

Environmental and Social Action Plan (ESAP)					
Project Name:	IENTC: Revolving facility to expand connectivity in Mexico	Project ID::	15410-01	Category:	B
Sector:	Science and Technology	Country:	Mexico		

No.	Deliverable	Compliance date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts		
1.1 Identification of Risks and Impacts		
1.1.1	Incorporate a systematic analysis of physical climate change risks into the risk identification procedures, in order to anticipate vulnerabilities and strengthen the operational resilience of its network.	
a.	Procedure for the Identification of Physical Climate Risks	90 days after the first disbursement.
1.1.2	Implement the Procedure for the Identification of Physical Climate Risks	
a.	Evidence of implementation.	As part of the Environmental and Social Compliance Report (ESCR).
1.2 Monitoring and review		
1.2.1	Strengthen written procedures to: i) measure the Company's E&S and OHS performance; ii) documenting relevant controls (such as internal audits); iii) periodically reporting to Senior Management on the effectiveness of the ESMS; and iv) establish performance indicators on social and OHS issues, including leading and lagging indicators.	
a.	ESMS Monitoring and Evaluation Procedure	60 days after the first disbursement.
1.2.2	Implement the ESMS Monitoring and Evaluation Procedure.	
a.	Evidence of implementation.	As part of the ESCR.
PS 2: Labor and Working Conditions		
2.1 Human Resources Policies		
2.1.1	Develop a Human Resources Policy that complies with local legislation and aligns with international best practices.	
a.	Human Resources Policy.	60 days after the first disbursement.
2.1.2	Disseminate the HR Policy throughout the organization.	
a.	Evidence of dissemination.	90 days after the first disbursement and as part of the ESCR.
2.2 Retrenchment		
2.2.1	Develop a corporate procedure for potential collective labor dismissals.	
a.	Procedure for labor dismissals.	60 days after the first disbursement.
2.3 Internal Grievance Mechanism		
2.3.1	Develop, as part of the internal grievance mechanism, a specific procedure to document all available means for submitting QCGS and establish key principles such as transparency, no cost, non-retaliation, response times, the right to appeal, and unrestricted access to other legal avenues.	
a.	Internal Grievance Mechanism	60 days after the first disbursement.
2.3.2	Disseminate the Internal Grievance Mechanism throughout the organization.	
a.	Evidence of dissemination.	90 days after the first disbursement and as part of the ESCR.

2.4 Protecting the Workforce		
2.4.1	Update the Code of Conduct to include a commitment to protect the workforce against child labor and forced labor.	
a.	Updated Code of Ethics.	90 days after the first disbursement.
2.4.2	Disseminate the updated Code of Ethics throughout the organization.	
a.	Evidence of dissemination.	120 days after the first disbursement and as part of the ESCR.
2.5 Supply Chain		
2.5.1	Develop a Sustainable Supply Chain Policy.	
a.	Sustainable Supply Chain Policy.	60 days after the first disbursement.
2.5.2	Disseminate the Sustainable Supply Chain Policy to IENTC suppliers.	
a.	Evidence of dissemination.	120 days after the first disbursement and as part of the ESCR.
PS 4: Community Health, Safety, and Security		
4.1 Community Health and Safety		
4.1.1	Develop a Safe Mobility Program that regulates vehicle use, including guidelines on maintenance, safety, and responsible driving.	
a.	Safe Mobility Program.	60 days after the first disbursement.
4.2.1	Implement the Safe Mobility Program.	
a.	Evidence of implementation.	120 days after the first disbursement and as part of the ESCR.