

Environmental and Social Action Plan (ESAP)					
Project Name:	Cable & Wireless Revolving Credit Facility	ID del Proyecto:	13960-01	Category:	B
Sector:	TELECOMMUNICATIONS INFRASTRUCTURE	Country:	Panama		

No.	Deliverable	Compliance Date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts		
1.1 E&S Assessment and Management System		
1.1.1	Prepare a diagnosis of current environmental and social monitoring processes and procedures while following the IFC Performance Standards.	
a.	Diagnosis of environmental and social monitoring processes and procedures	Three (3) months after the first disbursement.
b.	Prepare an Environmental and Social Management System (ESMS) to strengthen the General Occupational Health and Safety Policy.	Six (6) months after the first disbursement.
c.	Evidence of ESMS communication.	As part of the Environmental and Social Compliance Report (ESCR).
d.	Evidence that the Environmental and Social Management System has been implemented.	Twelve (12) months after the first disbursement and then as part of the ESCR.
1.2 Stakeholder analysis and participation planning		
1.2.1	Prepare a stakeholder engagement plan that will include a plan to publish information about the company and its business.	
a.	Stakeholder Engagement Plan	Six (6) months after the first disbursement.
1.3 Organizational Capacity and Competency		
1.3.1	Appoint people responsible for implementing the ESMS	
a.	Appointment letter or memorandum.	Six (6) months after the first disbursement.
1.4 External Communication		
1.4.1	Prepare a stakeholder grievance mechanism that includes i) capturing complaints and grievances; ii) registering, analyzing and referring these issues; iii) appointing a team; and iv) communicating and monitoring responses to stakeholders.	
a.	Grievance Mechanism	Six (6) months after the disbursement.