

Environmental and Social Action Plan (ESAP)
Salaverry Port Bond – PERU

| No. | Aspect | Action | Deliverable | Expected delivery date |
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| PS 1: Assessment and Management of Environmental and Social Risks and Impacts | | | | |
| 1.1 | Project's Regulatory Compliance | 1. Submit a consolidated annual report on the compliance status: i) of the progress of the Integrated Management System (IMS) actions with regard to the established KPI's; and ii) with IDB Invest's Environmental and Social Sustainability Policy. | 1. Environmental and Social Compliance Report (ESCR). | 1. Annually over the life of the loan. |
| PS 2: Labor and Working Conditions | | | | |
| 2.1 | Internal Grievance Mechanism | 1. Adapt the Grievance and Inquiry Procedure so that: i) it accepts anonymity and provide confidentiality and protection against retaliation to employees who use it; and ii) not impedes, but rather provides access to other applicable legal or administrative remedies, justified by the seriousness of the violation, according to local national labor laws or regulations. | 1. Updated copy of the procedure. | 1. 120 days after signing the loan agreement. |
| | | 2. Apply the updated procedure. | 2. Proof of implementation of the procedure. | 2. In each ESCR. |
| 2.2 | Workers Engaged by Third Parties | 1. Develop a Policy for the Employment and Provision of Services of Workers Engaged by Third Parties that complies with national labor legislation (including ratified ILO conventions), and that: i) ensures that contractors are legitimate businesses; ii) establishes a hiring and firing procedure for outsourced workers that complies with local legislation (especially standards to prevent child and forced labor); iii) establishes policies and procedures for managing and monitoring the performance of outsourced workers through commercially reasonable measures incorporated into contractual agreements; and iv) ensures that workers engaged by third | 1. Copy of the policy. | 1. 120 days after signing the loan agreement. |

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| | | parties have access to either the Contractor's or the Promoter's own grievance mechanism. | | |
| | | 2. Create a training program on the Policy for the Employment and Provision of Services of Workers Engaged by Third Parties for its implementation and disclosure to all STI personnel who contract outsourced services. | 2. Copy of the training program on the Policy. | 2. 120 days after signing the loan agreement. |
| 2.3 | Supply Chain | 1. Develop a Sustainable Purchasing Policy to regulate the purchase of goods (materials, equipment, etc.) and the contracting of services, requiring its suppliers to comply with applicable labor regulations (specifically the prohibition of child and forced labor), and not incorporate any product or service that employs them to its business activity), occupational health and safety (OHS) regulations, and environmental protection regulations. | 1. Copy of the policy. | 1. 120 days after signing the loan agreement. |
| | | 2. Implement the sustainable purchasing policy. | 2. Proof of implementation of the policy. | 2. In each ESCR. |
| PS 3: Resource Efficiency and Pollution Prevention | | | | |
| 3.1 | Greenhouse Gases (GHG) | 1. Prepare an Annual GHG Emissions Inventory for the Project operation phase, quantifying both direct emissions from fuel consumption (scope 1) and indirect emissions from electricity consumption (scope 2). | 1. Annual GHG Emissions Inventory for the Project operation phase. | 1. In each ESCR. |
| 3.2 | Water Consumption | 1. Develop a Water Consumption Awareness and Reduction Program for the operation and maintenance (O&M) of the Project, including: i) monitoring of monthly water consumption; and ii) a procedure to trigger actions to correct the causes of excessive consumption. | 1. Copy of the Water Consumption Awareness and Reduction Program for the Project. | 1. 30 days prior to the start of the Project's operation. |

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| | | 2. Implement the Awareness Program. | 2. Proof of implementation of the program. | 2. In each ESCR. |
| 3.3 | Energy efficiency | 1. Develop and implement an Energy Efficiency Program that: i) identifies measures to reduce the use of fuels and electricity; ii) analyzes alternatives to utilize renewable energy sources; and iii) evaluate the feasibility of implementing comprehensive energy saving measures. | 1. Copy of the Energy Efficiency Program for the Project. | 1. 30 days prior to the start of the Project’s operation. |
| | | 2. Implement the Energy Efficiency Program. | 2. Proof of implementation of the program. | 2. In each ESCR. |
| PS 4: Community Health, Safety, and Security | | | | |
| 4.1 | Fire Protection System | 1. Obtain from a qualified professional a certificate attesting to the fact that: i) all Project facilities and buildings have been built in accordance with the approved Life and Fire Safety Systems (L&FS) designs; ii) all equipment has been installed according to the L&FS design; and iii) all L&FS equipment has been tested following national and international requirements. | 1. Copy of the L&FS certificate for each new Project facility. | 1. 15 days prior to the start of operations or commissioning of each new Project facility. |
| 4.2 | External Security Policy and Protocols | 1. Include in the contracts with each security company provisions that allow STI to verify that conditions have been included that allow: i) conducting reasonable investigations to ensure that security personnel do not have criminal records and have not been previously involved in cases of abuse; ii) verifying details of necessary training in relation to the use of force; iii) verifying restrictions on the use of firearms; and iv) identifying details of environmental awareness training. | 1. Copy of the contracts between STI and each security company. | 1. 120 days after signing the loan agreement. |