

**Environmental and Social Action Plan (ESAP)
14971-01 - On Vacation Sustainable Tourism**

No.	Product/Deliverable	Completion Date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts		
1.1 Gender programs		
1.1.1	Develop comprehensive gender policies	
a.	Comprehensive Gender Protection and Promotion Policy	90 days after the loan agreement has been signed
1.1.2	Implement gender-focused professional development programs.	
a.	Gender-focused professional development programs	180 days after the loan agreement has been signed
1.1.3	Implement gender-focused professional development programs.	
a.	Evidence of implementation	As part of the Environmental and Social Compliance Report (ESCR)
1.1.4	Prepare a hiring strategy including the gender perspective.	
a.	Hiring strategy including the gender perspective	180 days after the loan agreement has been signed
1.1.5	Adopt a hiring strategy including the gender perspective.	
a.	Evidence of implementation.	As part of the ESCR.
1.2 Organizational capacity and competency		
1.2.1	Ensure that the organizational structure and resources allocated to the implementation of the Project's E&S management are strengthened.	
a.	Company's updated organizational chart.	90 days after the loan agreement has been signed.
1.2.2	Define roles, responsibilities and authority to implement community relations management.	
a.	Appointment of an officer in charge of managing the Company's community relations at a corporate level.	30 days after the loan agreement has been signed.
1.3 Climate Change Exposure		
1.3.1	Incorporate in the hotel infrastructure expansion plan climate change adaptation criteria that enable the resilience to identified threats.	
a.	Designs or technical description of the solutions for the Project's climate resilience.	30 days prior to the commencement of Project implementation.
1.4 Informed consultation and participation		
1.4.1	Develop a community relations management procedure that includes: (i) effective strategies for communicating and maintaining good relations with the population in the area of influence of each Project property; (ii) identifying the work team in charge of its implementation, and (iii) defining the protocols for the following activities: (i) interviews with authorities and stakeholder representatives; (ii) stakeholder briefings, and (iii) media and social networks management.	
a.	Community relations management procedure	180 days after the loan agreement has been signed
1.4.2	Implement the community relations management procedure.	
a.	Evidence of the implementation	As part of the ESCR.
1.5 Community grievance mechanism		
1.5.1	Update the existing grievance mechanism to ensure that it: (i) is culturally appropriate; (ii) is easily accessible to all community segments; (iii) is available to each community, and (iv) adapts or improves the IMS based on the type of PQRSF (as per it acronym in Spanish) in terms of communication and information disclosure (as applicable).	
a.	Updated grievance mechanism.	180 days after the loan agreement has been signed.
1.5.2	Implement the mechanism.	
a.	Evidence of the implementation.	As part of the ESCR

PS2: Labor and Working Conditions		
2.1 Internal grievance mechanism		
2.1.1	Update the internal grievance mechanism protocol for handling alleged sexual harassment, workplace harassment and gender-based violence, so as to: (i) provide a culturally appropriate system that is easily accessible at any time (e.g. an external mailbox or printed form box for filing complaints, claims or inquiries), and (ii) allow the complainant's anonymity.	
a.	Updated internal grievance mechanism.	180 days after the loan agreement has been signed.
2.1.2	Disseminate the updated internal grievance mechanism.	
a.	Evidence of dissemination.	As part of the ESCR.
2.2 Supply chain		
2.2.1	Update the Procurement and Supply Manual to: (i) regulate the acquisition of goods (consumer products, materials and equipment) and the contracting of services, and (ii) demand suppliers to comply with applicable labor requirements (specifically the prohibition of child and forced labor, and the exclusion from their business activities of any product or service using child and forced labor), environmental and OHS requirements.	
a.	Updated Procurement and Supply Manual.	90 days after the loan agreement has been signed.
2.2.2	Disseminate the updated Procurement and Supply Manual.	
a.	Evidence of dissemination.	180 days after the loan agreement has been signed.
2.2.3	Implement the updated Procurement and Supply Manual.	
a.	Evidence of the implementation.	As part of the ESCR.
PS3: Resource Efficiency and Pollution Prevention		
3.1 Greenhouse gases		
3.1.1	Perform an annual inventory of greenhouse gases ("GHG") emissions concerning each property, including: (i) the quantification of both direct emissions from fuel consumption (scope 1) and indirect emissions from electricity consumption (scope 2); (ii) the variation in results compared to the baseline year (2024) and an explanation of the causes of such variation, and (iii) the implementation of additional reduction measures.	
a.	Annual GHG Emissions Report.	As part of the ESCR.
3.2 Water consumption		
3.2.1	Update existing permits, contracts and concessions for the new operating conditions of the hotels.	
a.	Updated abstraction permits, contracts and concessions.	As part of the ESCR.
3.3 Wastes		
3.3.1	Implement circular practices through measures allowing to: (i) minimize food waste, and (ii) use organic solid waste or "food waste" in hotels where it is viable for purposes such as composting.	
a.	Evidence of the implementation.	As part of the ESCR.
3.4 Hazardous materials management		
3.4.1	Develop procedures for the integrated management of hazardous waste, including processes to: (i) identify, control, minimize, value and manage hazardous materials in an integral manner; (ii) promote a culture of reduction, eliminating the use of such materials or replacing them with non-hazardous products; (iii) detail instructions to determine measures for the internal collection and transportation to a temporary storage area for each type of hazardous or infectious biological material (in the case of those from medical services or generated by medical emergencies); (iv) establish the requirements that an authorized external provider should meet to ensure the final elimination or disposal in controlled confinements, and (v) determine emergency response protocols to address incidents.	
a.	Procedures for the integrated management of hazardous waste.	90 days after the loan agreement has been signed
3.4.2	Implement the procedures for the integrated management of hazardous waste.	
a.	Evidence of the implementation	As part of the ESCR
3.5 Pesticide Use and Management		

3.5.1	Update the Integrated Pest Management Manual and related documents to: (i) verify that products listed in internationally prohibited pesticide lists –i.e. products included in “la” (extremely hazardous) and “lb” (highly hazardous) categories of the recommended classification of pesticides according to their hazardousness by the World Health Organization (WHO)– are not used; (ii) ensure that the selected pesticide to be used is of low toxicity for human beings, has proven efficacy against the targeted species and minimal effects on other species and the environment, and (iii) verify that the compound comes in safe containers, is clearly labeled, and is manufactured by an entity with a valid authorization granted by competent regulatory bodies.	
a.	Updated Integrated Pest Management Manual.	180 days after the loan agreement has been signed.
3.5.2	Implement the updated Integrated Pest Management Manual.	
a.	Evidence of the implementation.	As part of the ESCR.
PS4: Community Health and Safety		
4.1 Community health, safety and security		
4.1.1	Include specific clauses in the work contracts to address all types of incidents and to respond in the event of any damage caused to state property, private property or community property in general, which may arise within the Project’s area of influence.	
a.	Copy of the Project work contract model.	30 days prior to the commencement of Project implementation.
4.1.2	Develop a Prevention, Preparedness and Emergency Response Plan (PPERP) including a specific section for community protection, where, through specialized emergency control staff (firefighting, rescue and evacuation brigades), protocols are established for coordination with external authorities to address leaks, spills, fires or explosions exceeding the Company’s response capacity.	
a.	Updated Prevention, Preparedness and Emergency Response Plan (PPERP).	180 days after the loan agreement has been signed.
4.1.3	Inform communities in the area of influence of hotels about the PPERP, the potential risks in their plants, the response and fighting devices, alarm and communication systems, evacuation routes and the internal and external drill programs.	
a.	Evidence of reporting.	As part of the ESCR
4.2 Infrastructure and equipment design and safety		
4.2.1	For each refurbishment work, submit a certification issued by a competent professional, stating that: (i) they were built as per the design of the approved life and fire safety (“L&FS”) system; (ii) all L&FS devices were installed as designed, and (iii) all L&FS devices were tested in accordance with international requirements.	
a.	Certification of new properties starting to operate.	30 days prior to the commencement of operation or occupancy of each property.
4.3 Security personnel		
4.3.1	For the properties requiring private physical security, include provisions in the contracts signed with the companies allowing to: (i) conduct reasonable investigations to ensure that security personnel do not have a criminal record and have not been involved in cases of abuse; (ii) verify details of necessary training on the use of force; (iii) verify restrictions on the use of firearms; and (iv) identify details of environmental awareness training, including human rights.	
a.	Copy of model contracts with the security and surveillance companies.	Within 30 days after the renewal of existing contracts.
PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources		
6.1 Invasive Alien Species		
6.1.1	Adopt measures to protect ecosystems and reduce or minimize the footprint caused, including, at least, not using invasive alien species when revegetating areas for erosion control or landscaping at the Company’s properties.	
a.	Evidence of the adoption of ecosystem protection measures.	180 days after signing the loan agreement, and thereafter as part of the ESCR.