

NATURASOL II- 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	Documentation	1. Submit to IDB Invest its State Impact Assessment, Construction License, and prior report or Environmental Impact Statement (EIS), as required by the Secretariat of Environment of the Government of the State of Mexico.	1. Documentation required by the Secretariat of Environment of the Government of the State of Mexico.	Upon submission to the authorities.
1.2	E&S Management System (ESMS)	1. Update the ESMS to manage the risks and impacts that may arise with the construction of the Distribution Center (DC), in line with the section on construction and dismantling of the World Bank's General Environmental, Health, and Safety Guidelines (General Guidelines of the WB).	1. Updated ESMS.	15 days after the EIS.
1.3	Identification of Risks and Impacts	1. Include in its risk matrix those risks relevant to climate change and adaptation opportunities, and those that may arise from the construction and dismantling of the DC.	1. Updated risk matrix.	15 days after the EIS or 3 months after signing the loan, whichever comes first.
1.4	Cumulative Impacts	1. Determine a baseline for variables such as: (i) emissions; and (ii) traffic accidents, prior to the start-up of the DC, and prepare an annual measurement report.	1. Baseline for emissions and traffic accidents. 2. Report on these two parameters.	1. 6 months after signing the contract. 2. Annual.
1.5	Gender Risks	1. Develop a gender issues Management Plan in order to strengthen security and promote the active involvement and participation of women in the Naturasol Group, the community, suppliers, and third parties. 2. Sign the statement of support for the Women's Empowerment Principles. 3. Complete the WEP gender equality measurement tool.	1. Gender issues Management Plan. 2. Proof of signing the statement of support for the Women's Empowerment Principles. 3. Proof of completing the WEP tool.	6 months after signing the loan.
1.6	Supply Chain	1. Finish evaluating the risk of significant conversion of natural or critical habitats by existing primary suppliers. 2. Present the traceability procedure to identify the risks associated to primary suppliers in the supply chain and evaluate their exposure to such risks from an operational and reputational point of view so that they can discard products or suppliers that generate risks to biodiversity and/or labor (child and forced labor).	1. Risk of conversion evaluation report. 2. Updated traceability procedure, including biodiversity and labor risks analysis (child and forced labor) for primary suppliers.	3 months after signing the loan.
PS 2: Labor and Working Conditions				
2.1	Occupational Health and Safety	1. Monitor and comply with the different parameters of the work environment (noise: max. 85dBA in work environment, 70dBA outside; particulate matter: 10mg/m ³ ; lighting: 10-500 lux). 2. Prepare an Internal Civil Protection Program for the DC, to include fire safety and prevention and to define the main fire risks, applicable regulations and standards, and mitigation measures. This Program must be prepared by a duly qualified professional and include the aspects described in the section on Fire Safety and Prevention of the WB General Guidelines for new buildings.	1. Submit measurements of all parameters. 2. Internal Civil Protection Program.	1. Annual. 2. Prior to the start-up of the DC.
2.2	Provisions for People with Disabilities	1. Ensure that the DC facilities are accessible for workers with disabilities, as required by national regulations, and incorporate universal design principles in their design, construction, and operation (including in the emergency and evacuation plans).	1. Proof of adaptations to the DC facilities.	1 month after the start of operations of the DC.