

**Environmental and Social Action Plan (ESAP)
Elcatex Group/San Juan Textiles II – HONDURAS**

No.	Aspect	Action	Deliverable	Expected completion date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Emergency Preparedness and Response	1. Update the emergency response plan (ERP) to include: (i) the creation of emergency response teams; (ii) details of permanent emergency response facilities and equipment (for example, first aid stations, fire hoses, fire extinguishers, sprinkler systems) in the newly refurbished areas; (iii) new evacuation routes and meeting points; (iv) operating protocols for fire trucks, ambulances, and other emergency services and vehicles, based on the new evacuation routes and meeting points; (v) the need to carry out training exercises (drills and simulations) with new SJT personnel and other stakeholders and interested parties.	1. Updated ERP for SJT.	1. Prior to First Disbursement.
		2. Develop an updated annual ERP training program, to include courses for first responders on: (i) first aid (basic life support, hemorrhages, shock, injuries and burns, fractures, moving injured people, etc.); (ii) fire extinction and prevention (firefighter safety, fire hose storage, use of fire extinguishers, etc.), and (iii) search and rescue, among others.	2. Annual ERP training program for SJT.	2. Prior to First Disbursement.
		3. Submit an ERP implementation report, with results of the training program for all SJT personnel.	3. Implementation report.	3. As part of the Environmental and Social Compliance Reports (ESCR).

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PS 2: Labor and Working Conditions				
2.1	Supply Chain	1. Develop a Supplier and Contractor Selection Procedure, that includes: (i) an assessment of their compliance with labor, occupational health and safety (OHS), social and environmental responsibility standards, and ELCATEX's ethical principles; and (ii) clauses in the corresponding contracts that oblige suppliers or contractors to (a) comply with current labor and OHS legislation, in particular the prohibition of child labor and forced labor, non-discrimination, gender equality, and guaranteeing safe working conditions; and (b) applicable environmental legislation.	1. Supplier and Contractor Selection Procedure for SJT.	1. 90 days after the first disbursement.
		2. Implement an annual strategic supplier and contractor review process to verify their compliance with the applicable environmental, labor, and OHS legislation in force.	2. Annual strategic supplier and contractor review report.	2. 120 days after the first disbursement and then as part of the ESCR.
PS 4: Community Health, Safety, and Security				
4.1	Community Health and Safety	1. Develop a specific Road Safety Management Plan for SJT's operations in coordination with local transportation authorities.	1. Road Safety Management Plan for SJT.	1. 90 days after the first disbursement.
		2. Adopt the specific Road Safety Management Plan for SJT's operations.	2. Evidence of implementation.	2. As part of the ESCR.