

**GoTrendier – REGIONAL
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	E&S Assessment and Management System	1. Develop an Environmental and Social Management System (“ESMS”).	1. Environmental and Social Management System Manual.	1. 8 months after the first disbursement.
		2. Implement the ESMS.	2. Evidence of Implementation.	2. As part of the Environmental and Social Compliance Report (ESCR).
1.2	Policy	1. Develop a Sustainability Policy.	1. Sustainability Policy.	1. 4 months after the first disbursement.
1.3	Organizational Capacity and Competency	1. Appoint a person to lead and supervise management and implementation of the ESMS.	1. Evidence of the appointment.	1. 2 months after financial closure.
1.4	Emergency Preparedness and Response	1. Develop an Emergency Preparedness and Response Procedure.	1. Emergency Preparedness and Response Procedure.	1. 8 months after the first disbursement.
		2. Implement the Emergency Preparedness and Response Procedure.	2. Evidence of Implementation.	2. As part of the ESCR.
PS 2: Labor and Working Conditions				
2.1	Working Conditions	1. Develop an Internal Work Regulations for each country where there are GoTrendier offices, ensuring that each of them complies with national legislation.	1. Internal Work Regulations.	1. 6 months after financial closure.
2.2	Human Resources Policies and Procedures	1. Produce a Human Resources Policy which includes provisions on zero tolerance of discrimination and (sexual and workplace) harassment, among others.	1. Human Resources Policy.	1. 6 months after the first disbursement.
2.3	Occupational Health and Safety	1. Develop an Occupational Health and Safety Program.	1. Occupational Health and Safety Program.	1. 3 months after the first disbursement.
		2. Implement the Occupational Health and Safety Program.	2. Evidence of Implementation.	2. As part of the ESCR.
2.4	Supply Chain	1. Develop a Supplier Management Policy.	1. Supplier Management Policy.	1. 4 months after the first disbursement.
		2. Implement the Supplier Management Policy.	2. Proof of Implementation.	2. As part of the ESCR.
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Resource Efficiency and Pollution Prevention	1. Develop a Corporate Environmental Management Plan.	1. Corporate Environmental Management Plan.	1. 6 months after the first disbursement.
		2. Implement the Corporate Environmental Management Plan.	2. Evidence of Implementation.	2. As part of the ESCR.
3.2	Pollution Prevention	1. Develop a Waste Management Plan.	1. Waste Management Plan.	1. 3 months after the first disbursement.
		2. Implement the Waste Management Plan.	2. Evidence of Implementation.	2. As part of the ESCR.