

Maxi Mobility
Environmental and Social Action Plan

No.	Sector	Action	Deliverable	Deadline
Performance Standard No. 1: Assessment and Management of Environmental and Social Risks and Impacts				
1	Environmental and Social, Health and Safety Policy	State an Environmental, Social and Health and Safety Policy that reflects the adoption of values and principles consistent with the requirements of the IFC Performance Standards. The Policy must be signed by the Directors of the company.	Maxi Mobility's Environmental, Social and Health and Safety Policy	Before disbursement
2	Environmental and Social Management	<p>Develop an Environmental, Social and Health and Safety (ESHS) Management Plan compliant with the IDB and the IFC's environmental and social standards and safeguards.</p> <p>The ESHS Management Plan must contemplate independent and third party workers that provide serviced through the platform and must include the following:</p> <ul style="list-style-type: none"> a) Identification of risks and impacts. b) Mitigation measures. c) Environmental and health and safety training plan, including advice on safety and health measures to the drivers. d) Integration of the responsible team (see # 4). e) Specific management plans, including but not limited to: human resources management (see # 6), traffic safety (see # 10), emission reduction and fuel efficiency program (see # 9). f) Local community's participation and grievance mechanisms (see # 5). 	Environmental, Social and Health and Safety Management Plan	Six months after first disbursement

		<p>g) Main environmental and social indicators including but not limited to:</p> <ul style="list-style-type: none"> • Record-keeping of the ESHS Management Plan implementation steps. • Record-keeping of accidents and incidents, their investigation, corrective measures to be implemented, and their follow-up. • Record-keeping of meetings and other actions involving community members and authorities on topics of interest to stakeholders. 		
3	Operation Licenses and Permits	Prepare a matrix with all the relevant licenses and permits needed by the company, including their expiration dates. Designate those responsible for monitoring and renewal. This matrix must be updated periodically.	Licenses Matrix	Three months after first disbursement
4	Management Team	Establish an environmental, social and health and safety team to execute the Environmental, Social and Health and Safety Management Plan.	Organizational Chart of the ESHS Management Team	Three months after first disbursement
5	Community Interaction and Communications	Develop an interaction and communication procedure with stakeholders that includes a stakeholder identification mapping, their expectations, communications with said parties, and a grievance mechanism. Appoint a community liaison.	Stakeholder Interaction Plan	Six months after first disbursement

Performance Standard No. 2: Labor and Working Conditions				
6	Human Resources Management	<p>Develop a Procedure to ensure that all the drivers providing services under the mobility-as-a-service platform are informed and aware of social security coverage provided by government and private entities that have commercial agreements with Maxi Mobility that provides at least minimum benefits such as: retirement, medical insurance coverage, rest days and other customary social provision. The Procedure shall include provisions to ensure that drivers work reasonable number of daily hours and have enough rest time to avoid health and safety risks associated with extended working hours (see #7). Also, Maxi Mobility will provide a grievance mechanism for drivers to raise concerns with respect to the use of the platform, their retribution and benefits. The Company will inform them of the grievance mechanism at the time of association to the platform and make it easily accessible to them.</p> <p>In those countries where the social security coverage is mandatory for independent drivers (Argentina, Brazil, Chile, Panama, Dominican Republic and Uruguay), Maxi Mobility will explore and implement mechanisms to verify drivers' adherence to such coverage.</p> <p>In those countries where social security coverage is not mandatory for independent drivers (Bolivia, Ecuador, Mexico and Peru), Maxi Mobility will develop and promote mechanisms to encourage independent drivers to voluntarily enroll in social security coverage. Such mechanisms will seek to have a significant impact on such enrollment.</p>	Human Resources Management Procedure for Drivers Using the Platform	Three months after first disbursement (Nine months in the case of Brazil)
7	Health and Safety Management	Develop a specific health and safety management plan, identifying occupational risk factors and corrective measures. Induce proper health for conducts drivers engaged in long working hours, promote periodic medical examinations and healthy habits.	Health and Safety Management Plan	Six months after first disbursement
8	Promote gender equality	Develop plans to promote the increase women participation in the drivers' workforce. Assess the existence of barriers to the incorporation of female drivers and devise mechanisms to reduce such barriers.	Program to increase female participation	Six months after first disbursement

Performance Standard No. 3: Resource Efficiency and Pollution Prevention				
9	Quality of emissions and fuel efficiency	Develop a country specific emission standard applicable to the vehicles using the platform and determine a schedule of implementation with achievable milestones. Promote the use of low emission technologies such as hybrid or electric vehicles.	Emission reduction program	Six months after first disbursement
Performance Standard No. 4: Community Health, Safety, and Security				
10	Traffic Safety	Develop a traffic safety plan, comprising safe driving standards, and promoting the driver's adherence to the best standards of behavior in traffic through educational campaigns and other incentives, as well as inspection and required maintenance for the vehicles, reporting and analysis of traffic accidents, among others. Provide training for emergency response and first aid.	Traffic Safety Plan	Six months after first disbursement
11	Ethics and Good Conduct	Develop a code of ethics and good conduct for drivers, applicable to interaction with users as well as interaction with third parties. Identification of misbehavior and malpractices such as addictions, harassment, threat, intimidation, violence or other inappropriate behavior. Establish anonymous reporting mechanisms for and users the general public.	Code of Ethics and Conduct	Three months after first disbursement