

Environmental and Social Action Plan (ESAP)

No.	Aspect	Action	Deliverable	Date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Organizational Capacity	Hire an E&S manager to supervise the Greenfield phase & asses the potential to hire more E&S specialists during Greenfield phase	E&S staff in place	Before Greenfield begins
1.2	Monitoring	Supervise construction activities during Greenfield	Issue three E&S reports during Greenfield phase	One report every 4 months during Greenfield phase
1.3	Informed consultation & participation	Develop a process or protocol to inform the local communities about the works that will be carried out as well as about the project benefits.	Protocol to approach local communities	Before Greenfield phase begins
1.4	Grievance Redress Mechanism	Design a GRM to be used by the local communities during Greenfield phase	GRM for local communities	Before Greenfield phase begins
PS 6: Biodiversity Conservation & Sustainable Management of Living Natural Resources				
2.1	Access routes and site selection	Prepare a plan for contractors to help them identify the best way to avoid/mitigate impacts in primary rain forest	Plan for access routes and site selection in sensitive ecosystems	Before Greenfield phase begins
PS 7: Indigenous Peoples				
3.1	Code of conduct	Together with the protocol mentioned in 1.3 above, develop a code of conduct for workers when installing towers in Indigenous Peoples Lands	Code of Conduct	Before Greenfield begins
PS 8: Cultural Heritage				
4.1	Cultural Heritage	Develop Chance find procedures/plan	Chance find procedures	Before Greenfield begins