

**CODEVI – Dominican Republic and Haiti
Environmental and Social Action Plan (ESAP)**

No.	Action	Deliverable	Delivery date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts			
1.1	Gender Programs		
1.1.1	Provide training to personnel (at supervisor level) on IDB Invest's Gender Risk Assessment Tool ("GRAT") to prevent and manage gender risks in its operations.	Evidence of training.	180 days after the first disbursement.
1.1.2	Apply IDB Invest's Gender Risk Questionnaire to all the Company's operations.	Completed Gender Risk Questionnaire for each business unit.	180 days after the first disbursement.
1.1.3	Implement the IDB Invest's Gender Risk Assessment Tool ("GRAT") to prevent and manage gender risks in its operations.	Action plan to implement the "Gender Risk Assessment Tool" ("GRAT").	365 days after the first disbursement.
1.2	Organizational Capacity and Competency		
1.2.1	Increase the budget and personnel responsible for the Company's environmental and social management at the Caribbean Industrial Park (CIP) and CODEVI (Haiti), in the three divisions: i) Sustainability; ii) Compliance; and iii) Services.	Updated organizational chart of the three divisions: i) Sustainability; ii) Compliance; and iii) Services.	90 days after the first disbursement.
1.3	Community Grievance Mechanism		
1.3.1	Formulate a procedure and assign personnel to report to affected communities on significant risks of its actions and corresponding action plans.	1. Procedure for informing affected communities on significant risks of its actions and corresponding action plans.	180 days after the first disbursement.
		2. Organizational chart of personnel assigned for the implementation of the procedure to report to affected communities on significant risks of its actions and corresponding action plans.	180 days after the first disbursement.
1.3.2	Provide multiple channels to inform communities.	Evidence of dissemination and communication channels.	180 days after the first disbursement and then as part of the Environmental and Social Compliance Report (ESCR).
1.3.3	Conduct a survey to learn what information is useful to communities.	Results of the surveys conducted.	180 days after the first disbursement.
1.3.4	Report the results of the Company's performance.	Evidence of dissemination of the Company's performance results.	365 days after the first disbursement and then as part of the ESCR.
1.3.5	Submit grievance resolution statistics (number, type, and process).	External grievance records.	As part of the ESCR.
PS 2: Labor and Working Conditions			
2.1	Internal Grievance Mechanism		
2.1.1	Submit grievance resolution statistics (number, type, and process).	Internal grievance records for all of the Company's business units.	As part of the ESCR.
2.2	Occupational Health and Safety		
2.2.1	Submit accident rate statistics for the Company and workplace accident reduction targets.	Report on accident rate statistics for the Company and workplace accident reduction targets.	As part of the ESCR.
2.2.2	Implement a Corrective Action Plan to achieve improvements in: i) the use of Personal Protective Equipment ("PPE") when operating machinery or handling chemicals; ii) order and cleanliness to avoid obstruction of walkways and emergency exits; and iii) the fire protection system at the DKT plant, located in the Caribbean Industrial Park (CIP) in Santiago (DR).	1. Corrective Action Plan (CAP) for review and approval by IDB Invest; and	180 days after the first disbursement.
		2. Evidence of implementation of the CAP in accordance with the timeframes and means submitted in the agreed and approved CAP.	In accordance with the CAP implementation schedule.

No.	Action	Deliverable	Delivery date
PS 3: Resource Efficiency and Pollution Prevention			
3.1	Waste		
3.1.1	Develop a hazardous and non-hazardous solid waste management procedure that includes at least: i) volumes; ii) classification; iii) management; iv) reduction targets; and v) collection, segregation, transportation, and final disposal.	Hazardous and non-hazardous solid waste management procedure.	180 days after the first disbursement.
3.1.2	Implement the hazardous and non-hazardous solid waste management procedure.	Evidence of hazardous and non-hazardous solid waste management.	As part of the ESCR.
3.2	Pollution Prevention		
3.2.1	Conduct an analysis of wastewater samples discharged into the environment.	Laboratory reports.	180 days after the first disbursement and then as part of the ESCR.
3.2.2	Submit a Corrective Action Plan (CAP) to ensure that effluents from the WWTP comply with applicable regulations.	CAP for wastewater discharge.	In accordance with the CAP implementation schedule.
3.3	Hazardous Materials Management		
3.3.1	Implement a Corrective Action Plan (CAP) to achieve improvements in: i) the storage areas for chemical products; ii) the provision and updating of material safety data sheets ("MSDS"); and iii) the fuel storage system at the DKT plant located in the Caribbean Industrial Park (CIP) in Santiago (DR).	1. Corrective Action Plan (CAP) for review and approval by IDB Invest; and	180 days after the first disbursement.
		2. Evidence of implementation of the CAP in accordance with the timeframes and means submitted in the agreed and approved CAP.	In accordance with the CAP implementation schedule.
PS 4: Community Health, Safety, and Security			
4.1	Security Personnel		
4.1.1	Train all security personnel in the document: Good Practice Handbook: Use of Security Forces: Assessing and Managing Risks and Impacts and Good Practice Note for the Private Sector: Addressing the Risks of Retaliation Against Project Stakeholders, by the IFC and IDB Invest, respectively.	Evidence of training.	As part of the ESCR.