

Environmental and Social Action Plan (ESAP)

No.	Reference	Measure	Final Product /deliverable	Expected deliverable date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Policy	<ol style="list-style-type: none"> Update its Code of Ethics (CoE) to address health and safety at work, forced labor, child labor, discrimination, freedom of association, environment, and grievance mechanism. Communicate the updated CoE to its employees and suppliers and require suppliers to sign up to the revised CoE as a condition of engagement. 	<ol style="list-style-type: none"> Updated Code of Ethics Evidence that the updated CoE has been communicated to employees and suppliers 	<ol style="list-style-type: none"> 60 days after first disbursement 120 days after first disbursement
1.2	Management Programs	<ol style="list-style-type: none"> Update procurement procedures to include the evaluation of E&S aspects and to classify suppliers according to their E&S performance. Update contractual agreements with its suppliers to reflect PS2 and PS3 requirements (or alternatively an affidavit of compliance) 	<ol style="list-style-type: none"> Updated procurement procedures. Updated contractual agreements 	<ol style="list-style-type: none"> 120 days after first disbursement. 120 days after first disbursement.
1.3	Organization Capacity and Competency	<ol style="list-style-type: none"> Nominate a person responsible for monitoring the implementation of the new procurement process, reviewing its effectiveness, and enhancing it as needed 	<ol style="list-style-type: none"> CV of person in charge of procurement ESMS. Organization Chart reflecting line of reporting. 	<ol style="list-style-type: none"> 30 days after first disbursement. Organization Chart reflecting line of reporting.
1.4	Monitoring and Reporting	<ol style="list-style-type: none"> Review the effectiveness of the updated supply chain ESMS. 	<ol style="list-style-type: none"> Periodic Reporting. 	<ol style="list-style-type: none"> Annually as part of Annual Report to IDB Invest.