

**Interlogix: Vertical Logistics Parks Development - 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	Policy	1. Develop an environmental, social, and occupational health and safety policy that: i) confirms its commitment to complying with applicable national regulations; ii) identifies the person within the organization who will be responsible for its implementation, as well as for ensuring compliance and managing the allocation of the necessary resources for its enforcement; iii) details the mechanisms by which it will be communicated to all levels of the organization; and iv) describes a mechanism for measuring and communicating continuous improvements for its implementation.	1. Sustainability Policy.	1. 60 days after the first disbursement.
1.2	Identification of Risks and Impacts	1. Develop a procedure to identify environmental, social, and occupational health and safety risks related to the demolition and construction of vertical parks.	1. Procedure for Identifying Environmental and Social Risks and Impacts.	1. 120 days after the first disbursement.
1.3	Gender Risks	1. Develop and implement a protocol for the prevention, handling, and sanctioning of workplace and sexual harassment, accompanied by training for all staff.	1. Protocol for the prevention, handling, and sanctioning of workplace harassment.	1. 90 days after the first disbursement.
1.4	Organizational Capacity and Competency	1. Appoint an environmental and social manager with verifiable technical skills and sufficient authority to lead the implementation, operation, and oversight of the Environmental and Social Management System (ESMS).	1. Copy of the contract or appointment letter.	1. Prior to first disbursement.
1.5	Emergency Preparedness and Response	1. Develop and implement an Emergency Preparedness and Response Plan for each project, identifying all possible emergency situations and specific emergency response procedures.	1. Emergency Preparedness and Response Plan.	1. 180 days after the first disbursement.
1.6	Monitoring and review	1. Develop and implement a Monitoring and Review Plan for the ESMS, including key performance indicators, reporting mechanisms, evaluation frequency, and designated responsible parties, in order to ensure the effective implementation of environmental and social commitments.	1. Monitoring and Review Plan.	1. 365 days after the first disbursement.
1.7	Stakeholder Engagement	1. Develop and implement a corporate procedure that establishes the need for regular stakeholder mapping and contains guidelines for communication and engagement with stakeholders during the different stages of projects.	1. Stakeholder Engagement Plan.	1. 270 days after the first disbursement.
1.8	External Communication and Grievance Mechanisms	1. Develop and implement An External Grievance Mechanism to address questions, complaints, claims, and suggestions from external stakeholders.	1. External Grievance Mechanism.	1. 90 days after the first disbursement.
PS 2: Labor and Working Conditions				
2.1	Human Resources Policies and Procedures	1. Update the Human and Labor Rights Policy, to: i) incorporate provisions on compliance with applicable labor legislation; ii) reaffirm freedom of association and collective bargaining; iii) include accessible and confidential grievance mechanisms; iv) incorporate principles of gender equality and prevention of harassment; and v) ensure that all these conditions are extended to contractors and subcontractors.	1. Updated Human Rights Policy.	1. 120 days after the first disbursement.
		2. Develop procedures for hiring, onboarding, training, promoting, and terminating staff.	2. Human Resources Procedure.	2. 120 days after the first disbursement.
2.2	Worker's grievance mechanism	1. Develop and implement a Worker's grievance mechanism, including contractors and subcontractors, with specific protocols for managing cases of workplace or sexual harassment.	1. Internal Grievance Mechanism.	1. 90 days after the first disbursement.
2.3	Occupational Health and Safety	1. Develop and implement an Integrated Occupational Health and Safety (OHS) Management Procedure that: i) establishes methodologies for the	1. Integrated OHS Management Procedure.	1. 120 days after the first disbursement.

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		identification, assessment, mitigation, and monitoring of occupational risks, including safe work analysis for the main construction activities; ii) incorporates specific protocols for (a) work at height, hot work, excavation work, and work using scaffolding and ladders, (b) hazardous energy control (<i>lockout/tagout</i>), (c) handling of machinery and power tools, and (d) implementation of a work permit system; and iii) define (a) guidelines for the provision, use, and maintenance of personal protective equipment, (b) procedures for the investigation, reporting, and analysis of root causes of accidents and incidents, with consecutive recording and verifiable corrective actions, and (c) mechanisms for monitoring and periodic reporting of OHS performance.		
2.4	Workers Engaged by Third Parties	1. Develop and implement a contractor and subcontractor management procedure that i) establishes the processes for evaluating contractors' ESMS prior to the start of activities, ii) defines the measures to be applied when the contractor lacks a documented ESMS, including the contractual obligation to apply Interlogix's OHS manuals and environmental and social procedures; and iii) incorporates requirements for periodic reporting on environmental, social, and safety performance, as well as mechanisms for monitoring, supervising, and applying corrective measures in the event of breaches.	1. Contractor and subcontractor management procedure.	1. 90 days after the first disbursement.
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Pollution Prevention	1. Develop and implement a procedure for managing air quality and noise and vibration levels, including: i) establishing baselines prior to the start of construction; ii) periodic monitoring during construction; iii) defining work schedules; iv) and control and mitigation measures to minimize disruption to neighboring communities and buildings.	1. Procedure for managing air quality and noise and vibration levels.	1. 180 days after the first disbursement.
3.2	Waste	1. Develop and implement a procedure for integrated waste management throughout all phases of projects.	1. Procedure for integrated waste management.	1. 180 days after the first disbursement.
3.3	Hazardous Materials	1. Develop and implement a procedure for hazardous materials handling,	1. Procedure for hazardous materials handling.	1. 180 days after the first disbursement.
PS 4: Community Health, Safety and Security				
4.1	Community Health, Safety and Security	1. Update contracts with contractors and subcontractors to include the obligation to implement traffic control measures and road signage.	1. Contract with contractors.	1. 180 days after the first disbursement.
4.2	Infrastructure and Equipment Design and Safety	1. Obtain, for each project, third-party certification issued by a qualified fire safety professional confirming that the design aspects of the life and fire safety systems of new developments comply with applicable national regulations and an internationally recognized code, such as the standards of the National Fire Protection Association (NFPA).	1. Certification issued by a qualified professional.	1. Prior to the start of construction of new developments.