

**Exomad Project: Biochar Production - BOLIVIA  
Environmental and Social Action Plan (ESAP)**

No.	Aspect	Action	Product	Delivery Date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	Environmental and Social Management System	1. Update Exomad's Environmental and Social Management System (ESMS).	1. Updated ESMS	1. Three 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	Identification of risks and impacts	1. Update the risk matrices to consider the applicable World Bank Group General and Sectoral EHS Guidelines.	1. Updated matrices	1. Three months after the first disbursement.
		2. Develop a procedure for continuous assessment of E&S and OHS risks and impacts, with responsible parties, monitoring, and internal communication.	2. Evidence of the assessment procedure.	2. As part of the ESCR
1.3	Alternatives analysis	1. Develop a Site Acquisition Manual (SAM).	1. SAM	1. Two months before the acquisition of new sites
		2. Implement the SAM.	2. Evidence of implementation	2. As part of the ESCR
1.4	Cumulative impacts	1. Conduct a qualitative analysis of cumulative impacts, with emphasis on: i) biomass traceability; ii) sustainable supplier management; iii) assessment of induced deforestation risks; iv) interaction with high biodiversity value areas, including potential Key Biodiversity Areas (KBA).	1. Cumulative Impacts Analysis	1. Six months after the first disbursement.
1.5	Gender programs	1. Develop a Comprehensive Gender Policy (CGP) that includes: i) a specific protocol for the prevention of workplace harassment, sexual harassment, and gender-based violence; ii) operational actions aimed at promoting gender equality; iii) the integration of a gender perspective into OHS topics, and into emergency preparedness and response; and iv) the monitoring and management of equity indicators.	1. CGP	1. One year after the first disbursement.
		2. Implementation of the CGP.	2. Evidence of implementation	2. As part of the ESCR
1.6	Exposure to climate change	1. Conduct a physical and climate transition risk and impact analysis that includes: i) an update of the risk matrices to incorporate climate risk; ii) the assignment of internal responsibilities for risk planning and climate adaptation; iii) staff with the necessary training and competencies; and iv) the integration of climate risks into emergency preparedness plans.	1. Physical and climate transition risk and impact analysis	1. Six months after the first disbursement.
		2. Implement the physical and climate transition risk and impact analysis.	2. Evidence of implementation	2. As part of the ESCR
1.7	Organizational capacities and competence	1. Designate specific personnel to follow up on the actions of the Environmental and Social Action Plan (ESAP).	1. Copy of the designation instrument.	1. 30 days after contract signing
1.8	Emergency preparedness and response	1. Update the Emergency Response Plan (ERP) to (a) incorporate a risk-based approach, (b) expand the scope to include community health and safety, and (c) formalize continuous improvement processes.	1. ERP	1. Three months after the first disbursement.
		2. Implement the ERP.	2. Evidence of implementation	2. As part of the ESCR
1.9	Monitoring and evaluation	1. Update the ESMS to consolidate monitoring and evaluation actions under an integrated performance approach, including systematic effectiveness assessment, traceability of improvement actions, and periodic management-level review.	1. Updated ESMS	1. Three months after the first disbursement.

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1.10	Indigenous peoples	1. Consolidate, within the ESMS, specific guidelines for indigenous peoples that include: i) procedures for (a) information disclosure, (b) consultation activities, and (c) culturally appropriate informed participation; ii) coordination procedures with legitimate representative structures and recording of agreements, observations, and commitments; and iii) measures to avoid, minimize, or compensate adverse impacts in a culturally appropriate and proportionate manner.	1. Updated ESMS	1. Three months after the first disbursement.
1.11	External communications and grievance mechanism	1. Consolidate within the ESMS an External Grievance and Complaints Mechanism Protocol (EGCMP), specifically applicable to affected communities and other external stakeholders, that includes measures to ensure effective access for vulnerable groups and clear procedures for receipt, assessment, response, follow-up, and closure.	1. EGCMP	1. Three months after the first disbursement.
		2. Implement the EGCMP	2. Evidence of implementation	2. As part of the ESCR
1.12	Reporting to affected communities	1. Integrate, within the ESMS, processes to ensure that feedback to affected communities is periodic, traceable, and consistent with the level of risk and impact of the Project.	1. Evidence of implementation	1. As part of the ESCR
<b>PS 2: Labor and Working Conditions</b>				
2.1	Labor organizations	1. Update the Labor Management Plan (LMP) to include provisions that explicitly: i) do not discourage employee participation in labor organizations; ii) reject any form of discrimination or retaliation against those who participate in such organizations or in collective bargaining; and iii) facilitate the timely exchange of information and regular contact with workers' representatives.	1. Updated PGL	1. Six months after the first disbursement.
2.2	Grievance mechanism	1. Establish a Protocol for the Internal Grievance and Complaints Mechanism (IGCM).	1. IGCM Protocol	1. Three months after the first disbursement.
		2. Implement the IGCM	2. Evidence of implementation	2. As part of the ESCR
2.3	Supply chain	1. Update the supply chain review system to include: i) conducting a labor due diligence process in the main supply chain covering risks of child or forced labor, and occupational safety issues; ii) a continuous monitoring and periodic evaluation system for such risks; and iii) corrective measures proportional to the gaps found, including, but not limited to, the suspension or replacement of suppliers in cases of significant non-compliance.	1. Updated Supply Chain System	1. Six months after the first disbursement.
		2. Implement the updated Supply Chain System.	2. Evidence of implementation	2. As part of the ESCR
<b>PS 3: Resource Use Efficiency and Pollution Prevention</b>				
3.1	Greenhouse gases	1. Conduct, as part of the ESMS, a consolidated annual corporate GHG inventory, aligned with the GHG Protocol for scopes 1 and 2 and the relevant categories of scope 3.	1. GHG Inventory	1. One year after the first disbursement.
3.2	Water consumption	1. Establish a Water Management Plan (WMP) that addresses climate-derived water availability risks and consolidates sources, uses, balances, climate and availability risks, operational controls, periodic performance monitoring, and continuous improvement measures.	1. WMP	1. Five months after the first disbursement.
		2. Implement the WMP	2. Evidence of implementation	2. As part of the ESCR
<b>PS 5: Land Acquisition and Involuntary Resettlement</b>				
5.1	Land acquisition	1. Develop a Site Acquisition Manual (SAM) to verify, prior to any land acquisition for new developments, that: i) purchase agreements are negotiated under free-market conditions and with the informed participation of the parties involved; ii) such acquisitions do not entail the physical or economic displacement of persons; iii) the selected sites do not result in material impacts on biodiversity; and iv) the chosen locations do not generate material negative impacts on indigenous communities.	1. SAM	1. Two months before the acquisition of new sites
		2. Implement the SAM.	1. Evidence of implementation	1. As part of the ESCR

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<b>PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>				
6.1	Natural and Modified Habitat	1. Update the ESMS to: i) incorporate geographic verification procedures for biomass origin areas (coordinates of management plans/FMU and supplier locations) with available information on protected areas and other recognized sites; and ii) apply suspension or exclusion measures when overlaps, relevant proximity, or cover loss/NDVI alerts are identified in supply areas.	1. Updated ESMS	1. Three months after the first disbursement.
6.2	Ecosystem services management	1. Establish an early warning protocol that, in coordination with the ABT and other relevant stakeholders, contemplates the suspension of supply from sawmills that process timber of illegal origin or from unauthorized areas.	1. Early warning protocol.	1. Six months after the first disbursement.
6.3	Supply chain	1. Update the ESMS to: i) explicitly include in the supply chain risk assessment the possibility of sourcing from sensitive areas; ii) maintain updated supplier records and traceability by load or batch; and iii) apply preventive and corrective measures based on the results of satellite monitoring and documentary verification.	2. Updated ESMS	2. Three months after the first disbursement.