

**La Dorada – Chiriguana Railway Corridor - COLOMBIA**  
**Environmental and Social Action Plan (ESAP)**

No.	Aspect	Action	Product	Delivery Date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	Environmental and Social Management System	1. Submit the updated Integrated Management System (IMS) Manual, which describes the Project's Environmental and Social Management System and consolidates: i) policies; ii) procedures for risk and impact identification; iii) management programs; iv) description of organizational capacity and required competencies; v) emergency preparedness and response protocol; vi) stakeholder engagement plan; vii) protocols for external communication and grievance mechanisms; viii) requirements for continuous information to affected communities; and ix) monitoring and review procedures.	1. Updated IMS Manual	1. Prior to first disbursement
1.2	Risk and Impact Identification	1. Submit the Environmental Impact Assessment of the "Sogamoso Bridge" Project approved by the competent environmental authority.	2. Environmental Impact Assessment of the Sogamoso Bridge Project approved by the environmental authority.	2. 30 days prior to the start of works for the Sogamoso Bridge Project.
1.3	Gender Risks	1. Conduct a gender risk analysis specific to the Project.	1. Project gender risk analysis.	1. Prior to first disbursement.
		2. Prepare a Gender Risk Management Plan (GRMP) that includes: i) measures to manage gender risks; ii) a Code of Conduct for Workers, also applicable to contractors, that prohibits discrimination, violence, and harassment based on gender; iii) training requirements for Project workers (including contractors) on the plan; and iv) measures to (a) maximize the Project's benefits (including as workers and suppliers) for women, (b) ensure women's participation in resettlement processes, and (c) ensure women's tenure security in land acquisition processes.	2. Gender Risk Management Plan.	2. 30 days after first disbursement.
		3. Implement the GRMP.	3. Evidence of GRMP implementation.	3. As part of the Environmental and Social Compliance Report (ESCR)
1.4	Climate Change Risk	1. Prepare a Disaster Risk Management Plan (DRMP) that describes measures for risk reduction in the Project associated with conditions due to climate variability and climate change	1. Disaster Risk Management Plan.	1. 30 days after first disbursement.
		2. Implement the Disaster Risk Management Plan	2. Evidence of DRMP implementation.	2. As part of the ESCR.
1.5	Monitoring and Supervision	1. Prepare a procedure for monitoring the environmental, social, labor, and occupational health and safety performance of the Project's contractors and subcontractors.	3. Procedure for monitoring environmental, social, labor, and occupational health and safety performance.	3. Prior to first disbursement.
		2. Implement the procedure for monitoring the environmental, social, labor, and occupational health and safety performance of contractors and subcontractors.	4. Evidence of Procedure implementation.	4. As part of the ESCR.
1.6	Stakeholder Engagement	1. Update the stakeholder mapping, including identification, classification, and communication strategy with each of them.	1. Updated stakeholder mapping.	1. Prior to first disbursement.
		2. Update the Project's Stakeholder Engagement Plan (SEP) to include: i) an overview of all public consultation activities related to the Project that have been conducted; ii) a summary of all other stakeholder engagement activities linked to the Project; iii) procedures for updating stakeholder mapping; iv) an updated summary of the Project's social management and social investment programs; and v) strategies for sharing information with	2. Updated Stakeholder Engagement Plan (SEP).	2. 30 days after first disbursement.

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		stakeholders about the Project and its environmental and social performance.		
		3. Implement the Stakeholder Engagement Plan	3. Evidence of SEP implementation.	3. As part of the ESCR.
<b>PS 2: Labor and Working Conditions</b>				
2.1	Workforce Reduction	1. Prepare a workforce reduction plan to mitigate adverse impacts of worker termination, complying with all corresponding legal and contractual requirements.	1. Workforce Reduction Plan.	1. 120 days after first disbursement
		2. Implement the workforce reduction plan.	2. Evidence of Workforce Reduction Plan implementation.	2. As part of the ESCR.
2.2	Provisions for Persons with Disabilities	1. Prepare a procedure adjusted to Law 1618 of 2013 that ensures non-discrimination of persons with disabilities	1. Procedure to ensure non-discrimination of persons with disabilities.	1. 30 days after first disbursement.
		2. Implement the non-discrimination procedure for persons with disabilities	2. Evidence of procedure implementation.	2. As part of the ESCR.
		3. Prepare a mandatory hiring plan for personnel with disabilities as established in Law 2466 of 2025 Labor Reform	3. Mandatory hiring plan for personnel with disabilities.	3. 30 days after first disbursement.
		4. Implement the mandatory hiring plan for persons with disabilities	4. Evidence of implementation of the mandatory hiring plan for personnel with disabilities.	4. As part of the ESCR.
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Noise and vibrations	1. Prepare a Noise and Vibration Management Plan (NVMP) for the construction, operation and maintenance phases of the Project that: i) prevents, reduces and controls noise and vibrations at work fronts and industrial areas; ii) considers critical receptors; iii) includes management measures for machinery-induced vibrations; iv) contains an inventory of structures that may possibly be affected by vibrations; and v) contains protocols to evaluate potential claims for vibration damage to nearby structures.	1. Noise and Vibration Management Plan.	1. 60 days after first disbursement.
		2. Implement the Noise and Vibration Management Plan	2. Evidence of implementation of the Noise and Vibration Management Plan.	2. As part of the ESCR.
3.2	Resource Efficiency and Pollution Prevention	1. Submit a Program for efficient use of water, energy and natural resources of the Project.	1. Program for efficient use of water, energy and natural resources.	1. 90 days after first disbursement
		2. Implement the Program for efficient use of natural resources	2. Evidence of implementation of the Program for efficient use of water, energy and natural resources.	2. As part of the ESCR.
3.3	Greenhouse Gases (GHG)	1. Submit a report with the emissions (scopes 1 and 2) of GHG generated by the Project for the baseline year.	1. GHG emissions report for the baseline year.	1. As part of the ESCR.
		2. Report GHG emissions generated by the Project annually	2. Annual GHG emissions report.	2. As part of the ESCR.
		3. Submit a Plan for Reduction or Control of GHG Emissions of the Project.	3. Plan for Reduction or Control of GHG Emissions of the Project.	3. 120 days after first disbursement
		4. Implement the Plan for Reduction or Control of GHG Emissions	4. Evidence of implementation of the Plan for Reduction and Control of GHG Emissions of the Project.	4. As part of the ESCR.
3.4	Hazardous materials management	1. Update the Contingency Plan to include procedures for handling chemical substances, spill response, storage, handling and disposal of hazardous materials, as well as training and personnel training contents.	1. Updated contingency plan.	1. 30 days after first disbursement

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		2. Implement the Contingency Plan	2. Evidence of implementation of the updated Contingency Plan.	2. As part of the ESCR.
3.5	Logistics Services	1. Prepare a verification procedure that includes actions to ensure i) no abuse of dominant position in the provision of services; ii) no adoption of conduct that affects free competition for the Provision of Public Railway Freight Transport Service, the provision of Additional Services and Logistics Services, iii) no use of child and forced labor; and iv) demonstrate the management of a due diligence process prior to the transport of goods or logistics services in order to know the economic activity of the third party, and ensuring that said third party to whom the service is provided is not subject to a Sanction or is not on an International List or Economic Sanctions List.	1. Plan for the Provision of Logistics Services.	1. 90 days after first disbursement.
		2.		
		3. Implement the Plan for the Provision of Logistics Services	2. Evidence of implementation of the Plan for the Provision of Logistics Services	2. As part of the ESCR.
<b>PS 4: Community Health and Safety</b>				
4.1	Infrastructure and equipment design and safety	1. Prepare a Community Safety and Health Plan that: i) analyzes the risks of both use of the railway by motor carts and other users; ii) evaluates the risk posed by the use of the railway bridge over the Sogamoso River by pedestrians and vehicles; iii) includes a Road Safety and Traffic Management Program; and iv) measures for emergency preparedness and response in case of accidents with users in the railway corridor.	1. Community Safety and Health Plan.	1. 30 days after first disbursement.
		2. Implement the Community Safety and Health Plan.	2. Evidence of implementation of the Community Safety and Health Plan.	2. As part of the ESCR.
4.2	Security Personnel	1. Prepare a Security Personnel Management Plan that includes: i) an assessment of security risks for the Project; ii) procedures to verify background of human rights abuses by security personnel; iii) procedures for the use of force; and iv) training requirements in human rights and in the use of force for security personnel to be hired.	1. Security Personnel Management Plan.	1. 30 days after first disbursement.
		2. Implement the Security Management Plan.	2. Evidence of implementation of the Security Management Plan.	2. As part of the ESCR.
<b>PS 5: Land Acquisition and Involuntary Resettlement</b>				
5.1	Land Acquisition, Compensation and Resettlement Framework (LACRF)	1. Formulate Resettlement Action Plans (RAP) and Livelihood Restoration Action Plans (LRAP) that include procedures to ensure for Project Affected Persons (PAP): i) compensation for assets to be affected, at replacement value; ii) restoration of their living conditions and livelihoods, at least to pre-resettlement levels, iii) security of tenure of the sites to which they were physically displaced, iv) additional support, as necessary, to vulnerable persons; and v) monitoring of their living conditions and livelihoods following their resettlement.	1. RAP and LRAP.	1. 120 days prior to the start of physical resettlement of social units.
		2. Formulate a Land Acquisition, Compensation and Resettlement Framework (LACRF), that: i) describes the principles and measures for land acquisition, compensation, resettlement and livelihood restoration for all Project Affected Persons (PAP), including owners, occupants and possessors of land; ii) contains a roadmap for the development and implementation of Resettlement Action Plans (RAP) and Livelihood Restoration Action Plans (LRAP); and iii) outlines a particular procedure to address expropriation and eviction processes.	2. LACRF	2. 30 days after first disbursement
		3. Implement the LACRF	3. Evidence of implementation	3. As part of the ESCR.

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5.2	Identification and characterization of all affected persons	1. Characterize the socioeconomic and land tenure conditions of the PAP.	1. Technical Report on Characterization of the PAP.	1. 120 days prior to the start of physical relocation of families and/or the application of compensation.
5.3	Verification of living conditions and restoration of livelihoods	1. Establish a monitoring program for land acquisition and resettlement.	1. Monitoring program for land acquisition and resettlement.	1. On a quarterly basis
		2. With the assistance of an external consultant, conduct an independent completion audit of the involuntary resettlement program carried out by the Project.	2. Closure audit of the involuntary resettlement process.	2. Following completion of the monitoring process as defined in the resettlement action plan of each municipality within a maximum term of one year.

<b>PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>				
6.1	Protection and conservation of biodiversity	1. Submit the Project's Fauna Study and the Wildlife Crossing Plan.	1. Wildlife crossing plan.	1. 120 days after first disbursement.
		2. Implement the Wildlife Crossing Plan.	2. Evidence of implementation of the Wildlife Crossing Plan	2. As part of the ESCR.
		3. Prepare a procedure for general wildlife management and response to roadkill incidents or sightings.	3. Procedure for general wildlife management.	3. 90 days after first disbursement
		4. Implement the procedure for general wildlife management.	4. Evidence of Procedure implementation.	4. As part of the ESCR.
<b>PS 8: Cultural Heritage</b>				
8.1	Cultural Heritage Assets (BIC)	1. Prepare and implement a Cultural Heritage Management Plan containing: i) rules for structural intervention, ii) compatible construction methods, iii) restrictions on machinery, vibrations and loads, iv) preventive conservation measures and v) monitoring before, during and after interventions.	1. Cultural Heritage Management Plan	1. As part of the ESCR.
8.2	Chance finds	1. Prepare the Chance Finds Protocol	1. Chance finds protocol	1. 90 days after first disbursement
8.3		2. Implement the Chance Finds Protocol	2. Evidence of implementation of the Protocol if required	2. As part of the ESCR.
8.4		3. Disseminate the Protocol to own and contracted personnel and to the community	3. Evidence of dissemination	3. As part of the ESCR.