostic report.	1. Three months after Financial Closure.
1.2	Management System	2. Develop an Environmental, Social, Health and Safety Management System (ESHSMS) to include: i) an environmental and social policy; ii) risk and impact identification; iii) management programs (including waste management procedures, resource management plan, transportation fleet management); iv) personnel requirements to manage the system (competencies and responsibilities); v) emergency preparedness and response programs; vi) external communications protocols and grievance mechanism; and viii) monitoring and evaluation activities (continuous improvement).	2. Environmental, Social, Health, and Safety Management System (ESHSMS) specific to the works developed by Procsa.	2. Eight months after Financial Closure.
		3. Adopt the Environmental, Social, Health and Safety Management System (ESHSMS).	3. Evidence of adoption of the ESHSMS.	3. One year and two months after financial closure, i.e., six months after the ESHSMS has been developed.
		4. Disseminate the environmental, social, and health and safety management system, i.e., make it known to the staff.	4. Evidence of its dissemination.	4. Eight months after Financial Closure and then as part of the Environmental and Social Compliance Report (ESCR).
1.3	Organizational Capacity	1. Appoint a person responsible for environmental, social, and occupational safety issues, who will be in charge of implementing the ESHSMS, including all coordination with the specific areas involved.	1. Copy of the appointment of the personnel responsible for environmental, social, and occupational health and safety issues.	1. Eight months after Financial Closure.
1.4	Emergency Response	1. Prepare an Emergency Response Plan that includes actions to address the most plausible emergency situations and provisions to ensure: i) community participation; and ii) training in emergency preparedness and response.	1. Corporate Emergency Response Plan, as part of the ESHSMS	1. Eight months after Financial Closure.
		2. Perform drills	2. Drill reports.	2. As part of the ESCR.
PS 2: Labor and Working Conditions				
2.1	Training Plan	1. Supplement the Annual Training plan to include training courses on the application of the Performance Standards and the General Guidelines , with support from IDB Invest.	1. Revised Annual Training Plan.	1. Three months after signing the agreement.
PS 8: Cultural Heritage				
8.1	Archaeological finds	1. Develop a Chance Find Procedure.	1. Chance Find Procedure.	1. Three months after signing the loan agreement.