

**JSL LOGISTICS/ CS BRASIL / VAMOS - BRAZIL**  
**Environmental and Social Action Plan (ESAP) – June 2021**

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	<ol style="list-style-type: none"> <li>The three companies should present a checklist of social impacts as a tool to evaluate alternative locations for new operational units of all types.</li> <li>The three companies should present terms of reference for traffic impact assessments for the location of the new operational units.</li> <li>The three companies should report the results of the assessment of alternative sites from the social standpoint.</li> </ol>	<ol style="list-style-type: none"> <li>Terms of reference for traffic impact studies.</li> <li>Checklists of social impact assessments for new operational units.</li> <li>Reports on the assessment of social impacts of new operational units for the three companies.</li> </ol>	<ol style="list-style-type: none"> <li>Two years after first disbursement.</li> <li>Two years after first disbursement</li> <li>As part of the Environmental and Social Compliance Report (ESCR).</li> </ol>
1.2	Stakeholder Engagement	<ol style="list-style-type: none"> <li>The three companies should prepare a stakeholder engagement plan, encompassing large operational units<sup>1</sup> containing the elements prescribed in IFC Performance Standard 1.</li> <li>The three companies should prepare reports on stakeholder engagement, showing results and issues identified.</li> </ol>	<ol style="list-style-type: none"> <li>Stakeholder engagement plans.</li> <li>Reports on stakeholder engagement process.</li> </ol>	<ol style="list-style-type: none"> <li>Two years after first disbursement.</li> <li>As part of the ESCR after first disbursement.</li> </ol>
<b>PS 2: Labor and Working Conditions</b>				
2.1	Gender Diversity	<ol style="list-style-type: none"> <li>The three companies should prepare and adopt action plans to increase the participation of women in the Group, including senior management positions, identifying the steps to gradually increase female participation, tied to yearly targets.</li> <li>The three companies should present yearly progress reports.</li> </ol>	<ol style="list-style-type: none"> <li>Action plans to foster gender equity and evidence of its adoption tailored to each company.</li> <li>Gender equity progress reports.</li> </ol>	<ol style="list-style-type: none"> <li>Six months after first disbursement.</li> <li>Yearly after approval of action plan in the ESCR.</li> </ol>
2.2	Emergency Response Preparedness	<ol style="list-style-type: none"> <li>The three companies should revise operational unit's Emergency Action Plans.</li> <li>The three companies should prepare a report about emergency response across the Group, training, and emergency simulations.</li> </ol>	<ol style="list-style-type: none"> <li>Revised Emergency Action Plans for operational units.</li> <li>Report on emergencies, training, and simulations.</li> </ol>	<ol style="list-style-type: none"> <li>Eighteen months after first disbursement.</li> <li>As part of the ESCR.</li> </ol>
2.3	Health & Safety	<ol style="list-style-type: none"> <li>JSL Logistics and CS Brasil should hire an expert to assess the compliance of the Life and Fire Safety Plans with International Standards.</li> <li>Prepare a report on corrective actions, if needed.</li> </ol>	<ol style="list-style-type: none"> <li>Life and Fire Safety Assessment.</li> <li>Life and Fire Safety corrective action report.</li> </ol>	<ol style="list-style-type: none"> <li>Eighteen months after first disbursement.</li> <li>One year after approval of Life and Fire Safety Assessment.</li> </ol>
2.4	Health & Safety	<ol style="list-style-type: none"> <li>The three companies should present a schedule to ensure that the existing Health &amp; Safety Manual and procedures are implemented in all operational units.</li> <li>The three companies should present yearly reports documenting the implementation of the health &amp; safety procedures in all operational units.</li> </ol>	<ol style="list-style-type: none"> <li>Schedules for all operational units for the three companies.</li> <li>Health &amp; safety procedures implementation report.</li> </ol>	<ol style="list-style-type: none"> <li>One year after first disbursement.</li> <li>In subsequent years as part of ESCR, after approval of schedule</li> </ol>
2.5	Health & Safety	<ol style="list-style-type: none"> <li>JSL should review the third-party drivers contract to ensure that: i) all drivers present mandatory defensive driving and first aid courses; ii) all drivers receive training covering health &amp; safety, drugs and alcohol abuse, sexual exploitation of children and adolescent, applicable environmental</li> </ol>	<ol style="list-style-type: none"> <li>Reviewed contract.</li> <li>Report on incidents and accidents involving third-party drivers.</li> </ol>	<ol style="list-style-type: none"> <li>One year after first disbursement.</li> <li>As part of the ESCR.</li> </ol>

<sup>1</sup> The large operational units considered for specific actions within this ESAP include JSL installations in the municipalities of Parauapebas, Três Lagoas, Mogi das Cruzes, Eunápolis, Rio de Janeiro (Ramos), Cabo de Santo Agostinho and Itaquaquecetuba and CS Brasil installations in the municipalities of Mogi das Cruzes and Rio de Janeiro.

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		management procedures and work policy; iii) include an Annex describing truck safety assessment procedures and regular checks of noise and gas emissions ; and iv) change wording to expressly forbid children and forced labor, sexual exploitation of children and adolescents and gender-based violence, defining sanctions in case of misconduct. 2. Monitor accident rates involving third-party drivers.		
2.6	Health & Safety	1. The three companies should present reports on accidents involving group's personnel and external providers, comparing them with the goals and propose improved incident and accident prevention and response mechanisms.	1. Accident and Incident Monitoring report	1. As part of ESCR after first disbursement.
2.7	Grievance channel	1. Prepare report on the results from the existing grievance channel covering the three companies, including a summary of the responses given to each type of complaints.	1. Grievance channel yearly report.	1. As part of ESCR after first disbursement.
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Pollution Prevention	1. JSL and CS Brasil should review sampling strategy for noise monitoring campaigns to include measurement points at sensitive receptor sites around a sample of large operational units. 2. JSL and CS Brasil should conduct and yearly maintain noise monitoring campaigns around a sample of large operational units.	1. Revised noise monitoring methodology report. 2. Noise monitoring reports.	1. Fourteen months after first disbursement. 2. After methodology approval, yearly, as part of the ESCR.
3.2	Greenhouse gases	1. The three companies should prepare an Action Plan to achieve further reductions in GHG emissions, describing methods, proposed reduction targets, personnel and technical requirements and proposed schedule. 2. The three companies should present progress reports on the GHG Reduction Action Plan.	1. Action Plans to reduce GHG emissions. 2. Progress reports on the implementation of the action plan.	1. Eighteen months after first disbursement. 2. As part of the ESCR upon action plan approval.
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community health & safety	1. JSL and CS Brasil should conduct perception surveys around larger operational units to gauge potential community issues. 2. JSL and CS Brasil should review aspect and impact identification matrixes of larger operational units to identify and treat potential community and other external impacts linked to client's operations. 3. JSL and CS Brasil should identify, describe, and implement specific mitigation measures to address potential impacts on neighboring communities and other external impacts around larger operational units. 4. JSL and CS Brasil should design and adopt monitoring programs to address impacts on neighboring communities and other external impacts around larger operational units. 5. JSL and CS Brasil should create a series of Key Performance Indicators (KPI) to monitor community and external impacts, as part of the environmental and social management process.	1. Community survey report around larger operational sites. 2. Revised aspect and impact identification matrix for larger operational sites. 3. Report on the mitigation of community impacts around larger operational sites. 4. Report on monitoring programs to assess community impacts around larger operational sites. 5. Report on the creation of KPIs to address impacts, mitigation and monitoring on operational units impacts on the neighboring communities.	1. Two years after first disbursement. 2. After the approval of perception surveys. as part of ESCR upon approval of. 3. As part of the ESCR. 4. As part of the ESCR. 5. As part of the ESCR.
4.2	Community Grievance	1. The three companies should create and implement a specific grievance mechanism to receive complaints from the external public. 2. The three companies should report on the results of the external public grievance channel that includes the classification of complaints received, treatment given and any feedback on community impact mitigation and monitoring.	1. Report on the external grievance reporting mechanisms 2. Progress report on external grievance channel	1. Two years after fist disbursement. 2. As part of the ESCR after first disbursement.