ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)
CALIDRA INTERNATIONAL

Task Description	Anticipated Completion date[1]
Performance Standard 1: Social and Environmental Assessment and Management System	
<u>E&S Assessment</u> (a) Report indicating environmental, health and safety (EHS) impacts/mitigations/implementation timetable from the upgrades to the existing operations in Mexico (b) Report indicating environmental and social (E&S) impacts/mitigations/implementation timetable for the Cal Muro and Arcos plants to be acquired in Mexico (c) Submit the impacts and mitigations report for the alternative access road for Calidra de Oriente at Acajete (d) Copy of the Environmental and Social Impact Assessment (ESIA) and public consultation process for the second greenfield plant in Peru and the two greenfield plants in Colombia (e) Report indicating E&S impacts/mitigations/implementation timetable for the access roads to the Calquipa plant to be built (f) Report indicating E&S impacts/mitigations/implementation timetable for the new quarry and quicklime plant anticipated to be build in Campeche (g) Report indicating E&S impacts/mitigations/implementation timetable for the quicklime handling facility expected to be established at Arcelor Mittal in Lazaro Cardenas	(a) September 2012 (b) September 2012 (c) September 2012 (d) Six months prior beginning construction (e) Six months prior beginning construction (f) Six months prior beginning (g) Six months prior beginning
<u>E&S Management</u> (a) Copy of the CVs of the qualified EHS and social personnel to be hired for the Calquipa plant in Peru (b) Copy of the CVs of the qualified EHS and social personnel to be hired for the additional greenfield plants, one in Peru and two in Colombia	(a) August 2012, (b) Three months prior beginning construction
<u>Stakeholder Engagement</u> (a) Develop and submit copy of the Stakeholder Engagement Plan (SEP) the Calquipa plant including: i) Stakeholder analysis ii) Progress and performance of E&S Management Program iii) Summary of periodic external monitoring	(a) September 2012

[1] If documents become available before the deadline, they can be submitted earlier to IFC

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iv) Contractor responsibilities in relation to community relations during the construction program v) Progress with the implementation of the actions in this ESAP	
(b) Develop and submit copy of the SEP for the second greenfield plant in Peru and the two greenfield plants in Colombia including: i) Stakeholder analysis ii) Progress and performance of E&S Management Program iii) Summary of periodic external monitoring iv) Contractor responsibilities in relation to community relations during the construction program v) Progress with the implementation of the actions in this ESAP	(b) Three months prior construction begins
<u>Community Grievance Mechanism</u> (a) Develop a grievance management system and submit copy of the procedures for the operations in Mexico. The grievance mechanism will include but not be limited to: i) Complaint procedures that clearly indicates who is responsible for receiving, reviewing and responding to grievances ii) Procedure to record grievances and responses iii) Grievance committee with representatives from affected communities iv) Oversight of grievances related to contractors v) System to analyze trends and root causes of grievances (c) Develop a grievance management system and submit copy of the procedures for the Calquipa plant (c) Develop a grievance management system and submit copy of the procedures for the second greenfield plant in Peru and the two greenfield plants in Colombia.	(a) September 2012 (b) September 2012 (c) Three months before construction begins
Performance Standard 2: Labor and Working Conditions	
<u>Human Resource Policy</u> (a) Develop and submit copy of the Human Resources (HR) policy for the Calquipa plant (b) Develop and submit copy of the HR policy for the second greenfield plant in Peru and the two greenfield plants in Colombia	(a) September 2012 (b) Three months before construction begins
<u>Worker Relations</u> (a) Prepare and submit a copy of the compliance evaluation protocol for routinely monitoring the construction contractors (and sub-contractors) for the Calquipa plant (b) Prepare and submit a copy of the compliance evaluation protocol for routinely monitoring the construction contractors (and sub-contractors) for the second greenfield plant in Peru and the two greenfield plants in Colombia	(a) August 2012, (b) Three months before construction begins

Task Description	Anticipated Completion date[1]
Employees Grievance Mechanism (a) Develop and submit a copy of the Employees Grievance Management Procedures for both contractors and own employees for the Calquipa plant (b) Develop and submit copy of the Employees Grievance Management Procedures for both contractors and own employees for the second greenfield plant in Peru and the two greenfield plants in Colombia	(a) September 2012 (b) Three months before construction begins
Health and Safety (a) Conduct and submit copy of the Job Risk Analysis identifying prevention and mitigation actions for the Calquipa plant operational phase (b) Conduct and submit copy of the Job Risk Analysis identifying prevention and mitigation actions for the second greenfield plant in Peru and the two greenfield plants in Colombia operational phase	(a) January 2013 (b) Six month before operation begins
Performance Standard 3: Pollution Prevention and Abatement	
Air emissions (a) Install air pollution control devices for all equipment generating air pollution including fugitive emissions at the Cal Muro and Arcos Plants and submit a copy of the monitoring results demonstrating compliance with the IFC requirements (b) Install air pollution control devices and submit copy of the air emissions for the following hydrators: i) Cal Los Arcos, Cal Muro, Grupo Calero de Xicotepec, Incal, Calidra de Occidente-P1 (Tecolotlán), Calidra de Occidente- P2. (Zapotiltic), Calidra de Occidente -P3 (Santa Cruz) ii) Aguascalientes	(a) December 2013 (b) i) December 2013 ii) June 2014
Wastewater Install wastewater treatment systems and submit reports showing that the treated liquid effluent quality for the Calhidra de Sonora, Caleras de la Laguna, Calidra de Occidente, Minorte, Cal and Incal plants comply with the IFC requirements	July 2013
Solid/Hazardous Wastes (a) Develop and submit a copy of the solid and hazardous waste management plans for the Cal Muro and Arcos plants in Mexico addressing proper collection, handling, storage and disposal (b) Develop and submit a copy of the solid and hazardous waste management plans for the Calquipa plant addressing proper collection, handling, storage and disposal (c) Develop solid and hazardous waste management plans for the second greenfield plant in Peru and the two greenfield plants in Colombiaaddressing proper collection, handling, storage and disposal	(a) December 2012 (b) March 2013 (c) Three month before operation begins

Task Description	Anticipated Completion date[1]
Hazardous Materials (a) Develop and submit a copy of the Hazardous Management Plan for the Cal Muro and Arcos plants in Mexico for handling and storing hazardous materials (b) Develop and submit a copy of the Hazardous Management Plan for the Calquipa plant for handling and storing hazardous materials (c) Develop and submit a copy of the Hazardous Management Plan for the second greenfield plant in Peru and the two greenfield plants in Colombia for handling and storing hazardous materials	(a) December 2012 (b) March 2013 (c) Three months before operation begins
Quarry Management/ Reforestation (a) Submit a copy of the Quarry Reforestation and Management plants for the Cal Muro and Arcos plants in Mexico (b) Submit a copy of the Quarry Reforestation plants for the Calquipa plant (c) Submit a copy of the Quarry Reforestation plants for the second greenfield plant in Peru and the two greenfield plants in Colombia	(a) March 2013 (b) March 2013 (c) Three months before operation begins
Emergency Response Program (a) Develop and submit a copy of the Emergency Response Plan for the Cal Muro and Arcos plants in Mexico (b) Develop and submit a copy of the Emergency Response Plan for the Calquipa plant (c) Develop and submit a copy of the Emergency Response Plan for the second greenfield plant in Peru and the two greenfield plants in Colombia	(a) December 2012 (b) March 2013 (c) Three months before operation begins
Submit a report indicating that all mitigations measures identified in the E&S audits of the Cal Muro and Arcos plants are being fully implemented	December 2013
Performance Standard 4: Community Health, Safety and Security	
Community Safety Demonstrate that the alternate road at the Acajete community near the Calidra de Oriente plant has been built	March 2013
Transportation (a) Develop and submit a copy of the Safety Transportation Plans for all plants in Mexico (b) Develop and submit a copy of the Safety Transportation Plan for the Calquipa plant (c) Develop and submit a copy of the Safety Transportation Plan for the second greenfield plant in Peru and the two greenfield plants in Colombia	(a) December 2012 (b) March 2013 (c) Three months before construction begins
Influx Management Plan (a) Develop and submit a copy of the Influx Management Plan for the Calquipa plant (b) Develop and submit a copy of the Influx Management Plan for the second greenfield plant in Peru and the two greenfield plants in Colombia	(a) September 2012 (b) Three months before construction begins

Task Description	Anticipated Completion date[1]
Community Health (a) Submit a copy of the health baseline and health monitoring for the Calquipa plant - Prior to the inception of the construction phase, develop a health baseline of affected communities - Design and implement a communicable diseases awareness program b) Submit a copy of the health baseline and health monitoring for the second greenfield plant in Peru and the two greenfield plants in Colombia - Prior to the inception of the construction phase, develop a health baseline of affected communities - Design and implement a communicable diseases awareness program	(a) October 2012 (b) Three months before construction begins
Security (a) Develop and submit a copy of the Security Management Plan for the Calquipa plant (b) Develop and submit a copy of the Security Management Plan for the second greenfield plant in Peru and the two greenfield plants in Colombia	(a) October 2012 (b) Three months before construction begins
Performance Standard 5: Land Acquisition and Involuntary resettlement	
Land Acquisition (a) Develop and submit a copy of the Corporate Land Acquisition Plan Framework (b) Submit a copy of the Land Acquisition Plans for the land acquisition of the biomass plantation that is accordance PS5 (c) Submit a copy of the Land Acquisition Plans for the land acquisition plan of the greenfield operations in accordance the PS5	(a) December 2012 (b) Three months prior land acquisition (c) Three months prior land acquisition
Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	
Biomass Plantations (a) Develop and submit a copy of the Harvesting Manual; (a) identifying suitable species; (b) establishing needed plantation owner practices; (c) E&S compliance with the IFC requirements (b) Submit a copy of the EHS impacts/mitigations report for any plantation initiative to be implemented(own/rented/joint venture)	(a) June 2013 (b) Six month prior beginning