

**Courtyard Marriott Paramaribo – SURINAME
Environmental and Social Action Plan (ESAP)**

| No. | Aspect | Action | Deliverable | Delivery date |
|--|-------------------------------------|---|---|---|
| PS 1: Assessment and Management of Environmental and Social Risks and Impacts | | | | |
| 1.1 | Identification of Risks and Impacts | 1. Develop an Environmental and Social (E&S) Risk Matrix to identify, assess, and develop measures to mitigate the occupational health and safety (OHS) risks associated with the Project. | 1. E&S Risk Matrix | 1. Prior to First Disbursement |
| | | 2. Update the Environmental and Social (E&S) Risk Matrix. | 2. Updated E&S matrix | 2. As part of the Environmental and Social Compliance Report (ESCR) |
| 1.2 | Management Programs | 1. Develop an Environmental Management Plan (EMP) for the Project to include measures to mitigate the risks and impacts identified in the E&S Risk Matrix, including the management of solid waste and hazardous materials. | 1. Environmental Management Plan | 1. Prior to First Disbursement |
| | | 2. Implement the EMP. | 2. Evidence of EMP implementation | 2. As part of the ESCR |
| PS 2: Labor and Working Conditions | | | | |
| 2.1 | Worker Grievance Mechanism | 1. Develop a Worker Grievance Mechanism accessible to the Project's construction workers. | 1. Worker Grievance Mechanism | 1. Prior to First Disbursement |
| | | 2. Implement the Worker Grievance Mechanism. | 2. Worker grievances report (in the form of a matrix) | 2. As part of the ESCR |
| 2.2 | Occupational Health and Safety | 1. Develop an Occupational Health and Safety (OHS) Plan for the Project. | 1. Occupational Health and Safety Plan | 1. Prior to First Disbursement |
| | | 2. Implement the OHS Plan. | 2. Evidence of OHS Plan implementation | 2. As part of the ESCR |
| 2.3 | Life and Fire Safety | 1. Conduct a third-party life and fire safety (L&FS) audit to ensure the renovated hotel is compliant with: i) local codes and regulations; and ii) internationally accepted L&FS standards. | 1. L&FS audit | 1. Within one month of completing the renovations |
| PS 3: Resource Efficiency and Pollution Prevention | | | | |
| 3.1 | Pollution Prevention | 1. Develop a Waste Management Plan (WMP) for hotel operations, to include procedures for solid waste, hazardous waste, and wastewater. | 1. Waste Management Plan | 1. Within one month of completing the renovations |
| | | 2. Implement the WMP. | 2. Evidence of WMP implementation | 2. As part of the ESCR. |