

**SOLENGY – HAITI**  
**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	E&S management system	1. Develop an environmental and social management system (ESMS) that encompasses the following elements: (i) policy; (ii) identification of risks and impacts, (iii) management programs; (iv) organizational capacity and competency; (v) emergency preparedness and response; (vi) stakeholder engagement and community grievance mechanism; and (vii) monitoring and review.	1. Copy of the ESMS manual.	1. Condition for 2nd Disbursement.
		2. Implement the ESMS.	2. Evidence of implementation.	2. As part of the Environmental and Social Compliance Report (ESCR).
1.2	Organizational Capacity	1. Hire or appoint a qualified dedicated environmental, health and Safety (EHS) officer with background and experience on occupational health and safety (OHS) Management Systems, to be responsible to drive the ESMS implementation; supported by a social coordinator. Nevertheless, it will appoint an acting social coordinator to fulfill the role until the hiring is finalized.	1. Evidence of appointment of acting Social Coordinator. 2. Evidence of hiring or appointment of E&S Officer and Social Coordinator	1. Condition of first disbursement. 2. Condition for 3rd Disbursement.
<b>PS 2: Labor and Working Conditions</b>				
2.1	HR Policies and Procedures	1. Develop a Human Resources (“HR”) policy and procedures that includes: (i) on-boarding procedures for new hires to ensure all employees are formally communicated on all aspects related to their employment terms, rights and benefits, (ii) controls to ensure employment for workers under 18 is done according to national legislation, (iii) a grievance management procedure for workers (iv); a policy and procedures to prevent gender-based violence and harassment (GBVH).	1. Copy of the HR policy and procedures.	1. Condition of 1st Disbursement.
		2. Implement the HR policy and procedures.	2. Evidence of implementation.	2. As part of the ESCR.
2.2	Internal Grievance Mechanism	1. Develop an internal grievance mechanism that allows the treatment of anonymous complaints.	1. Copy of the internal grievance mechanism protocol.	1. Within 60 days after first disbursement.
		2. Implement the internal grievance mechanism.	2. Evidence of implementation.	2. As part of the ESCR.
2.3	Non-discrimination and equal opportunity	1. Develop a Non-discrimination and Equal Opportunity Policy.	1. Copy of the Non-discrimination and Equal Opportunity Policy.	1. Within 60 days after first disbursement.
		2. Implement the Non-discrimination and Equal Opportunity Policy.	2. Evidence of implementation.	2. As part of the ESCR.
2.4	Supply Chain Assessment and Management	1. Develop a due diligence procedure to assess E&S risks on its equipment supply chain for primary suppliers.	1. Copy of the due diligence procedure.	1. Within 60 days after first disbursement.
		2. Implement the due diligence procedure to assess E&S risks on its equipment supply chain for primary suppliers.	2. Evidence of implementation.	2. As part of the ESCR.
2.5	Occupational Health and Safety	1. Develop OHS procedures for (i) identifying potential hazards to workers; (ii) providing preventive measures, (iii) continuing training workers and formalizing its training program; (iv) documenting and reporting occupational and health related incidents; and (v) planning for emergency prevention, preparedness, and response.	1. Copy of the OHS procedures.	1. Condition for 2nd Disbursement.
		2. Implement the OHS procedures.	2. Evidence of implementation.	2. As part of the ESCR.
2.6	Climate resilience	1. Integrate climate resilience measures into the OHS policies to protect workers from rising temperatures, cyclones, and extreme weather events.	1. Copy of the climate resilience measures.	1. Within 150 days after first disbursement.

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		2. Implement the climate resilience measures.	2. Evidence of implementation.	2. As part of the ESCR.
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Waste Management	1. Formalize a waste management program, that increases recycling and ensures adequate disposal of waste.	1. Copy of the waste management program.	1. Within 180 days after first disbursement.
		2. Implement the waste management program.	2. Evidence of implementation.	2. As part of the ESCR.
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community security	1. Based in a security risk assessment, develop a security management plan to ensure guards undergo background checks, have adequate training including human rights and use of force, and act adequately towards workers and neighboring communities.	1. Copy of the security risk assessment and security management plan.	1. Within 90 days after first disbursement.
		2. Implement the security management plan.	2. Evidence of implementation.	2. As part of the ESCR.
4.2	Stakeholder engagement	1. Prepare a community grievance mechanism that includes provision for gender-based violence and sexual harassment.	1. Copy of security risk assessment and security management plan	1. Within 120 days after first disbursement.
		2. Implement the community grievance mechanism.	2. Evidence of implementation	2. As part of the ESCR.