

**CAMSA -BOLIVIA**  
**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	Quality Management System (QMS)	1. Develop an Environmental, Social, and Health and Safety Management System (ESHSMS) that includes: (i) a policy, (ii) identification of risks and impacts, (iii) management programs (including waste management procedures, resource management plan, transport fleet management), (iv) personnel requirements to manage the system (competencies and responsibilities), (v) emergency preparedness and response programs, (vi) protocols for external communications and grievance mechanism, and (viii) monitoring and evaluation activities.	1. Environmental, Social, Health, and Safety Management System (ESHSMS).	1. Six months after financial closure.
		2. Implement the Environmental, Social, Health, and Safety Management System (ESHSMS).	2. Evidence of having adopted the ESHSMS.	2. Six months after financial closure.
1.2	Operating permits and licenses	1. Prepare a licensing and permit tracking matrix.	1. Licensing and permit tracking matrix.	1. Three months after financial closure.
		2. Update the licensing and permit tracking matrix.	2. Updated licensing and permit matrix.	2. Annually as part of the Environmental and Social Compliance Report (ESCR).
1.3	External Grievance Mechanism	1. Update the External Suggestions or Grievance Mechanism to make it easily accessible and culturally appropriate.	1. External Grievance Mechanism.	1. Three months after signing the loan agreement.
		2. Implement the Grievance Mechanism.	2. Reports on how the mechanism operates.	2. As part of the ESCR.
<b>PS 2: Labor and Working Conditions</b>				
2.1	Internal Grievance Mechanism	1. Develop an internal grievance mechanism to target employees, documenting internal communications detailing: (i) how and through what medium(s) the employee grievance is received; (ii) how these grievances are evaluated; (iii) how responses are provided and followed up, concluding with the closure of the grievance.	1. Internal Grievance Mechanism.	1. Three months after signing the loan agreement.
		2. Implement the Internal Grievance Mechanism.	2. Reports on how the mechanism operates.	2. As part of the ESCR.
2.2	Occupational Health and Safety	1. Conduct a fire system gap analysis using National Fire Protection Association (NFPA) standards, to include an action plan to close the gaps.	1. Gap report.	1. Six months after financial closure.
		2. Implement an action plan to close the identified gaps.	2. Gap closure action plan implementation report.	2. Three months after conducting the gap analysis, and then as part of the ESCR.

No.	Aspect	Action	Deliverable	Delivery date
2.3	Supplier and Supply Chain	1. Develop a supplier selection procedure that includes a compliance assessment of labor and occupational health and safety standards, as well as the need for each supplier to sign an Affidavit certifying that they fully comply with the following requirements (i) current labor and OHS laws, especially the prohibition of child labor and forced labor, non-discrimination, gender equality, and safe working conditions, and (ii) the applicable environmental legislation, to minimize environmental impacts by controlling air emissions, adequate management and treatment of liquid and solid waste, and the rational consumption of natural resources throughout all processes.	1. Supplier evaluation procedures.	1. Six months after signing the loan agreement.
2.4	Emergency Plans	1. Prepare an Emergency Response Plan for each CAMSA operating point.	1. Emergency Response Plan for each operating point.	1. Three months after signing the loan agreement.
		2. Perform drills at each operating point.	2. Drill report.	2. Six months after signing the loan agreement, and then as part of the ESCR.