

**Macropay - Increasing access to tech for vulnerable population – MEXICO
Environmental and Social Action Plan (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	1. Design an Environmental and Social Management System (ESMS).	1. ESMS Manual specific to the Project.	1. Six months after the first disbursement.
		2. Adopt the Environmental and Social Management System (ESMS).	2. Evidence of implementation.	2. As part of the Environmental and Social Compliance Report (ESCR).
		3. Develop an Environmental Sustainability Strategy to include: i) vision, objectives, and goals; ii) performance indicators (KPIs); iii) procedures for impact assessment; iv) requirements for senior management commitment and participation; v) goals for integration into corporate culture; and vi) procedures for transparency and communication, strategic partnerships, training and development, and innovation and continuous improvement.	3. Sustainability Strategy.	3. Six months after the first disbursement.
		4. Adopt the Environmental Sustainability Strategy.	4. Evidence of implementation.	4. As part of the ESCR.
1.2	Organizational Capacity and Competency	1. Appoint a specific person to oversee environmental and social (E&S) matters related to the Company's activities.	1. Copy of the instrument of appointment.	1. 30 days after signing the loan agreement.
1.3	Management Programs	1. Develop a training program for employees, subcontractors, and customers that includes topics on gender risk management.	1. Training plan.	1. Six months after the first disbursement.
		2. Implement the training program.	2. Evidence of implementation procedures.	2. As part of the ESCR.
		3. Develop an environmental and social risk management program.	3. Management program.	3. Six months after the first disbursement.
		4. Implement the environmental and social risk management program.	4. Evidence of implementation.	4. As part of the ESCR.
PS 2: Labor and Working Conditions				
2.1	Provisions for People with Disabilities	1. Update the Human Capital Policy to include provisions related to persons with disabilities.	1. Updated Human Capital Policy.	1. Six months after the first disbursement.
2.2	Workers Engaged by Third Parties	1. Update the Outsourced Logistics Policy to include compliance provisions related to environmental and social issues.	1. Updated Outsourced Logistics Policy.	1. Six months after the first disbursement.
2.3	Supply Chain	1. Update the procurement policy for: i) regulate the procurement of goods (consumer products, materials, and equipment) and the contracting of services; ii) mandate that suppliers adhere to applicable labor requirements (prohibiting child and forced labor), and environmental and OHS requirements, iii) include procedures for selection, assessment, and reassessment based on the environmental, labor, and OHS criteria established in relevant legislation.	1. Updated policy.	1. Prior to first disbursement.
		2. Implement the updated policy.	2. Evidence of implementation.	2. As part of the ESCR.
2.4	Occupational Health and Safety Plan	1. Prepare an Occupational Health and Safety Plan (OHSP).	1. OHSP.	1. Three months after the first disbursement.
		2. Implement the OHSP.	2. Evidence of implementation.	2. As part of the ESCR.

No.	Aspect	Action	Deliverable	Delivery date
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Solid Waste	1. Prepare a Solid Waste Management Program (hazardous and non-hazardous), which will include procedures for the proper management of solid, semi-solid, liquid, and gaseous waste generated, whether hazardous or non-hazardous, ordinary or special, recyclable or non-recyclable, and recoverable or non-recoverable.	1. Solid Waste Management Program.	1. Three months after the first disbursement.
		2. Implement the Solid Waste Management Program.	2. Evidence of implementation.	2. As part of the ESCR.
PS 4: Community Health, Safety, and Security				
4.1	Community Health and Safety	1. Develop an Emergency Prevention, Preparedness, and Response Plan (EPPRP).	1. EPPRP.	1. Prior to first disbursement.
		2. Implement the EPPRP.	2. Evidence of implementation.	2. As part of the ESCR.