

FOUR POINTS – GUYANA
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	Environmental and Social Assessment and Management System	1. Complete the Environmental and Social Management Plan (ESMP), to include an updated environmental and social risk and impact matrix and the following plans: i) biodiversity management and monitoring plan; ii) water management plan (to include wastewater); iii) sediment and erosion plan; iv) air quality management plan; v) noise management plan; vi) bushfire management plan; vii) blasting management plan; viii) traffic management plan; ix) health and safety management plan; x) emergency response plan; xi) solid waste management plan; xii) community grievance mechanism; xiii) chance find procedures; xiv) stakeholder engagement/public disclosure plan; and xv) social assessment and management plan.	1. Environmental and Social Management Plan	1. Prior to first disbursement
		2. Implement the ESMP.	2. Evidence of ESMP implementation	2. As part of the Environmental and Social Compliance Report (ESCR)
PS 2: Labor and Working Conditions				
2.1	Human Resources Policies and Procedures	1. Develop a Human Resources Policy for the Project to apply to construction-phase contractors and subcontractors.	1. Human Resources Policy	1. Prior to first disbursement
		2. Update EB Hotels' Associate Handbook to be specific to and comply with the labor laws and regulations of Guyana.	2. Updated Associates Handbook	2. Prior to operations
2.2	Worker Grievance Mechanism	3. Develop a Worker Grievance Mechanism (GM) for construction that is open to all Project workers, including contractors and subcontractors.	3. Worker Grievance Mechanism	3. Prior to first disbursement
		4. Implement the Worker GM.	4. Worker grievances report (in the form of a matrix)	4. As part of the ESCR
2.3	Workers Engaged by Third Parties	1. Develop a Contractor Management and Assurance Plan (CMAP) to monitor the environmental, health and safety (EHS) performance of the Project's contractors and subcontractors and ensure that they comply with Guyanese laws and regulations, internal plans and procedures (including the ESMP), and IDB Invest's Sustainability Policy.	1. Contractor Management and Assurance Plan	1. Prior to first disbursement
		2. Implement the CMAP.	2. Evidence of CMAP implementation	2. As part of the ESCR
2.4	Life and Fire Safety	1. Conduct a third-party life and fire safety (L&FS) audit to ensure the hotel is compliant with: i) local codes and regulations; and ii) internationally accepted L&FS standards.	1. L&FS audit	1. Prior to operations
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Resource Efficiency	1. Develop a Resource Efficiency Plan to describe the Project's plans to obtain EDGE certification and minimize water consumption.	1. Resource Efficiency Plan	1. Prior to operations.
		2. Implement the Resource Efficiency Plan.	2. Evidence of Resource Efficiency Plan implementation.	2. As part of the ESCR
3.2	Hazardous Materials Management	1. Develop a Hazardous Materials Management Plan for the Project.	1. Hazardous Materials Management Plan	1. Prior to first disbursement
		2. Implement the Hazardous Materials Management Plan.	2. Evidence of Hazardous Materials Management Plan implementation.	2. As part of the ESCR

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PS 4: Community Health, Safety, and Security				
4.1	Security Personnel	1. Develop a Security Management Plan for construction, to include requirements for security guard training in the use of force and human rights.	1. Security Management Plan	1. Prior to first disbursement
		2. Implement the Security Management Plan.	2. Evidence of Security Management Plan implementation	2. As part of the ESCR