

**Re.green - Reforestation with Equity in BRAZIL  
Environmental and Social Action Plan (ESAP or 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	1. Develop an Environmental and Social Management System ("ESMS") in compliance with the requirements established by IFC Performance Standard 1, including a Monitoring Plan that establishes: i) performance indicators for environmental and social management programs; and procedures for ii) review and monitoring of programs; and iii) continuous improvement	1. Environmental and Social Management System Manual.	2. Eighteen months after contract signing.
1.2	Identification of Risks and Impacts	1. Prepare an Environmental, Social, Health and Safety and Climate Risk Matrix for each Re.green cluster.	1. Risk Matrices for each current and new Re.green cluster.	1. Eighteen months after contract signing, and thereafter, up to six months after commencement of activities in each new Re.green cluster.
1.3	Organizational Capacity and Competency	1. Designate a qualified professional to lead the ESMS.	1. CV of designated professional and employment or service provision contract.	1. Eighteen months after contract signing.
		2. Review organizational capacities annually according to the demands of social, environmental and health and safety areas of operational and administrative activities.	2. Result of review and conclusions in the Environmental and Social Compliance Report ("ICAS").	2. Annually as part of the Environmental and Social Compliance Report ("ICAS").
1.4	Emergency Preparedness and Response	1. Prepare an Emergency Response Plan for each cluster containing specific information accordingly, including: (i) result of risk analysis and identification of main risk points; (ii) necessary composition of brigade members, on-call personnel or local partners; (iii) identification, prevention and containment equipment; (iv) communication channels; and (v) training calendar internal and with surrounding community, as applicable.	1. Emergency Response Plan for each cluster.	1. Twelve months after contract signing.
1.5	Stakeholder Engagement	1. Update the Stakeholder Identification and Characterization Protocol to formalize; (i) continuous updating of stakeholder matrix; and (ii) structure of Social Characterization Report.	1. Updated Stakeholder Identification and Characterization Protocol.	1. Twelve months after contract signing.
		2. Formalize a Stakeholder Participation and Engagement Protocol that will include existing guidelines related to: (i) consultation and participation; (ii) disclosure and dissemination of information; and (iii) monitoring and indicators; to be executed in different project stages.	2. Stakeholder Participation and Engagement Protocol.	2. Twelve months after contract signing.

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		3. For each Re.green cluster, update the Stakeholder Engagement Plan containing, for each stakeholder: (i) communication channels; (ii) communication frequency and/or calendar; and (iii) main themes.	3. Stakeholder Engagement Plan for each current and new Re.green project.	3. Twelve months after contract signing, with review up to six months after commencement of activities in new property within an existing Re.green cluster. For new clusters, eight months after commencement of activities.
1.6	External communications and grievance mechanism	1. Update existing Procedure to formalize: i) zero tolerance for any type of retaliation; ii) anonymous channels and internal procedures to guarantee anonymity or confidentiality of complainant and those involved; and iii) specific procedures for complaints related to harassment, discrimination or gender-based violence.	1. Updated Grievance Mechanism Procedure.	1. Six months after contract signing.
		2. Disclose updated Grievance Mechanism to external and internal stakeholders.	2. Evidence of disclosure.	2. Nine months after contract signing.
<b>PS 2: Labor and Working Conditions</b>				
2.1	Human Resources Policies and Procedures	1. Prepare an Internal Labor Regulation that consolidates for workers information regarding their rights and benefits, including regarding work hours, salaries, overtime, compensation, leave, vacation, freedom of union association, among others.	1. Internal Labor Regulation.	1. Six months after contract signing.
2.2	Occupational Health and Safety	1. Formalize existing procedures in a Health and Safety Policy, applicable to own and third-party employees, with processes for: (i) risk identification; (ii) prevention and PPE; (iii) recording, communication and response to accidents and incidents; and (iv) monitoring and KPIs.	1. Occupational Health and Safety Policy	1. Nine months after contract signing.
		2. Update Service Execution Procedures to include (i) identification of health and safety risks of the activity; (ii) specific description of Personal Protective Equipment ("PPE") required for the activity; (iii) specific description of training necessary for service execution, as applicable.	2. Updated Service Execution Procedures.	2. Ten months after contract signing.
2.3	Contracted workers	1. Include in the Third Party Management Policy a Contractor Management Procedure that defines procedures for continuous monitoring of compliance with environmental, labor and health and safety requirements of companies providing contracted labor.	1. Contractor Management Procedure	1. Ten months after contract signing.
2.4	Supply chain	1. Prepare a Supply Chain Management Procedure that establishes: (i) environmental and social requirements for critical or vulnerable	1. Supply Chain Management Procedure	1. Twelve months after contract signing.

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		suppliers; and (ii) mechanisms for monitoring and management of suppliers.		
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Resource Efficiency	1. Develop Environmental Management Program to monitor consumption of natural resources in its operational and administrative activities and establish efficient consumption measures, as applicable and materiality indicators.	1. Environmental Management Program.	1. Eight months after contract signing.
<b>PS 4: Community Health, Safety and Security</b>				
4.1	Security Personnel	1. Establish a Private Security Personnel Management Protocol that sets training requirements in the Code of Ethics and Conduct and includes topics related to human rights, use of force, and gender and diversity.	1. Private Security Personnel Management Protocol	1. Fourteen months after contract signing.
<b>PS 5: Land Acquisition and Involuntary Resettlement</b>				
5.1	Economic Displacement	1. Update the Stakeholder Identification and Characterization Protocol to formalize alignment with the guidelines established in IFC Performance Standard 5 regarding potential economic displacement.	1. Economic Displacement Protocol.	1. Five months after contract signing.
<b>PS 7: Indigenous People</b>				
7.1	Indigenous People	1. Develop an Indigenous People and Traditional Communities Procedure that establishes guidelines for: (i) informed consultation and participation, when applicable; (ii) identification of risks and impacts; (iii) prevention and mitigation measures; (iv) culturally appropriate communication and engagement; (v) development benefit opportunities; and (vi) indicators and monitoring.	1. Indigenous People and Traditional Communities Procedure	1. Twelve months after contract signing.