

Tecon Salvador TSSA – Environmental and Social Action Plan (ESAP)

Issue	Actions	Timing	Responsible / Cost
1.- Current Organizational Structure needs to be upgraded to meet PS1	1.1.- TSSA will evaluate options to strengthen, as necessary, an ESHS organizational structure that defines roles, responsibilities, and appropriate authority to independently implement the QSMS , including the Action Plan. 1.2.- TSSA will implement the necessary corrective action(s) resulting from the evaluation noted above in 1.1.	1.1.- Evaluation provided in the 2011 AMR March 2012. 1.2.- Two years after First disbursement.	Executive Director / Operations Manager.
2.- Environmental management procedures are outdated and do not reflect existing Integrated QSMS Structure	2.1.- Update the written procedures to reflect existing struture.	2.1.- At most 3 months after First Disbursement.	QSMS Coordinator
3.- TSSA has only informal mechanisms to attend and respond to both internal and external grievances.	3.1.– Develop an internal mechanism for HHRR to formally manage grievances at the workplace, in compliance with PS2 3.2.- Develop a mechanism to receive and manage potential grievances from third parties. 3.3.- Launch an internal and external awareness campaign to assure these grievance	3.1.- At most 6 months after First Disbursement. 3.2. .- At most 6 months after First Disbursement. 3.3.- .- At most 6 months after First Disbursement.	HHRR Manager Commercial and Relations Manager Both

	mechanism are understood and effectively used by internal and external stakeholders, as applicable.		
4.- Increased capacity will increase the risk for inside-terminal traffic accidents from on-loading and loading activities, specially by third party transportation companies.	4.1- Develop a Traffic Flow Safety and Accident Prevention Management Plan, in form and content acceptable to the IFC	4.1.- 3 month prior to new expansion operations start	Operations Manager and QSMS Coordinator
5.- Under CODEBA's existing license, TSSA will perform limited dredging from an extension of 40 meters until reaching the main port dredge channel.	5.- Present the Dredging Management Plan, including Community Communication and Education Program, in form and content acceptable to the IFC.	5.- Condition of First Disbursement (CoD)	QSMS Coordinator