

**AES WAREHOUSE FACILITY– DOMINICAN REPUBLIC**  
**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	Human rights	1. Conduct a human rights assessment for all project sites assessing, among others, human rights risks in the supply chain.	1. Human rights assessment.	1. Prior to the First Disbursement Date
		2. Update the human rights assessment six months after construction begins on the greenfield projects.	2. Updated human rights assessment.	2. Nine months after the signing of the Loan Agreement
1.2	Climate change	Update the designs of the Peravia projects to mitigate any material risks identified by the Independent Engineer related to climate change.	Updated Peravia project designs.	Prior to the First Disbursement Date
1.3	ESMS	Develop an ESMS manual for each of the six project sites, referencing all E&S plans, programs and procedures relevant to the site.	E&S manual for each project site.	Prior to the First Disbursement Date
1.4	Policy	1. Institute a corporate gender equity policy including commitments to: achieve equal pay and compensation for equal work; promote the hiring, promotion and professional development of women; measure performance against pre-determined indicators.	1. Gender equity policy.	1. Prior to the signing of the Loan Agreement
		2. Disseminate the gender equity policy to all project-related personnel during new employee induction and regularly thereafter.	2. Evidence of dissemination.	2. As part of each Environmental and Social Compliance Report ("ESCR")
		3. Disseminate the human rights policy to all project-related personnel during new employee induction and regularly thereafter.	3. Evidence of dissemination.	3. As part of each ESCR
1.5	Identification of risks and impacts	Prepare a cumulative impact assessment considering, among others, the impacts from any planned expansion of the Agua Clara project.	Cumulative impact assessment.	Prior to the First Disbursement Date
1.6	Stakeholder analysis and engagement planning	1. Develop a stakeholder engagement plan for each project site, including key performance indicators ("KPIs") and provisions for promoting the meaningful participation of women.	1. Stakeholder engagement plan for each project site.	1. Prior to the First Disbursement Date
		2. Prepare Terms of Reference for a community liaison to implement the stakeholder engagement plan.	2. Terms of Reference.	2. Prior to the First Disbursement Date
		3. Appoint or contract a community liaison to implement the stakeholder engagement plan.	3. Executed employment contract.	3. Prior to the First Disbursement Date
		4. Implement the stakeholder engagement plan	4. Records of interactions with stakeholders and evidence of ongoing reporting.	4. As part of each ESCR
1.7	Disclosure of information	Publish the Environmental Impact Assessments ("EIAs") for each of the six projects on the AES Dominicana Website.	Links to EIAs on AES Dominicana website	Prior to the First Disbursement Date
1.8	External grievance mechanism	1. Update the external grievance mechanism to include specific procedures for addressing claims of gender-based violence and harassment.	1. Updated external grievance mechanism.	1. Prior to the signing of the Loan Agreement

No.	Aspect	Action	Deliverable	Delivery date
		2. Actively disclose details of the AES external grievance mechanism to potentially affected communities.	2. Evidence of disclosure.	2. Prior to the signing of the Loan Agreement
		3. Implement the grievance mechanism.	3. Records of all grievances.	3. As part of each ESCR
<b>PS 2: Labor and Working Conditions</b>				
2.1	Internal grievance mechanism	1. Update the internal worker grievance mechanism to fully align with PS2 requirements and to include specific procedures for addressing claims of gender-based violence and harassment.	1. Updated internal grievance mechanism.	1. Prior to the signing of the Loan Agreement
		2. Actively disclose the details of the internal worker grievance mechanism (e.g., during induction processes, and via posters and bulletins) to workers at all project sites.	2. Evidence of disclosure.	2. Prior to the First Disbursement Date
		3. Implement the grievance mechanism.	3. Records of all grievances.	3. As part of each ESCR
2.2	Occupational Health and Safety	1. Develop occupational health and safety plans for every project site, tailored to the conditions at each site.	1. Occupational Health and Safety plans.	1. Prior to the First Disbursement Date
		2. Implement the occupational health and safety plans.	2. Evidence of implementation.	2. As part of each ESCR
2.3	Supply chain	1. Develop a procedure for identifying and managing labor risks in the project's supply chain.	1. Supply chain management procedure.	1. Prior to the First Disbursement Date
		2. Implement the supply chain management procedure.	2. Records of screening and management activities.	2. As part of each ESCR
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Pollution prevention	1. Prohibit the use of Hazard Class Ia and Ib pesticides at project sites.	1. Administrative instrument establishing the prohibition against use of Hazard Class Ia and Ib pesticides.	1. Prior to the First Disbursement Date
		2. Develop a spill prevention control and countermeasure plan for the construction and closure phases of the greenfield projects.	2. Spill prevention control and countermeasure plan.	2. Prior to the First Disbursement Date
		3. Implement secondary containment measures for stored liquid hazardous materials at all project sites, in line with the IFC General EHS Guidelines.	3. Photographic evidence of containment structures.	3. Prior to the First Disbursement Date
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Hazardous materials management and safety	1. Analyze risks to communities from the Project's use, storage, and transfer of hazardous materials.	1. Hazardous materials risk analysis.	1. Prior to the First Disbursement Date
		2. Update the Project contingency plans to address any community risks identified and include mitigation measures.	2. Updated contingency plans.	2. Prior to the First Disbursement Date
4.2	Security personnel	1. Perform a community risk assessment for the Project's use of security personnel or public security forces at project sites.	1. Security personnel risk assessment.	1. Prior to the signing of the Loan Agreement
		2. Develop a security forces management plan to mitigate all risks identified, to Include: provisions for background checks; training in human rights; and training in awareness and prevention of gender-based violence and harassment.	2. Security forces management plan.	2. Prior to the First Disbursement Date

No.	Aspect	Action	Deliverable	Delivery date
		3. Implement the security forces management plan.	3. Evidence of implementation.	3. As part of each ESCR
4.3	Gender-based violence and harassment	1. Develop a code of conduct tailored specifically for project-related workers and contractors, for construction and operation phases, explicitly prohibiting gender-based violence, sexual harassment, and sexual exploitation.	1. Project code of conduct.	1. Prior to the signing of the Loan Agreement
		2. Disseminate the code of conduct to all project-related personnel during induction and regularly thereafter.	2. Evidence of dissemination.	2. As part of each ESCR
		3. Regularly train the project workforce (direct and contracted; construction and operational) on the code of conduct, as well as on gender-based violence, harassment and exploitation awareness and prevention.	3. Evidence of training and completion statistics.	3. As part of each ESCR
<b>PS 5: Land Acquisition and Involuntary Resettlement</b>				
5.1	Economic displacement	1. Identify any persons who will be displaced economically by the implementation of the three greenfield projects.	1. Economic displacement census.	1. Prior to the signing of the Loan Agreement
		2. Develop a gender-sensitive livelihood restoration plan to compensate any such affected persons and to offer other assistance, as appropriate.	2. Livelihood restoration plan.	2. Prior to the First Disbursement Date
		3. Implement the livelihood restoration plan, and monitor results, as appropriate.	3. Evidence of implementation and results of monitoring.	3. As part of each ESCR
		4. Document the land acquisition process undertaken for each of the greenfield projects, including: (i) identification of the previous owners, occupants, and users of the lands, along with their economic and subsistence activities on those lands; and (ii) the negotiating principles and procedures employed to acquire the lands.	4. Land acquisition report.	4. Prior to the signing of the Loan Agreement
<b>PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>				
6.1	Protection and Conservation of Biodiversity	1. For Peravia I and Peravia II, map, quantify and assess the quality of the natural habitat and critical habitat at the sites, and identify the portions that will be impacted by the projects.	1. Maps and quantities of critical habitat.	1. Prior to Board Approval
		2. For Peravia I and Peravia II, demonstrate that no other viable alternatives within the region exist for development of the project in modified or natural habitats that are not critical.	2. Analysis of alternatives.	2. Prior to Board Approval
		3. For Bayasol, map and quantify the overall presence of natural habitat and the portion that was impacted by the project.	3. Maps and quantities of natural habitat.	3. Prior to Board Approval
		4. Develop a biodiversity action plan ("BAP") with the objectives of achieving "net gain" of the critical habitat values at Peravia I and Peravia II, and "no net loss" of the natural habitat values there and at Bayasol.	4. BAP.	4. Prior to the First Disbursement Date
		5. Include in the BAP conservation actions for the Villa Elisa Scientific Reserve developed in consultation with the reserve's management.	5. Conservation actions in BAP.	5. Six months after the First Disbursement Date
		6. Contract an experienced external consultant to develop an Offset Feasibility Study for Peravia I, Peravia II and Bayasol.	6. Executed contract including Terms of Reference acceptable to the Lenders.	6. Prior to the signing of the Loan Agreement

No.	Aspect	Action	Deliverable	Delivery date
		7. Deliver the Offset Feasibility Study produced by the external consultant.	7. Offset Feasibility Study acceptable to the Lenders.	7. Prior to any vegetation clearing at the Peravia I and II project sites
		8. Contract an experienced external consultant to develop an offset management and monitoring plan for Peravia I, Peravia II, and Bayasol.	8. Executed contract including Terms of Reference acceptable to the Lenders.	8. Prior to any vegetation clearing at the Peravia I and II project sites
		9. Develop a distinct biodiversity management and monitoring plan ("BMMP") for each project site, defining all on-site, biodiversity-related mitigation, management, and monitoring actions to be implemented by site managers and contractors.	9. BMMP for each site.	9. Prior to the First Disbursement Date
		10. Contract biologists with the relevant experience to plan and implement the following: restoration and reforestation of impacted vegetation using only non-invasive species; relocation of plant species of conservation concern; and implementation of the monitoring measures defined in the BMMP.	10. Executed contracts.	10. Prior to the First Disbursement Date
		11. For Agua Clara, commission a two-year bird and bat mortality monitoring study aligned with best international scientific practice, based on terms of reference acceptable to the Lenders.	11. Bird and bat monitoring study.	11. Prior to the First Disbursement Date
		12. Implement the Agua Clara bird and bat mortality monitoring study.	12. Evidence of implementation.	12. As part of each ESCR
		13. For any expansion of the Agua Clara project (including its solar PV component), conduct a full environmental impact assessment including a CHA, with terms of reference acceptable to the Lenders.	13. Completed environmental impact assessment	13. Prior to signing any construction contracts for solar PV or turbine expansions at Agua Clara
		14. Deliver the offset management and monitoring plan developed by the external consultant.	14. Offset management and monitoring plan.	14. One year from the First Disbursement Date.
		15. Implement the offset management and monitoring plans.	15. Evidence of implementation.	15. As part of each ESCR
6.2	Management of ecosystem services	Document the agreement between ADRE and the local community regarding continued community access to the pond on Mirasol project land.	Signed agreement between pond users and ADRE.	Prior to the First Disbursement Date
6.3	Reporting and transparency	Share all commercially non-sensitive Project-specific biodiversity data with the Global Biodiversity Information Facility.	Summary descriptions of data shared with GBIF, and links to Project data on the GBIF website.	As part of each ESCR
<b>PS 8: Cultural Heritage</b>				
8.1	Chance finds	1. As part of the Project's Environmental and Social Management System, develop a chance finds procedure applicable to all project sites.	1. Chance finds procedure.	1. Prior to the signing of the Loan Agreement
		2. Implement the chance finds procedure.	2. Evidence of implementation.	2. As part of each ESCR