

**Demerara Distillers Limited - Guyana  
Environmental and Social Action Plan (ESAP)**

No.	Aspect	Action	Deliverable	Delivery date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	Environmental and Social Management System (ESMS)	Maintain an Environmental and Social Management System (ESMS) in compliance with the requirements of PS1.	Environmental and Social Management System	Twenty-four (24) months after first disbursement.
<b>PS 2: Labor and Working Conditions</b>				
2.1	Grievance Mechanism	Update the internal grievance mechanism to account for anonymous complaints aligned with PS2.	Updated Grievance Policy and Procedure	Six (6) months after disbursement.
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Water Consumption	Assess the potential impact of additional water consumption related to the new TOPCO plant.	Assessment of water consumption.	Before the TOPCO plant starts operation.
3.2		Maintain testing for potable water in compliance with food safety standards.	Potable water test results.	Annually.
3.3	Pollution Prevention	Maintain testing of effluents' quality for both plants. Comply with IFC Sector EHS guidelines for Food and Beverage Processing regarding liquid effluent quality.	Liquid effluent data.	Annually.
3.4		Implement procedures for cleaning of waterways (canals, drains) and control odor emissions.	Procedures implemented.	Before closing.
3.5	Waste Management	Maintain a Waste Management Plan including the management of hazardous materials as required in PS3.	Waste Management Plan.	Six (6) months after disbursement.
3.6		Continue to limit the acquisition of new equipment that uses refrigerants subject to international bans, phaseouts or with high potential for global warming.	Policy for limiting the acquisition of new equipment that uses refrigerants subject to international bans, phaseouts or with high potential for global warming.	Six (6) months after disbursement.
3.7		Maintain the implementation of ammonia safety management and apply it in alignment with international standards such as the International Institute of Ammonia Refrigeration ("IIAR").	Develop a plan to ensure ammonia safety and management aligned with international standards	Six (6) months after disbursement.
3.8	Pesticide Use and Management	Maintain Pest Management Program as required in PS3 and require contractors and suppliers to provide training to workers and adequate PPE based upon Material Safety Data Sheets ("MSDS") and/or International Chemical Safety Cards ("ICSCs") for the chemicals used.	Updated Pest Management Program	One (1) year after disbursement.
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community Health and Safety	Maintain driver and traffic safety programs according to the principles described in the IFC General EHS Guidelines, Section 3.4 Traffic Safety.	Driver and traffic safety programs.	Six (6) months after disbursement.
4.2	Spills	Maintain a comprehensive Spill Response Plan as part of the Emergency Preparedness and Response Plan to include additional security procedures, and a reporting process.	Spill Response Plan.	Before closing.
4.3	Infrastructure and Equipment Design and Safety	Demonstrate that the buildings comply with safety and fire prevention requirements and that safety and fire prevention systems are designed and installed using international standards such as the NFPA. Internal and external stakeholders will be socialized on the L&FS Plan and EPRP.	NFPA engineer report of construction design and post construction assessments (that are aligned with NFPA). Report of socialization.	One (1) year after disbursement. Annually.
4.4	Security Personnel	Maintain operating procedures to manage security forces as part of its ESMS aligned with PS4.	Present evidence of procedures.	Six (6) months after disbursement.