

PROJECT Recinos Imports – BELIZE
Environmental and Social Action Plan (o ESAP)

No.	Aspect	Action	Deliverable	Delivery date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Environmental and Social Management System (ESMS)	1. Develop an Environmental and Social Management System (ESMS).	1. Copy of the proposed Environmental and Social Management System	1. Nine months after first disbursement
		2. Implement the ESMS	2. Evidence of implementation.	2. As part of the Environmental and Social Compliance report (ESCR)
1.2	Policy	1. Develop an ESHS policy	1. ESHS Policy signed by the CEO	1. Three months after first disbursement
		2. Adopt the ESHS policy	2. Evidence of the ESHS policy adoption	2. Three months after first disbursement
1.3	Identification of Risk and Impacts	1. Develop a risk matrix for construction and operations	1. Risk matrix	1. 30 days prior to start the construction of the Central Warehouse.
		2. Keep the risk matrix up-to-date	2. Updated risk matrix	2. As part of the ESCR
1.4	Organizational Capacity and Competency	1. Appoint a person responsible of ESHS matters to oversee the development and implementation of the ESMS	1. Updated Organizational Chart	1. Prior to first disbursement
		2. Train the appointed person on ESHS topics.	2. Report on training sessions	2. Three months after first disbursement
1.5	Emergency Preparedness and Response	1. Develop an Emergency Preparedness and Response Plan (EPRP) based on the hazards and risks related to its activities and facilities	1. Emergency Preparedness and Response Plan	1. Three months after first disbursement
		2. Implement the EPRP.	2. Reports on implementation	2. As part of the ESCR.
1.6	Stakeholder Engagement	1. Develop a Stakeholder Engagement Plan that: (i) identifies the types of stakeholders that may be interested in or affected by the Company's operations; (ii) outlines the channels of communication with these parties; (iii) details of how disclose information about the company's operations and construction activities to stakeholders; and (iv) indicates who, within the Company, will be responsible for liaising with the communities	1. Stakeholder Engagement Plan	1. 30 days prior to start the construction of the Central Warehouse.
		2. Implement the Stakeholder Engagement Plan	2. Evidence of implementation	2. As part of the ESCR
1.7	External Communication and Grievance Mechanisms	1. Develop and implement an External Grievance Mechanism	1. External Grievance Mechanism	1. 30 days prior to start the construction of the Central Warehouse
		2. Implement an External Grievance Mechanism	2. Evidence of implementation	2. As part of the ESCR
PS 2: Labor and Working Conditions				
2.1	Working Conditions and Management of Worker Relationships	1. Develop an HR policy.	1. HR policy	1. Three months after first disbursement
		2. Adopt the HR policy.	2. Evidence of adoption	2. As part of the ESCR.
		3. Develop an internal code of conduct.	3. Internal code of conduct	3. Three months after first disbursement
		4. Implement the internal code of conduct.	4. Evidence of implementation	4. As part of the ESCR.
		1. Develop an internal grievance mechanism	1. Internal Grievance Mechanism	1. Three months after first disbursement

No.	Aspect	Action	Deliverable	Delivery date
2.2	Grievance Mechanism	2. Implement the internal grievance mechanism	2. Evidence of implementation	2. As part of the ESCR
2.3	Occupational Health and Safety	1. Develop an Occupational Health and Safety Plan based on the risk analysis of the operational activities carried out by workers and third parties, as well on those related to the expansion of the Central Warehouse	1. Occupational Health and Safety Plan	1. 30 days prior to start the construction of the Central Warehouse.
		2. Implement the Occupational Health and Safety Plan	2. Evidence of Implementation	2. As part of the ESCR
2.4	Workers Engaged by Third Parties	1. Incorporate provisions into the main service contracts to ensure contractors to comply with Recinos' ESHS policies and plans	1. Copies of the pertinent sections of the executed service contracts	1. 30 days prior to start the construction of the Central Warehouse
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Wastes	1. Develop and implement a Waste Management Plan that includes segregation, storage points, collection of data about waste type, quantities, and potential reduction, reuse and recycling, and final disposal.	1. Waste Management plan Evidence of implementation	1. Six months after first disbursement
		2. Implement the Waste Management Plan.	2. Evidence of implementation	2. As part of the ESCR
PS 4: Community Health, Safety, and Security				
4.1	Traffic Management Plan	1. Develop a Traffic Management Plan that establishes routes, transportation schedules, defensive driving training for drivers, speed limits considering the road conditions or residential areas, provisions in case of bad weather, emergency response, among others.	1. Traffic Management Plan	1. Six months after first disbursement
		2. Implement the Traffic Management Plan.	2. Reports on implementation	2. As part of the ESCR
4.2	Security Personnel	1. Develop rules of conduct for all security personnel.	1. Rules of conduct	1. Three months after first disbursement
		2. Implement the rules of conduct for all security personnel	2. Reports on rules of conduct implementation	2. As part of the ESCR
		3. Provide training on the rules of conduct and the adequate use of Force	3. Reports on training	3. Six months after first disbursement