

PROJECT NATURA SLB - BRAZIL
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 Permits	1. Obtain the Installation and Operation Environmental Licenses (LI/LO) to secure appropriate water intake and discharge permits with competent environmental authorities.	1. Copy of Environmental Licenses and water/wastewater permits.	1. October 31 st , 2025.
1.2	Environmental and Social Risk & Impact Assessment	1. Undertake a gap analysis of the risk assessment matrix and risk management structure against the applicable and relevant sections of the WBG EHS Guidelines.	1. Copy of gap analysis.	1. June 10 th , 2025.
1.3	Environmental Management Plans	1. Develop a plan to implement any relevant corrective measures associated with the Company's upgrades to the current manufacturing and distribution infrastructure at Cajamar facility.	1. Copy of Corrective Action Plan.	1. June 10 th , 2025.
1.4	Supply Chain Assessment and Management	1. Revise or clarify applicable certifications in Natura's Procurement Policies to ensure that the company's commitment to zero deforestation or conversion, as stated in Natura's Commitment to Life 2030, is enforced by the certification standards or alternative assessment and monitoring tools.	1. Copy of the updated Procurement Policies.	1. December 31 st , 2024.
1.5	Stakeholder Engagement Plan & Community Grievance Mechanism	1. Develop a corporate Stakeholder Engagement Plan (SEP) to strengthen communication with neighboring communities, particularly in emergency situations.	1. Copy of the SEP.	2. June 30 th , 2025.
		2. Implement the Stakeholder Engagement Plan (SEP).	2. Evidence of implementation	3. As part of the Environmental and Social Compliance Report (ESCR).
		3. Develop a corporate Communication Plan to strengthen communication with neighboring communities, particularly in emergency situations.	3. Copy of the Communication Plan	4. June 30 th , 2025.
		4. Implement the corporate Communication Plan	4. Evidence of implementation	5. As part of the ESCR.
PS 2: Labor and Working Conditions				
2.1	Retrenchment	1. Undertake a gap analysis of Natura's retrenchment plan against the Good Practice Note: Managing Retrenchment, making adjustments or improvements to internal policies and practices, if relevant and applicable/aligned to Natura's strategic direction.	1. Copy of the retrenchment plan.	1. June 30 th , 2025.
PS 4: Community Health, Safety, and Security				
4.1	Community Health and Safety	1. Update the Mutual Aid Plan (PAM) to: i) guarantee that neighboring communities are properly communicated in case of emergency situations, and ii) ensure that control measures are consistent with the good international industry practices (GIIP), and the WBG EHS Guidelines.	1. Copy of the updated PAM.	1. June 30 th , 2025.
		2. Develop a road safety policy/procedure in aligned with ISO 39001, the WBG General EHS Guidelines and the Good Practice standards for Road Safety.	2. Copy of road safety policy and procedures.	2. December 31 st , 2025.