

FECOVITA

Environmental and Social Action Plan (ESAP)

Item	Action	Deliverable	Due date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts			
1	Implement an Integrated Environmental, Social, Health, Safety and Security Management System applicable to all activities carried out by its own and contracted personnel, in accordance with the specific requirements of IFC Performance Standard 1. Fecovita will appoint, as part of its own staff, a specialist in health, safety, security, and environment, who will be responsible for the development, implementation and monitoring of the Cooperative's environmental, social, health, safety, and security management plans, programs and procedures, including the oversight of contracted companies and third parties. This professional can submit reports directly to the Cooperative's General Management.	Documents of the Integrated Management System.	Up to 24 months after signing the contract.
2	Issue an Environmental, Social, Health, Safety and Security Policy that reflects the adoption of values and principles consistent with the requirements of the IFC Performance Standards applicable to the Project. The Policy shall be signed by the company's Directors.	Fecovita's Environmental, Social, Safety and Security Policy.	Up to 3 months after signing the contract.
3	Prepare matrices to identify and assess environmental and social aspects, occupational risks, and legal aspects. These matrices shall consider the specifications to identify and assess aspects and risks set out in IFC Performance Standard 1 and will allow identifying significant aspects and risks.	Environmental aspects identification and assessment matrix. Occupational risks identification and assessment matrix. Legal aspects identification and assessment matrix.	Up to 4 months after signing the contract.
4	Prepare and implement specific operational procedures to manage aspects and hazards identified through the respective matrices. Among the management procedures to be prepared, those relating to the following shall be included: i) transport of agrochemicals; ii) storage and handling of agrochemicals; iii) application of agrochemicals; iv) waste management, including empty containers; v) management of hazardous substances; vi) work in confined spaces; and vii) safe handling of vehicles and machinery. The preparation of the procedures will take into account the legal requirements and the indications of the IFC Guidelines on the Environment, Health, Safety and Security (April 2007).	Specific operational procedures.	Up to 8 months after signing the contract.
5	Prepare an Annual Training Plan on environmental, social, health, safety and security matters for its own and contractor employees and for third parties (for the latter two when training needs are detected); in order to prepare it, the results of the identification and assessment of environmental aspects and occupational risks, the enactment of new legislation, the adoption of new technologies and the need for training detected among own and/or contractor personnel (the training of associates may be included in the Annual Training Plan) will be considered. The Annual Training Plan shall include, among other courses, training in the handling of agrochemicals, raising awareness with regard to the handling of machinery and vehicles, and carrying out emergency drills at administrative and industrial facilities, and shall include the attendance roster template.	Annual Training Plan.	Up to 8 months after signing the contract.

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6	Prepare, for each of its industrial, commercial and administrative facilities, emergency prevention and response plans; each plan will be based on consideration of specific emergency scenarios and will provide detailed preventive actions and responses to emergency events associated with those scenarios; each plan will assign the responsibilities of the respective emergency brigades and Cooperative personnel.	Emergency preparedness and response plans.	Up to 1 year after signing the contract.
7	Prepare a procedure to manage occupational and/or environmental accidents that will apply to both its own and contractor personnel, by means of which the nature and severity of the accident, the processing of legal aspects, the accident investigation report and the preventive and/or corrective measures adopted to avoid its repetition will be recorded. The procedure will include the necessary format for generating accident investigation reports.	Accident Management Procedure.	Up to 6 months after signing the contract.
8	Develop a documented procedure for managing contractors (including outsourced service personnel) that considers no less than: i) The fundamental environmental, health, safety and security requirements that the contractors shall abide by; ii) contractors' obligations and prohibitions in environmental, health, safety and security matters; iii) the penalties, warnings or fines to be applied in the event of non-compliance. It should be borne in mind that, as required by IFC Performance Standard 1, contractors working for Fecovita will be under the direct control of the company and will not be considered outsourced third parties for the purposes of the requirements of the Standard.	Contractor Management Procedure.	Up to 8 months after signing the contract.
9	Prepare and implement a Monitoring and Follow-Up Plan of significant environmental, social, and health, safety and security aspects associated to all of Fecovita's activities, and those of its contracted personnel. The Monitoring Plan will allow the Cooperative to identify and implement preventive and/or corrective actions for cases in which the measurement results show values that deviate from the limits set forth by legislation or by the IFC's operational guidelines. In principle, Fecovita will monitor and follow up on the following parameters: i) Occupational Accident Rates (at the very least, the Frequency and Severity Rates) (monthly and cumulative values); ii) Work environment quality parameter measurements (noise, lighting and workplace air quality) (every four months); iii) Drinking water quality (annual); iv) Blood cholinesterase level of workers (own and contractor) exposed to pesticide handling (annual); v) Earthing resistance of electrical panels (annual); vi) Treated effluents quality (biannual); vii) Type and amount of waste generated (monthly); viii) Amount of electrical energy consumed in each establishment (monthly); ix) Amount of drinking water consumed in each establishment (monthly). The adoption of admissible parameter threshold values will consider what is specified by the legislation in force and the admissible thresholds published in the IFC's operational guidelines, adopting, in the event of their overlapping, the most demanding criterion.	Environmental, Social, and Health, Safety and Security Monitoring and Tracking Plan.	Up to 12 months after signing the contract.
10	Prepare a documented procedure for receiving, resolving, and responding to complaints and/or grievances from any member of the community, including an anonymous modality, identifying appropriate communication channels and establishing responsibilities and time frames for their resolution and response.	Procedures for receiving and resolving third-party complaints and grievances.	Up to 8 months after signing the contract.
PS 2 Labor and Working conditions			
11	Prepare a specific procedure for receiving, resolving, and responding to complaints and/or grievances from own or contractor	Procedure for receiving and resolving own and	Up to 8 months after

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	employee, including an anonymous modality, identifying appropriate communication channels and establishing responsibilities and time frames for their resolution and response.	contractor employee complaints and grievances.	signing the contract.
PS 3 Resource Efficiency and Pollution Prevention			
12	The project to modify the industrial facilities—to be carried out at headquarters in order to produce medium- and high-end wines—shall include, if necessary, changes in the design of the effluent treatment plant to achieve the discharge quality values required by current legislation, taking into account the indications of Section 1.3 of the IFC Guidelines on Environment, Health, Safety and Security - April 2007.	Effluents Treatment Plant Discharge Quality Analysis.	Up to 4 months after start of operation of Maipú's new plant.
13	Gradually implement water and electricity consumption measurements at its facilities and will annually record the amount of packaging and/or waste recycled according to type. It will implement and follow up on a program for increased packaging and waste recycling and the progressive reduction of specific water and energy consumption, following the directives of the IFC's General Guidelines on the Environment, Health, Safety and Security - April 2007.	Program to progressively reduce the consumption of water and electrical energy, and to increase waste and packaging recycling.	Up to 6 months after signing the contract.
14	Prepare a Greenhouse Gas Inventory. The methodology to be used may be based on ISO Standard 14064-1, using the Corporate Accounting and Reporting Standard (ECCR) of the GHG Protocol as a working guide.	Greenhouse Gas Inventory.	Up to 18 months after signing the contract.