

PROJECT TEMBICI EQUITY INVESTMENT – REGIONAL PROJECT
Environmental and Social Action Plan (ESAP)

| No. | Aspect | Action | Deliverable | Delivery date |
|--|---|---|---|--|
| PS 1: Assessment and Management of Environmental and Social Risks and Impacts | | | | |
| 1.1 | Compliance with local regulations | 1. Present all environmental permits for facilities required by national regulations as applicable. | 1. Environmental Permits | 1. As part of the Environmental and Social Compliance Report (ESCR). |
| | | 2. Present documentation to demonstrate compliance with environmental license requirements. | 2. Evidence of compliance with environmental permits. | 2. As part of the ESCR. |
| 1.2 | Environmental and Social Management System (ESMS) | 1. Present the results of ESMS audits, including action plans to resolve non-conformities. | 1. Report on ESMS audits. | 1. As part of the ESCR. |
| | | 2. Present training records on ESMS procedures including an annual training schedule. | 2. ESMS Training records and schedule. | 2. As part of the ESCR. |
| 1.3 | Stakeholder Engagement | 1. Report any external grievances received, describing its context, date, assessment, and response given and its effectiveness. | 1. Report on external grievances. | 1. As part of the ESCR. |
| 1.4 | Emergency Preparedness and Response | 1. Report on emergencies including a description, response given and action plans to improve emergency management capabilities. Include training and simulations. | 1. Report on Emergencies. | 1. As part of the ESCR |
| PS 2: Labor and Working Conditions | | | | |
| 2.1 | Diversity and Inclusion | 1. Report on the implementation of the Diversity and Inclusion Strategy. | 1. Report on the Diversity and Inclusion Strategy. | 1. As part of the ESCR. |
| 2.2 | Grievance Mechanism | 1. Report internal grievances, including the number, types, subjects, responses, and action plans to address complaints. | 1. Report on internal grievances. | 1. As part of the ESCR. |
| 2.3 | Health and Safety | 1. Report on accidents, lost time injury frequency, lost time days, action plans to reduce accident and incident events, | 1. Report on work accidents. | 1. As part of the ESCR. |
| | | 2. Report on health and safety training, including training records, schedules, and records of training attendance. | 2. Report on health and safety training | 2. As part of the ESCR. |
| | | 3. Prepare and implement Health and Safety Improvement Plan in the factories including the use of personal protection equipment, improvement of ergonomic conditions, among others. | 3. Health and Safety Improvement Plan | 3. Before first disbursement. |
| | | 4. Implement the Health and Safety Improvement Plan in the factories. | 4. Evidence of the Health and Safety Improvement Plan. | 4. As part of the ESCR. |
| | | 5. Report accidents and incidents involving contractors, including reports and action plans to improve their health and safety performance. | 5. Report on contractor accidents and incidents. | 5. As part of the ESCR. |
| PS 3: Resource Efficiency and Pollution Prevention | | | | |
| 3.1 | Greenhouse Gases | 1. Present greenhouse gas monitoring results using an internationally approved method. | 1. Greenhouse Gas Monitoring Report. | 1. As part of the ESCR. |
| | | 2. Report any measures to reduce greenhouse emissions. | 2. Report on greenhouse reduction initiatives. | 2. As part of the ESCR |
| 3.2 | Wastes | 1. Present Waste Management Records, including hazardous waste. | 1. Waste Management Report | 1. As part of the ESCR. |
| PS 4: Community Health, Safety, and Security | | | | |
| 4.1 | Community Health and Safety | 1. Prepare and implement a Drivers Awareness Program to enhance the safety of bikers. | 1. Drivers Awareness Program. | 1. Before first disbursement. |
| | | 2. Provide evidence of implementation of the Drivers Awareness Program. | 2. Evidence on the implementation of the Drivers Awareness Program. | 2. As part of the ESCR. |