

**14835-01 Haiti Smart Meter Project – HAITI
Environmental and Social Action Plan (o ESAP)**

No.	Aspect	Action	Deliverable	Delivery date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	E&S Assessment and Management System	1. Implement the ESMS at the Project level.	1. Evidence of the implementation.	1. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Community grievance mechanism	1. Develop an External Grievance Mechanism ("EGM") procedure.	1. EGM procedure.	1. 90 days after the loan agreement has been signed.
		2. Implement the EGM procedure.	2. Evidence of implementation.	2. As part of the ESCR.
PS 2: Labor and Working Conditions				
2.1	Occupational Health and Safety	1. Perform all trainings related to: i) ladder safety; ii) equipment maintenance; and iii) correct use of personal protective equipment ("PPE").	1. Provide evidence of the trainings.	1. As part of the ESCR.
		2. Prepare an OHS Assessment Plan.	2. OHS Assessment Plan.	2. 30 days after the loan agreement has been signed.
		3. Perform periodical OHS audits (i.e. Safety Risks Assessments).	3. Evidence of OHS Audits.	3. As part of the ESCR.
2.2	Internal Grievance Mechanism	1. Develop an Internal Grievance Mechanism ("IGM") procedure.	1. IGM procedure.	1. 30 days after the loan agreement has been signed.
		2. Implement the IGM procedure.	2. Evidence of implementation.	2. As part of the ESCR.
2.3	Workers Engaged by Third Parties	1. Develop an Assurance Plan to guarantee and follow up the working conditions and terms of employment of indirect employees, including at minimum: i) equal opportunity employment; ii) fair compensation; iii) safe working conditions, and iv) training and development.	1. Working Conditions Assurance Plan.	1. 90 days after the loan agreement has been signed.
		1. Implement the Working Conditions Assurance Plan.	1. Evidence of the implementation.	1. As part of the ESCR.