

POLESA - Increasing the Production Capacity of Transmission Poles in Mexico
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. Secure an environmental impact statement (MIA, in Spanish) issued by the competent authority.	1. MIA	1. Within 60 days prior to the start of the Construction phase
		2. Implement the actions required by the MIA.	2. Evidence of execution	2. As part of the Environmental and Social Compliance Report (ESCR)
1.2	E&S Management System	1. Develop an environmental and social management system (ESMS) to include: i) a management policy; ii) procedures to identify risks, impacts and mitigation measures; iii) environmental and social management procedures; iv) required organizational capacity and competencies (including training); v) solid and liquid waste management procedures; vi) water and energy consumption monitoring protocols; vii) community health and safety protection procedures; viii) stakeholder engagement procedures; and ix) community communication procedures.	1. ESMS manual	1. Six months after the first disbursement
		2. Implement the ESMS.	2. Evidence of implementation	2. As part of the ESCR
1.3	Management Programs	1. Submit an approved environmental management plan (EMP) for the Project's Construction phase.	1. EMP	1. Within 60 days prior to the start of the Construction phase
		2. Implement the actions outlined in the approved EMP.	2. Evidence of the implementation	2. As part of the ESCR
1.4	Gender Programs	1. Design a gender program that includes: i) a gender equality policy, ii) guidelines to ensure non-discriminatory recruitment, iii) training and career development paths, iv) mentoring programs, v) awareness and education protocols, vi) gender indicators, vii) a mechanism to receive and process grievance, and viii) program monitoring and evaluation protocols.	1. Gender program	1. One month after the first disbursement
		2. Implement the gender program.	2. Evidence of the implementation	2. As part of the ESCR
1.5	Organizational Capacity and Competency	1. Appoint a dedicated resource who will be in charge of tracking the E&S aspects of the Project.	1. Copy of the appointment instrument	1. 30 days after the contract has been signed
1.6	Emergency Preparedness and Response	1. Put together an emergency preparedness and response plan (EPRP), as part of the ESMS, that: i) identifies work fronts, locations and situations that can lead to emergencies or accidents; ii) includes prevention or response procedures for each identified situation, allocating all necessary human, technical, logistic and financial resources; iii) assigns management, execution, response and control responsibilities, ensuring that every activity that can potentially lead to an emergency situation has a designated supervisor; iv) designs, adopts and implements a communication plan; v) provides regular training to all Project workers, offering a general overview of the ESMS and a complete understanding of the emergency response plan; vi) contains coordination protocols with local and national government agencies and community groups involved in emergency prevention and response; and vii) contains instructions for the drills and simulations that should be conducted to test the system and use the outcomes for continuous improvement.	1. EPRP for Construction phase	1. Within 60 days prior to the start of the Construction phase
1.7	Stakeholders Management and Engagement Plan	1. Prepare an external grievance mechanism.	1. Protocol of the external grievance mechanism	1. One month after the first disbursement
		2. Implement the external grievance mechanism.	2. Evidence of the implementation	2. As part of the ESCR

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PS 2: Labor and Working Conditions				
2.1	Internal grievance mechanism	1. Prepare an internal grievance mechanism.	1. Protocol of the internal grievance mechanism	1. Within 60 days prior to the start of the Construction phase
		2. Implement the internal grievance mechanism.	2. Evidence of the implementation	2. As part of the ESCR
2.2	Workers Engaged by Third Parties	1. Update the contractor protocol to include: i) E&S guidelines, ii) ESMS-related training requirements, iii) guidelines on how to prevent sexual harassment and the rule of engagement with communities, especially for personnel involved in transportation and construction duties.	1. Updated contractor protocol	1. Six months after the first disbursement
		2. Implement the contractor protocol.	2. Evidence of implementation	2. As part of the ESCR
2.3	Supply Chain	3. Update the general supplier policy to: i) identify potential child or forced labor risks, and ii) include procedures and measures to ensure that key suppliers prevent and address situations that could endanger the workers' lives.	3. Updated general supplier policy	3. Six months after the first disbursement
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Greenhouse Gases	1. Prepare an inventory of scope 1, 2 and 3 greenhouse gases (GHGs).	1. GHG report	1. 24 months after the first disbursement and later as part of the ESCR
3.2	Pollution Prevention	1. Develop a drinking water consumption monitoring plan for the Construction phase.	1. Drinking water consumption monitoring plan	1. Within 60 days prior to the start of the Construction phase
		2. Implement the drinking water consumption monitoring plan.	2. Evidence of the implementation	2. As part of the ESCR
		3. Develop a wastewater management plan for the Construction phase.	3. Wastewater management plan	3. Within 60 days prior to the start of the Construction phase
		4. Implement the wastewater management plan.	4. Evidence of the implementation	4. As part of the ESCR
		5. Develop a solid waste management plan for the Construction phase.	5. Solid waste management plan within the EMP	5. Within 60 days prior to the start of the Construction phase
		6. Implement the solid waste management plan.	6. Evidence of the implementation	6. As part of the ESCR
PS 4: Community Health and Safety				
4.1	Community Health and Safety	1. Develop a community health and safety plan for the Construction phase that includes: i) traffic management, ii) road signage, iii) communication, iv) noise monitoring, and v) labor management.	1. Community health and safety plan within the EMP	1. Within 60 days prior to the start of the Construction phase
		2. Implementation of the community health and safety plan	2. Evidence of the implementation	2. As part of the ESCR
		3. Create a code of conduct for the Project.	3. Code of conduct	3. Within 60 days prior to the start of the Construction phase
		4. Implement the code of conduct.	4. Evidence of the implementation	4. As part of the ESCR
4.2	Community Exposure to Disease	1. Prepare disease prevention and care protocol for the Construction phase, including training and awareness.	5. Disease prevention and care protocol within the EMP	5. Within 60 days prior to the start of the Construction phase
		2. Implementation of the disease prevention and care protocol	Evidence of the implementation	3. As part of the ESCR