

ANNEX 1: Environmental and Social Action Plan (ESAP), Celaya Gas Power Project

No.	Item	Deliverable	Deadline
Performance Standard 1: Environmental and Social Assessment and Management System			
1	Environmental and Social Policy	Update the Project's Sustainability Policy to include statements towards the Project's commitment to comply with Mexican regulation and the requirements of the PSs.	Before start of construction works
2	Environmental and Social Management System	Finalize the draft Environmental and Social Management System (ESMS) for the Project in line with the requirements of PSs and EHS Guidelines for a) Construction phase; b) Operation phase, including but not limited to the following management plans and programs: <ul style="list-style-type: none"> - Monitoring program, including indicators for cumulative impacts - Stakeholder Engagement Plan - Grievance Mechanism Procedure - Emergency Response Plan - Health and Safety Plan - Waste Management Program - Community Health and Safety Plan - Security Management Plan - Soil Conservation Program - Biodiversity Management Plan 	a) Before start of construction works b) 30 Prior to commissioning
3	Contractor's EHS staffing	Ensure that the respective Contractor establishes a qualified EHS team, adequate for the implementation of the ESMS for a) Construction phase; b) Operation phase.	a) Before start of construction works b) 30 Prior to commissioning
Performance Standard 2: Labor and Working Conditions			
4	Human Resources Policy	Finalize the draft Human Resources Policy in line with the requirements of the PSs.	Before commencement of construction works
5	Worker's Grievance Mechanism	Finalize the draft Grievance Mechanism to include procedures to receive, process and respond to grievances from Project and contractor staff.	Before commencement of construction works

	Performance Standard 5: Land acquisition and Involuntary Resettlement		
6	Social Investment Plan	Conduct Land Acquisition Closing Audit, including the land acquisition for the transmission line and pipeline, to confirm that the objectives of PS5 have been met.	Within one year following the completion of land acquisition activities
	Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resource		
7	Update Biodiversity Management Plan (BMP)	FE shall update the BMP including programs to mitigate impacts and support the conservation aims of the protected area <i>Cerros el Culiacán y La Gavia</i> in line with the requirements of PS6.	Before commencement of construction works