

Republic of Guatemala
Ministry of Finance
General Directorate of Civil Aeronautics
(DGAC)
Guatemala Civil Aviation Recovery Program
(P508751)

**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

Appraisal Version

April 6, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Guatemala (the Borrower) will implement the Guatemala Civil Aviation Recovery Program (the Project), with the involvement of the General Directorate of Civil Aeronautics (DGAC), as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank) has agreed to provide the financing for the Project, as set out in Agreement.
2. The Borrower shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower's Representative specified in the Agreement or the Director of the DGAC. The Borrower shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project, including an Environmental Specialist, and a Social Specialist.</p>	Establish a PIU prior to the Effective Date and hire or appoint the Environmental Specialist and the Social Specialist no later than 60 days after the Effective Date and thereafter maintain the PIU and these positions throughout Project implementation.	DGAC
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the capacity building measures:</p> <ul style="list-style-type: none"> training for PIU staff, stakeholders, communities, Project workers on specific aspects of environmental and social assessment, emergency preparedness and response, community health and safety, OHS risk management, incidents and accidents procedures, development of site-specific ESMPs, stakeholder mapping and engagement, inclusion of vulnerable groups, culturally adequate grievance mechanism and consultation processes, Universal Access parameters, La Aurora International Airport (AILA) gender equality policy, sexual exploitation and abuse, and sexual harassment (SEA/SH) risk management, Environmental and Social Management Systems, amongst others. 	Throughout Project implementation.	DGAC
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> Status of preparation and implementation of E&S documents required under the ESCP. Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. 	Submit semestral reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report no later than 30 days after the end of each calendar semester, as part of the Project Reports required by the Loan Agreement.	DGAC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Number and status of resolution of incidents and accidents reported under action E below. <p>The Project Operational Manual (POM) will reflect the minimum content of the corresponding reports.</p>		
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	Submit the monthly reports to the Bank upon request.	DGAC
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public, acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</p>	DGAC
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <ol style="list-style-type: none"> Prepare, consult, disclose, adopt, and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs, the Bank's environmental, health and safety guidelines (EHSGs), and other relevant good international industry practices (GIIP). Prepare, consult, disclose, adopt, and implement site-specific Environmental and Social Management Plans (ESMP) for each of the intervened airports and aerodromes, as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. 	<ol style="list-style-type: none"> Prepare, consult, disclose, and adopt the ESMF no later than 90 days after the Effective Date, and thereafter implement the ESMF throughout project implementation. 	DGAC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>3. Develop, consult, disclose, and implement an Environmental and Social Management System (ESMS) with specifications for each of the intervened airports and aerodromes, consistent with the relevant ESSs, the Bank's EHSg, and other relevant GIIP.</p>	<p>2. Prior to the launch of the bidding process for each site-specific intervention and thereafter implement the site-specific ESMP throughout the implementation of the site-specific intervention.</p> <p>3. Prepare, consult, disclose, and adopt the ESMS no later than the third year of the Effective Date. Once finalized, implement the ESMS in the respective airports and aerodromes throughout Project implementation.</p>	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>1. Incorporate the relevant aspects of the ESCP, including, inter alia, site-specific ESMPs, the Labor Management Procedures, and code of conduct, into the environmental and social (E&S) specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. The bidding documents must also specify the responsibility of contractors to develop a detailed Work Plan for compliance with the measures outlined in the site-specific ESMP, which must be approved by the supervising firm before authorizing the start of work. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p> <p>2. Ensure that contractors and supervising firms have the necessary personnel, capacity, and budget during the execution and supervision of construction activities, as appropriate, to satisfactorily comply with the E&S measures included in the procurement documents.</p>	<p>1. As part of the preparation of procurement documents and respective contracts. Prior to the launch of the bidding process for each specific intervention. Thereafter supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p> <p>2. Maintain the structure of the contractors and supervising firms until the completion of all construction activities.</p>	DGAC
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies, including feasibility studies, capacity building, training, and any other technical assistance activities under the Project including, inter alia, the wildlife management study and the consultancy for the development of the ESMS, in accordance with the Terms of</p>	Throughout Project implementation.	DGAC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Reference that are acceptable for the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare and implement the Labor Management Procedures (LMP) for the Project.	Prepare and adopt the LMP no later than 90 days after the Effective Date and thereafter implement the LMP throughout project implementation.	DGAC
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project as part of the ESMF, site-specific ESMPs and as part of the ESMS with specifications for each of the intervened airports and aerodromes. Require contractors and subcontractors to prepare and implement an OHS Management Plan in accordance with the site-specific ESMPs.	Same timeframes indicated for measure 1.1.(1), 1.1.(2) and 1.1.(3). Same timeframe indicated for measure 1.1.(2)	DGAC
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Same timeframe indicated for measure 2.1	DGAC
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of the ESMF, site-specific ESMPs, and ESMS with specifications for each of the intervened airports and aerodromes, to manage hazardous and non-hazardous wastes, consistent with ESS3. Including, inter alia, the measures to manage hazardous (e.g., asbestos) and non-hazardous waste during construction, measures to ensure adequate management of waste from electrical and electronic equipment acquired through the project, measures for adequate waste management during the operation of the infrastructures, among others.	Same timeframes indicated for measures 1.1(1), 1.1(2), and 1.1(3).	DGAC
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT	Same timeframes indicated for measure 1.1.(2) and 1.1.(3).	DGAC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Incorporate resource efficiency and pollution prevention and management measures in the site-specific ESMPs and ESMS with specifications for each of the intervened airports and aerodromes, to be prepared under action 1.1 (2) and 1.1 (3) above.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as part of the ESMF, the site-specific ESMPs, as well as the ESMS with specifications for each of the intervened airports and aerodromes, to be prepared under action 1.1 (1), 1.1 (2) and 1.1(3) above.	Same timeframes indicated for measure 1.1.(1), 1.1(2) and 1.1.(3).	DGAC
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMF, the site-specific ESMPs, as well as the ESMS with specifications for each of the intervened airports and aerodromes, to be prepared under action 1.1 (1), 1.1 (2) and 1.1 (3) above.	Same timeframes indicated for measures 1.1(1), 1.1(2), and 1.1(3).	DGAC
4.3	SEA AND SH RISKS Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH as part of the ESMF, site-specific ESMPs, as well as the ESMS with specifications for each of the intervened airports and aerodromes, to be prepared under action 1.1 (1), 1.1 (2) and 1.1 (3) above.	Same timeframes indicated for measures 1.1(1), 1.1(2), and 1.1(3). and thereafter implement the SEA/SH Action Plan throughout Project implementation.	DGAC
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
This standard is currently not relevant.			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Prepare and implement a Biodiversity Management Plan (BMP) consistent with ESS6 as part of the ESMF, site-specific ESMPs, as well as the ESMS with specifications for each of the intervened airports and aerodromes, to be prepared under action 1.1 (1), 1.1 (2) and 1.1 (3) above. Including, inter alia, the measures that will be adopted to mitigate risks to wildlife that may enter areas of the intervened airports and aerodromes during the construction and during aviation activities.	Same timeframes indicated for measures 1.1(1), 1.1(2), and 1.1(3).	DGAC
6.2	WILDLIFE MANAGEMENT STUDY Ensure that the consultancy conducting the wildlife management study, to be financed as part of Project Component 1, includes the relevant aspects of this Standard, and that the pertinent	The wildlife management study will be finalized prior to the launch of the bidding process for each specific intervention.	DGAC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	recommendations from the study are incorporated into both the bidding documents for works, and the consultancy for the development of the ESMS with specifications for each of the intervened airports and aerodrome, as necessary.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
This standard is not relevant at the time.			
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESMF of the Project site-specific ESMPs, as well the ESMS with specifications for each of the intervened airports and aerodrome, to be prepared under action 1.1 (1), 1.1 (2) and 1.1 (3) above.	Same timeframes indicated for measures 1.1(1), 1.1(2) and 1.1(3).	DGAC
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
This standard is not relevant at the time.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Update and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Update the SEP no later than 90 days after the Effective Date and thereafter implement the SEP throughout Project implementation.	DGAC
10.2	PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	The same timeframe indicated for measure 10.1 and thereafter maintain and operate the mechanism throughout Project implementation.	DGAC
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
A., 1.1(1), 1.1(2), 2.1, 2.2, 2.3, 3.1, 3.2, 4.1, 4.2, 4.3, 6.1, 6.2, 8.1, 10.1 and 10.2.		

PRELIMINARY