

UABL III – Environmental and Social Action Plan (ESAP)

Issue	Actions	Timing	Responsible / Cost
<i>PS1 – Social and Environmental Assessment and Management System</i>			
1.- <u>ESHS Management System (SMS).</u> Existing SMS is an operational system that includes a generic environmental and health and safety policy and procedures immersed within operational systems, manuals and procedure. These needs to be upgraded to fully meet PS1 and international good practice.	1.1.- UABL will evaluate options to strengthen, as necessary, an ESHS organizational structure that defines roles, responsibilities, and appropriate authority to independently manage Quality Assurance, Environmental, Social and Health and Safety from operations. 1.2.- The SMS will be updated to reflect the new structure and a stand-alone Integrated Quality, Environmental, Social and Health and Safety System, and corresponding manuals, plans and procedures will be developed.	1.1.- Evaluation performed six months after First Disbursement (FD). 1.2.- Within a year of FD.	Executive Director / Operations Manager.
<i>PS2 – Labor and Working Conditions</i>			
2.- <u>Internal Grievance Mechanism.</u> UABL has a formal mechanisms to receive, attend, respond, and document internal grievances from employees. However, this mechanisms is hardly use.	2.1.- Launch an internal awareness campaign to assure this grievance mechanism is understood and effectively used by internal stakeholders, as applicable.	2.1.- At most 6 months after First Disbursement.	HHRR Manager