

**BELIZE ELECTRICITY LTD – PHASE I  
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. Update the environmental aspects and impacts spreadsheet to include social risks and impacts	1. Updated environmental and social aspect and impacts spreadsheet	1. 12 months after 1 <sup>st</sup> disbursement
		2. Update Safety, Health and Environmental Management System (SHEMS) and associated procedures objectives and targets to include verification and management of social risks and impacts	2. Objectives and targets including the management of social risks and impacts.	2. 12 months after 1 <sup>st</sup> disbursement
		3. Prepare specific procedures to manage social risks and impacts including Chance Finds Procedures	3. Procedures to manage social risks and impacts.	3. 12 months after 1 <sup>st</sup> disbursement
		4. Present periodic ESMS audit reports from both internal and external parties	4. ESMS Audit Reports	4. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Policy	1. Update existing Environmental Policy to include Social Impacts and Risks	1. Updated Environmental and Social Policy	1. 12 months after 1 <sup>st</sup> disbursement
1.3	Stakeholder Engagement	1. Prepare an external grievance procedure (including additional channels and consideration for vulnerable groups and gender sensitivities) which outlines specific channels for grievance reception, teams responsible, and expected timing of responses	1. External Grievances Procedure.	1. 6 months after 1 <sup>st</sup> disbursement.
		2. Report on the results of the external grievance channel	2. External Grievances Report	2. As part of the ESCR
<b>PS 2: Labor and Working Conditions</b>				
2.1	Human Resource Policies and Procedures	1. Provide update on vacancy for Safety, Health and Environment Manager	1. Copy of corresponding contract or work assignment	1. 3 months after 1 <sup>st</sup> disbursement
2.2	Grievance Mechanism	2. Prepare an internal Grievance Mechanism that includes a description on: i) grievance categories (including but not limited to sexual harassment, GBV, and discrimination); ii) specific and varied channels (including anonymous options) for grievance reception (e.g., e-mail, WhatsApp, or other means); iii) procedures and timelines for processing grievances; iv) identity protection procedures (i.e., confidentiality, anonymity, etc.); and v) a monitoring or tracking tool (e.g., database, matrix)	2. Internal Grievances Mechanism	2. 6 months after 1 <sup>st</sup> disbursement
		3. Disseminate Grievance Mechanism	3. Evidence of dissemination	3. 12months after 1 <sup>st</sup> disbursement
		4. Report on the results of the internal grievance channel	4. Internal Grievances Report	4. As part of the ESCR
		2.3	Child and Forced Labor	1. Update the Code of Ethics to include provisions against the use of child and forced labor in line with International Labor Organization Conventions, including the supply chain
2.4	Occupational Health and Safety	1. Present OHS statistics report with root cause analysis	1. OHS statistic report	1. As part of the ESCR
		2. Finalize Transport Policy	2. Finalized Transport Policy	2. 6 months after 1 <sup>st</sup> disbursement
2.5	Workers Engaged by Third Parties	1. Review Procedure BEL-SHE-PRO-013 (Contractor Management Process) to ensure compliance with the Client's updated Code of Ethics	1. Revised Procedure	2. 6 months after 1 <sup>st</sup> disbursement
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Resource Efficiency	1. Prepare an Energy Efficiency Program (EEP)	1. Energy Efficiency Program	1. 6 months after 1 <sup>st</sup> disbursement
		2. Disseminate EEP to clients	2. Evidence of dissemination	2. 9 months after 1 <sup>st</sup> disbursement
		3. Report on the implementation of the EEP	3. Energy Efficiency Progress Reports	3. As part of the ESCR
3.2	Resource Efficiency	1. Prepare a Corporate Water Resources Management Plan to monitor and report use of water resources	1. Water Resources Management Plan	1. 6 months after 1 <sup>st</sup> disbursement

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		2. Report on the implementation of the Corporate Water Resources Management Plan	2. Progress Reports	2. As part of the ESCR
3.3	Greenhouse Gases	1. Prepare a Corporate Greenhouse Gas (GHG) Monitoring and Management Plan	1. GHG Monitoring and Management Plan	1. 12 months after 1 <sup>st</sup> disbursement
		2. Report on the implementation of the Corporate GHG Monitoring and Management Plan	2. Progress Reports	2. As part of the ESCR
3.4	Waste Management (including hazardous waste)	1. Prepare a Corporate Solid Waste and Wastewater Management Plan to include all waste streams including but not limited to: i) hazardous waste; ii) solid waste; iii) wastewater; and iii) pesticide use	1. Corporate Solid Waste and Wastewater Management Plan	1. 6 months after 1 <sup>st</sup> disbursement
		2. Report on the implementation of the Corporate Solid Waste and Wastewater Management Plan	2. Progress Reports.	2. As part of the ESCR
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community Health and Safety	1. Prepare intervention-specific Environmental and Social Management Plans (ESMPs) for infrastructure upgrade and maintenance projects containing a minimum set of measures to manage waste, wastewater, air emissions, noise, traffic disturbance and damage to road networks.	1. Intervention-specific ESMPs	1. 3 months after 1 <sup>st</sup> disbursement or prior to start of works (whichever precedes)
		2. Implement intervention specific ESMPs	2. Evidence of Implementation	2. As part of the ESCR
4.2	Community Exposure to Disease	1. Update SHEMS to include procedures to manage potential community exposure to communicable disease	1. Community procedures	1. 12 months after 1 <sup>st</sup> disbursement
4.3	Infrastructure and Equipment Design and Safety	1. Present finalized Disaster Restoration Plan (DRP)	1. Finalized Draft Disaster Restoration Plan	1. 9 months after 1 <sup>st</sup> disbursement
		2. Report on DRP implementation	2. Implementation report	2. As part of the ESCR
4.4	Security Personnel	1. Update Security Handbook to include elements to ensure: i) there are no implications in past abuses; ii) adequate training in the use of force (and where applicable, firearms); iii) appropriate conduct toward workers and communities; and iv) operating within the applicable law.	1. Updated Security Handbook	1. 6 months after 1 <sup>st</sup> disbursement
		2. Disseminate Security Handbook to contractor personnel	2. Evidence of dissemination	2. As part of the ESCR