

Anhanguera Edu Appraisal (28097)
Environmental and Social Action Plan (ESAP)

	Action	Deliverable	Deadline
Labor and working conditions			
1.	Labor policy Publish the Human Resources Policies accessibility through a website on the Intranet.	Provide IFC access to the Human Resources Policies weblink	1. LS + 3 months
2.	<u>Life and Fire Safety</u> For new units, acquired or organic, provide evidence of the compliance with Brazilian NBR 9077 fire code and an international fire Code	(i) A qualified L&FS professional shall provide a formal opinion that the drawings meet these requirements. (ii) After construction, a qualified L&FS professional shall inspect and provide a formal opinion that the development meets the approved designs.	2. LS + 6 months
3.	<u>Grievance Mechanism</u> 1. Develop an internal grievance mechanism. 2. Implementation of grievance mechanism in Anahnguera's Intranet.	i. Present grievance mechanism to IFC for review and comment. ii. Provide IFC access to the Grievance Mechanism weblink	i. LS + 3 months ii. LS + 3 months
4.	Fire drills Prepare and execute a fire drill program for all Anhanguera units	Attach report of fire drills in each unit with the First Annual monitoring Report	First Annual monitoring Report (AMR)

LS – Loan Signature