

**Environmental and Social Action Plan (ESAP or ESAP)
Sustainable Tourism Tropicalia II – DOMINICAN REPUBLIC**

No.	Reference	Measure	Final product/deliverable	Expected completion date
PS 2: Work and Working Conditions				
2.1	Working conditions	1. Develop an Internal Labor Regulation (ILR) for the Project, where it declares the mandatory provisions for workers and employers, such as: working days and hours, and their breaks; vacations; leave; flexible work schemes to promote collaboration and productivity; wages and benefits; rights and obligations of the worker and employer; conduct and disciplinary measures; safety of assets; prevention of risks, and workers with disabilities, etc.	1. Copy of the ILR for the Project.	1. 15 days before the construction phase.
		2. Conduct periodic trainings on the Projects' ILR (minimum 2 times a year) for all employees already working and include its disclosure during the induction of new workers, as appropriate.	2. Documentary evidence on the training of employees already working and new workers.	2. Progress report on each Environmental Compliance Report (ECR).
		3. Require periodic reports from the Contractor (minimum 2 times a year) on the implementation of its ILR and the training of workers subject to it.	3. Documentary evidence from the Contractor, on the implementation reports and training of their ILR.	3. On each ECR.
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Greenhouse Gases (GHG)	1. Prepare an Annual GHG Emissions Inventory for the Project's operation stage, both direct emissions from fuel consumption (scope 1) and indirect emissions from electricity consumption (scope 2).	1. Annual inventory of GHG emissions from the operation of the Project.	1. On each ECR.

No.	Reference	Measure	Final product/deliverable	Expected completion date
3.2	Water consumption	1. Develop a Water Sustainability Study to determine the current and future impacts of the Project's water demand on the balance of the hydrological system of the Laguna Redonda and Limón Protected Areas and the bodies of water and wetlands in their environment, including: (i) an analysis of the hydrological balance, based on the assessment of the current and future water extraction needs of the community and the Project, considering climate fluctuations, to demonstrate that the amount of water needed is sustainable and will not affect local communities or ecosystems; (ii) an impact mitigation plan to ensure the sustainability of aquatic and wetland ecosystems; (iii) a monitoring plan for mitigation measures, together with their environmental performance indicators; and (iv) a water efficiency strategy for the entire Project.	1. Water Sustainability Study for the Project.	1. Prior to the first disbursement of the senior loan.
3.3	Effluent treatment	<p>1. Obtain from a qualified professional a certificate stating that: (i) the design and construction of the Wastewater Treatment Plant ("WWTP") complies with local regulations; and (ii) all equipment and treatment systems were tested following national and international requirements.</p> <p>2. Prepare an Effluent Quality Monitoring Report, which will present compliance with the results of the WWTP effluent monitoring with local regulations³⁹ and the International Finance Corporation (IFC) Guidelines on Environment, Health and Safety for Water and Sanitation.</p>	<p>1. Certificate of the Project's WWTP.</p> <p>2. Copy of the Effluent Quality Monitoring Report for the Project.</p>	<p>1. 15 days before the operation of the WWTP.</p> <p>2. On each ECR.</p>

³⁹ Environmental Standard on Control of Discharges to Surface Waters, Sanitary Sewerage and Coastal Waters. Ministry of Environment and Natural Resources; September 2012.

No.	Reference	Measure	Final product/deliverable	Expected completion date
PS 4: Community Health and Safety				
4.1	Fire protection system	1. Obtain from a qualified professional a certificate stating that: (i) that all facilities and buildings of the Project, whether completed or under construction, were constructed in accordance with the designs of the approved Life Safety and Fire Protection Systems (L&FS); (ii) that all equipment was installed according to the SVPI design; and (iii) that all L&FS equipment was tested according to national and international requirements.	1. Certificate of the Project's L&FS.	1. 15 days before the operation of the Project.
4.2	Security personnel	1. Ensure that the security and surveillance personnel service provider's contracts to verify include the Company's right to: (i) conduct reasonable investigations to ensure that security personnel have no criminal record or have previously been involved in cases of abuse ; (ii) verify the details of the necessary training on the use of force; (iii) verify the restrictions and procedures used in the event that personnel carry firearms; and (iv) identify the details of environmental training and social awareness, including the issue of human rights.	1. Copy of the clauses of the Contracts with security and surveillance companies.	1. 30 days before the start of the security and surveillance service.