

## Redstart Investment Guyana Inc - Guyana Environmental and Social Action Plan (ESAP)

No.	Aspect	Action	Deliverable	Delivery date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	Compliance with National Regulations (Environmental Permits)	1. Prepare a matrix with all required approvals, environmental permits, and assessments or studies, including their implementation status.	1. Matrix detailing all approvals, environmental permit and assessments needed	1. Prior to 1 <sup>st</sup> disbursement
		2. Submit required approvals and assessments or studies	2. Approvals and additional assessments or studies	2. Prior to 1 <sup>st</sup> disbursement
		3. Submit environmental and construction permits	3. Environmental and Construction permits	3. Prior to 1 <sup>st</sup> disbursement
		4. Submit the operational permits	4. Operational permits	4. 1 month prior to operation for the sites
		5. Present to the EPA all environmental requirements contained in the corresponding permits.	5. Proof of report submission to the EPA	5. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Environmental and Social Management System (ESMS)	1. Prepare the ESMS to include: i) an E&S management policy; ii) an impact matrix identifying potential E&S and occupational health and safety (OHS) risks and impacts, as well as associated control measures; iii) management procedures to prevent, mitigate or compensate any undesired E&S impact and OHS risk (as identified in the matrix), and fulfill requirements contained in environmental permits; iv) an organigram of E&S staff and training schedules on E&S management; v) a comprehensive emergency preparedness and response plan; vi) a stakeholder engagement plan (SEP) including stakeholder identification, ongoing consultation; vii) internal and external grievance mechanisms that outline specific channels for grievance reception, teams responsible, and expected timing of responses; viii) environmental audit procedures; and ix) a schedule to monitor effectiveness of the ESMS.	1. Finalized ESMS	1. 6 months after 1 <sup>st</sup> disbursement
		2. Present periodic ESMS audit and monitoring reports	2. ESMS monitoring and auditing reports	2. As part of the ESCR
		3. Train staff on ESMS	3. Training report	3. 9 months after 1 <sup>st</sup> disbursement and thereafter as part of the ESCR
1.3	Organizational Capacity and Competency	1. Identify E&S personnel for the Project including roles and responsibilities	1. E&S personnel job description and contracts	1. 3 months after 1 <sup>st</sup> disbursement
1.4	Environmental and Social Management Plan (ESMP)	1. Submit Construction-ESMPs (C-ESMPs) that includes (but is not limited to) measures to manage: i) waste streams; ii) effluents; iii) drainage; iv) communicable diseases; iv) air and dust, noise and vibration impacts; v) landscape; vi) traffic and vii) contractors (project teams, required E&S capacities, housing and employment details, sanitation and access to amenities, and policies and procedures for the construction workforce inclusive of OHS, Code of Ethics, grievance mechanism and provisions against provisions against the use of child and forced labor).	1. C-ESMPs	1. Prior to 1 <sup>st</sup> disbursement
		2. Implement the C-ESMPs	2. Evidence of implementation.	2. As part of the ESCR.
		3. Implement the landscaping management plan during construction at Site 2	3. Evidence of implementation	3. Prior to 1 <sup>st</sup> disbursement
<b>PS 2: Labor and Working Conditions</b>				
2.1	Human Resource Policies and Procedures	1. Submit Human Resource Manual (or its equivalent) which will include i) relevant details regarding working conditions and terms employment for employees (e.g., benefits, leave, working hours, medical insurance, termination, training etc.); ii) the description of an internal grievance mechanism specifying assessment and identity protection procedures (i.e.,	1. Human Resource Manual (or its equivalent)	1. 30 days after 1 <sup>st</sup> disbursement

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		confidentiality, anonymity, sexual harassment, etc.), timing of responses, and dissemination mechanisms; iii) an explicit declaration of zero tolerance towards sexual exploitation of minors and gender-based violence; and iv) provisions against the use of child and forced labor		
		2. Disseminate the updated Human Resource Manual (or its equivalent) to all employees	2. Proof of dissemination	2. 9 months after 1 <sup>st</sup> disbursement
		3. Train all employees on the updated Human Resource Manual (or its equivalent)	3. Training reports	3. As part of the ESCR
		4. Present periodic accounts of internal complaints received, responses given, and disciplinary actions undertaken	4. Report on internal grievances	4. As part of the ESCR
2.2	Occupational Health and Safety	1. Conduct OHS assessment for the Project	1. OHS Assessment	1. 6 months after 1 <sup>st</sup> disbursement
		2. Update the OHS Handbook to reflect all hazards identified by the OHS assessment	2. Updated OHS Handbook	2. 9 months after 1 <sup>st</sup> disbursement
		3. Conduct OHS training (including drills for emergency response)	3. Training and drill reports	3. As part of the ESCR
		4. Submit root cause analysis for reported accidents (recent and following any occurrence during the Project)	4. Root Cause Analysis	4. Prior to 1 <sup>st</sup> disbursement for 2022-2023 period; and thereafter as part of the ESCR
2.3	Provisions for people with disabilities	1. Submit a representation stating that the Project includes features for Universal Access	1. Representation supporting Universal Access	1. Prior to 1 <sup>st</sup> disbursement
2.4	Workers Engaged by Third Parties	1. Submit contracts for the Project reflecting that contractors and sub-contractors are bound to Company's HR, H&S, environmental procedures and policies, and Code of Ethics	1. Copies of the contracts.	1. Prior to 1 <sup>st</sup> disbursement
2.5	Supply Chain	1. Update procurement procedure and policies to ensure that no child or forced labor is used along supply chain	1. Updated Procurement Policy	1. 6 months after 1 <sup>st</sup> disbursement
		2. Communicate revised procedure and policy to third parties (contractors and sub-contractors)	2. Evidence of communication to third parties	2. 6 months after 1 <sup>st</sup> disbursement
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Resource Efficiency	1. Include in the Project's design sustainability features that allow for the adoption of renewable energy options in the future	1. Report on the final Project design	1. Prior to 1 <sup>st</sup> disbursement
		2. Conduct energy audits	2. Energy audits	2. As part of ESCR for new and existing operations
		3. Implement recommendations from energy audits	3. Evidence of implementation of measures	3. Annually as part of ESCR
3.2	Greenhouse Gas (GHG) Emissions	1. Submit a GHG Monitoring Plan for operations	1. GHG Monitoring Plan	1. Prior to operation at both sites
		2. Submit a report on GHG emissions	2. GHG emissions report	2. Annually and as part of the ESCR.
3.3	Water consumption	1. Include in the final Project design water saving mechanisms (low consumption and flow urinals and toilets, lavatories specified with push or movement sensor etc.)	1. Report on the final Project design	1. 6 months after 1 <sup>st</sup> disbursement
3.4	Waste Management (including hazardous waste)	1. Submit Waste Management Plan ("WMP") for the construction phase as part of the C-ESMP (including solar panels and battery storage)	1. WMP as part of C-ESMP	1. Prior to 1 <sup>st</sup> disbursement
		2. Provide status report on water treatment plant as part of Project design	2. Status report or final project design with water treatment plant	2. 6 months after 1 <sup>st</sup> disbursement
		3. Implement the construction WMP	3. Evidence of implementation	3. As part of the ESCR

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		4. Prepare an Operational WMP for the Project capturing all waste streams including but not limited to solid, liquid, and hazardous waste (including solar panels and battery storage)	4. Operational WMP	4. 6 months after 1 <sup>st</sup> disbursement
		5. Implement the Operational WMP	5. Evidence of implementation	5. As part of the ESCR
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community Health and Safety	1. Produce updates on the external grievance mechanism	1. Grievance reports	1. As part of the ESCR
		2. Based on security assessment, submit a Security Plan for the Project	2. Security Plan	2. 6 months after 1 <sup>st</sup> disbursement
4.2	Infrastructure and Equipment Design and Safety	1. Include in the final project designs i) adequate Fire Safety Systems (FSS) that include but is not limited to hoses, smoke detectors, fire exits, alarm pull stations and extinguishers; and ii) drainage and ventilation features to manage flood risk and alleviate excess heat respectively	1. Report on the Final Project design	1. 6 months after 1 <sup>st</sup> disbursement
		2. Implement the FSS for Project	2. Evidence of FSS implementation	2. Upon completion of construction for both sites, and thereafter as part of the ESCR.
		3. Perform regular tests of the FSS for all facilities to ensure constant operational readiness, including: i) timely recharge of fire extinguishers; ii) periodic fire hose integrity tests; and iii) periodic test of water pump pressure and reach of water jets.	3. Report on fire systems tests	3. As part of the ESCR
		4. Conduct safety training and drills	4. Training and drill reports	4. As part of the ESCR
4.3	Emergency Preparedness and Response (ERP)	1. Present operational ERP plans for both sites	1. Operational ERPs	1. 6 months after 1 <sup>st</sup> disbursement
4.4	Security Personnel	1. Submit a security risk assessment for the Project to identify internal and external security risks, and how these will be managed	1. Security Risk Assessment	1. 6 months after 1 <sup>st</sup> disbursement