

**15420-01 - Tigo El Salvador Network Connectivity Financing – El Salvador
Environmental and Social Action Plan (ESAP)**

No.	Aspect	Action	Deliverable	Delivery date
PS 1: Assessment and Management of E&S Risks and Impacts				
1.1	Environmental licenses	1. Obtain: i) the construction and installation permit issued by the Mayor's office; ii) the construction permit from the corresponding planning office; iii) the Ministry of Environment and Natural Resources' permit, including the authorization to cut down trees, when needed; iv) the Civil Aviation Authority's permit.	1. Copy of the permits	1. Annually in the Environmental and Social Compliance Report (ESCR)
		2. Produce evidence of having engaged in public consultation with the approval of the Community Development Association (ADESCOS, in Spanish) of each community.	2. Consultation minutes	2. Annually in the ESCR
1.2	Environmental and Social Management System	1. Adopt an environmental and social management system (ESMS) for the Project.	1. Project-specific ESMS	1. 6 months after the first disbursement
1.3	Emergency Preparedness and Response	1. Update its emergency plan to include an emergency prevention, preparedness and response plan (EPPRP) with: i) a threats and vulnerabilities assessment, and a risk assessment matrix; ii) the creation of brigades, orchestration of actions with external organizations, contingency plans and standard operation procedures for emergencies; and iii) a work plan to put in place the National Drill Plan, and a resulting report.	1. Updated EPPRP	1. 6 months after the first disbursement
		2. Implementation of the EPPRP.	2. Evidence of the implementation	2. Annually in the ESCR
1.4	Organizational Capacity and Competency	1. Appoint a specific person to track the actions on the ESAP.	1. Copy of the appointment instrument	1. Within 30 days after the contract has been signed
1.5	Gender Risks	1. Include in its gender initiatives the implementation of a protocol to prevent workplace harassment, sexual harassment and gender violence, and address gender-based violence cases.	1. Gender protocol	1. 6 months after the first disbursement
		2. Implementation of the protocol.	2. Evidence of implementation	2. Annually as part of the ESCR
1.6	Analysis of stakeholders and engagement plan	1. Develop a specific mechanism to channel complaints and grievances so that it: i) is culturally appropriate; ii) is easily accessible for all community segments; iii) is available for every community; vi) captures anonymous grievances; and v) has a track, response and continuous improvement procedure.	1. Grievance mechanism protocol	1. 6 months after the first disbursement
		2. Implementation of grievance mechanism.	2. Evidence of the implementation	2. Annually as part of the ESCR
PS 2: Labor and Working Conditions				
2.1	Supply Chain	1. Update the procurement policy to: i) govern the acquisition of goods (consumer products, materials and equipment) and services; and ii) demand its suppliers to fulfill the applicable environmental, OHS and labor requirements (specifically the prohibition of child and forced labor, and the exclusion of any product or service resulting from its business activities); and iii) update the selection, evaluation and re-evaluation of procedures according to the environmental, labor and OHS criteria established in the relevant legislation.	1. Updated policy	1. 6 months after the first disbursement
		2. Implementation of the updated policy.	2. Evidence of the implementation	2. Annually as part of the ESCR
PS 4: Community Health, Safety and Security				
4.1	Community Health, Safety and Security	1. Update the EPPRP with a specific section for the protection of the communities where, with a staff specialized in emergency command (firefighting, rescue and evacuation brigades), protocols will be triggered to coordinate actions with external	1. Updated EPPRP	1. 6 months after the first disbursement

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		authorities, to address all emergencies outside the response capabilities of the Company.		
		2. Report to the communities on the EPPRPs, the potential risks for the workers while performing their duties, the response devices, the communication and alarm systems, the evacuation routes, and the internal and external drill schedule.	2. Evidence of having informed the population	2. Annually in the ESCR
		3. Implement the EPRP.	3. Evidence of implementation	3. Annually in the ESCR
PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Protection and conservation of the biodiversity	1. Develop a protocol to modify the locations categorized as Protected Areas and Key Biodiversity Areas.	1. Protocol to modify Protected Areas and Key Biodiversity Areas	1. Before modifying Protected Areas and Key Biodiversity Areas
		2. Implementation of the protocol.	1. Evidence of the implementation	1. Annually in the ESCR
PS 8: Cultural Heritage				
8.1	Chance finds	1. Produce a chance finds protocol.	1. Chance finds protocol	1. Before modifying the cultural heritage sites
		2. Implementation of the protocol.	1. Evidence of the implementation	2. Annually in the ESCR