

**Kuldipsingh Port Expansion Project – SURINAME  
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 (ESMS)	1. Present ESMS audit report	1. ESMS audit report	1. Within 1 month after 1 <sup>st</sup> disbursement
		2. Submit report on the job hazards analysis (JHA) implementation	2. JHA implementation report	2. Within 1 month after 1 <sup>st</sup> disbursement
1.2	Identification of Risks and Impacts	1. Update risk assessment matrix	1. Updated risk assessment matrix.	1. Within 1 month after 1 <sup>st</sup> disbursement
1.3	Environmental Management Plan (EMP)	1. Prepare a Construction Management Plan (CMP) to manage E&S impacts during construction including but not limited to: i) OHS risks; ii) traffic disturbance; iii) dust and air emissions; iv) noise and vibration; v) all waste streams and effluent (as well as stormwater runoff and dredge works); vi) chance find procedures; vii) drainage; and viii) communicable disease.	1. CMP	1. Prior to start of construction works at both sites
		2. Prepare a Dredge Management Plan that includes among other information, the following: i) dredge volumes; ii) baseline bathymetry and target design depths; iii) the description and location of the approved disposal site; iv) sediment classification; and v) reuse assessment.	2. Dredge Management Plan	2. Prior to start of any dredge works at both sites
1.4	Gender Risks	1. Update Company policies to include GBV and provide formal gender training and sensitization;	1. Updated Company policies	1. Within 6 months after 1 <sup>st</sup> disbursement
1.5	Stakeholder Engagement	1. Implement Stakeholder Engagement Plan (SEP) for Site 2	1. Evidence of implementation	1. As part of the Environmental and Social Compliance Report (ESCR).
1.6	External Communication and Grievance Mechanisms	1. Produce updates on the external grievance mechanism	1. Grievance reports	1. As part of ESCR
<b>PS 2: Labor and Working Conditions</b>				
2.1	Human Resource Policies and Procedures	1. Update Personnel Handbook to include: i) work hour details for the port; ii) reference collective bargaining and the right to freedom of association; and iii) provisions against child and forced labor	1. Updated Personnel Handbook	1. Within 3 months after 1 <sup>st</sup> disbursement
		2. Disseminate updated Personnel Handbook to all employees	2. Proof of dissemination	2. Within 3 months after 1 <sup>st</sup> disbursement
		3. Present updates on the internal grievance mechanism	3. Report on internal grievances	3. As part of ESCR
2.2	Occupational Health and Safety	1. Submit root cause analysis for all accidents and incidents	1. Root cause analyses	1. Prior to 1 <sup>st</sup> disbursement and thereafter as part of the ESCR
2.3	Workers Engaged by Third Parties	1. Update the contractor management plan to include provisions against the use of child and forced labor.	1. Updated plan	1. Within 3 months after 1 <sup>st</sup> disbursement
2.4	Supply Chain	1. Update procurement policies to reference screening to avoid child or forced labor along supply chain.	1. Updated procurement policies	1. Within 3 months after 1 <sup>st</sup> disbursement
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Resource Efficiency	1. Submit implementation report on the Energy Management Reduction Program	1. Implementation report	1. Within 1 month after 1 <sup>st</sup> disbursement and thereafter as part of the ESCR
3.2	Greenhouse Gas (GHG) Emissions	1. Submit annual inventory of GHG	1. Annual GHG inventory	1. Within 1 month after 1 <sup>st</sup> disbursement and thereafter as part of the ESCR
3.3	Water consumption	1. Submit status report on water monitoring and management plan	1. Status report	1. Within 1 month after 1 <sup>st</sup> disbursement and thereafter as part of the ESCR
3.4	Waste Management (including hazardous waste)	1. Provide a status report on the implementation of the stormwater and solid waste management plan for the port (including details on the onsite waste management plant and Hazardous Materials Training Program)	1. Status report	1. Within 1 month after 1 <sup>st</sup> disbursement and thereafter as part of the ESCR

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3.5	Pollution Prevention	1. Present quantitative ambient air quality and noise monitoring reports	1. Monitoring reports	1. Within 1 month after 1st disbursement and thereafter as part of the ESCR
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community Health and Safety	1. Adopt the port's Community, Health and Safety Plan and EMRP for Site 2	1. Evidence of adoption	1. As part of ESCR
4.2	Infrastructure and Equipment Design and Safety	1. Perform regular tests of the fire safety systems (FSS) for all operations	1. Evidence of FSS implementation	1. As part of ESCR
		2. Update Flood Mitigation Plan with recommended mitigation measures for both sites.	2. Updated Flood Mitigation Plan	2. Within 1 month after 1 <sup>st</sup> disbursement for Site 1 and prior to start of construction for Site 2.