

**PANTALEÓN – GUATEMALA**  
**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	Environmental and Social Management System	1. Incorporate social elements into the QHSE Integrated Management System (IMS) and update the QHSE Integrated Management System Manual accordingly.	1. Updated QHSE Integrated Management System Manual	1. Within three months of financial closing
		2. Implement the updated IMS.	2. Evidence of IMS implementation	2. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Emergency Preparedness and Response	1. Consolidate the various existing emergency preparedness and response documents into a single Emergency Preparedness and Response Plan (EPRP) for the Pantaleon Mill.	1. Pantaleon Mill Emergency Preparedness and Response Plan	1. Within three months of financial closing
		2. Implement the Pantaleon Mill EPRP, along with the existing Agricultural EPRP.	2. Evidence of EPRP implementation	2. As part of the ESCR
1.3	Stakeholder Engagement	1. Develop a Stakeholder Engagement Plan (SEP) for the Project.	1. Stakeholder Engagement Plan	1. Within three months of financial closing
		2. Implement the SEP.	3. Evidence of SEP implementation	4. As part of the ESCR
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Security Personnel	1. Develop a Security Management Plan (SMP) for the Project.	1. Security Management Plan.	1. Within six months of financial closing
		2. Implement the SMP.	2. Evidence of SMP implementation	2. As part of the ESCR