

Softtek Expansion Installation Project - MEXICO
Environmental and Social Action Plan (ESAP)

No.	Aspect	Action	Product	Delivery Date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Environmental and Social Management System (ESMS)	1. Prepare an Environmental and Social Management System (ESMS).	1. ESMS	1. Six 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. As part of the ESMS, develop an environmental and social ("E&S") risk matrix that captures the results of the identification, assessment, and prioritization process of environmental and social risks and impacts, and systematically considers risks associated with: i) labor aspects; ii) human rights; iii) stakeholders; iv) vulnerable groups; and v) the supply chain.	1. E&S risk matrix as part of the ESMS	1. Six months after the first disbursement.
		2. Update the E&S risk matrix.	2. Evidence of the update.	2. As part of the ESCR.
1.3	Climate change exposure	1. Establish a process to identify physical and climate transition risks, with defined responsibilities and integration into the ESMS.	1. Physical and climate transition risk identification analysis.	1. Six months after the first disbursement.
		2. Implement, update, and monitor physical and climate transition risks.	2. Evidence of implementation	2. As part of the ESCR.
1.4	Monitoring and evaluation	1. Integrate into the ESMS a monitoring and reporting framework with defined indicators, responsible parties, and frequency.	1. Evidence of implementation	1. As part of the ESCR.
PS 2: Labor and Working Conditions				
2.1	Human resources policies and procedures	1. Establish a formal, comprehensive, and consolidated human resources policy ("HR Policy").	1. HR Policy	1. Eight months after the first disbursement.
		2. Disclosure of the HR Policy	2. Evidence of disclosure.	2. As part of the ESCR.
PS 4: Community Health and Safety				
4.1	Emergency Preparedness and Response	1. Update the Emergency Preparedness and Response Plans (EPRPs) for the sites linked to the Operation.	1. Updated EPRPs	1. Eight months after the first disbursement.
		2. Implementation of the EPRP at the sites linked to the operation.	2. Evidence of implementation	2. As part of the ESCR.