

## Environmental and Social Action Plan (or ESAP)

No.	Aspect	Action	Deliverable	Delivery date
<b>Others</b>				
1.1	New project development	<ol style="list-style-type: none"> <li>Submit the documentation required by national regulations, including environmental licenses, construction permits, proof of having socialized the project in the community, etc.</li> <li>Update the ESMS to include measures to prevent and control community health and safety impacts that may occur during the development of a new project, or due to the expansion or modification of existing Project facilities, in accordance with the WBG General EHS Guidelines.</li> </ol>	<ol style="list-style-type: none"> <li>Submission of the file and a report on its status issued by the consultant responsible for monitoring its processing with the corresponding authorities. Updated ESMS.</li> </ol>	<ol style="list-style-type: none"> <li>Prior to the start of construction.</li> <li>3 months prior to the start of construction.</li> </ol>
1.2	Studies	<ol style="list-style-type: none"> <li>Inform IDB Invest upon approval of the updated environmental documents for the existing production units and expansion plan.</li> <li>Comply with the various environmental management plans submitted.</li> </ol>	<ol style="list-style-type: none"> <li>Updated environmental documents submitted to the corresponding authority.</li> <li>As stipulated in the management plans.</li> </ol>	<ol style="list-style-type: none"> <li>Prior to First Disbursement.</li> <li>According to the approved commitments.</li> </ol>
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.3	ESMS	<ol style="list-style-type: none"> <li>Indicate the persons responsible for guaranteeing compliance with and implementation of the policies and procedures.</li> </ol>	<ol style="list-style-type: none"> <li>Persons responsible for guaranteeing compliance with and implementation of the policies and procedures.</li> </ol>	<ol style="list-style-type: none"> <li>6 months after signing the contract.</li> </ol>
1.4		<ol style="list-style-type: none"> <li>Supplement the identification of E&amp;S risks and impacts with occupational risks (to include the handling of hazardous substances in terms of personal protective equipment and use of material safety data sheets (MSDS) for chemicals), and risks to other stakeholders, including neighboring communities, as per with PS-1 and the WBG General EHS Guidelines.</li> </ol>	<ol style="list-style-type: none"> <li>Updated risk matrix.</li> </ol>	<ol style="list-style-type: none"> <li>6 months after signing the contract.</li> </ol>
1.5		<ol style="list-style-type: none"> <li>Sign the endorsement of the UN Women's Empowerment Principles.</li> <li>Complete the WEPs Gender Gap Analysis Tool.</li> <li>Formalize, implement, and disseminate the process for reporting gender-based violence and sexual harassment to ensure the anonymity of the complainant, an advisory process and psychological support for the complainant, the types of sanctions for the perpetrator, contact with the local police department, the review committee and its members, and the type of training offered to employees on gender-based violence and sexual harassment.</li> </ol>	<ol style="list-style-type: none"> <li>Proof of having signed the endorsement.</li> <li>WEP tool results.</li> <li>Formalized gender-based violence and sexual harassment reporting process, implemented and disseminated internally and externally.</li> </ol>	<ol style="list-style-type: none"> <li>3 months after signing the contract.</li> <li>3 months after signing the contract.</li> <li>6 months after signing the contract.</li> </ol>
1.6		<ol style="list-style-type: none"> <li>Establish management programs that outline the mitigation and improvement actions and measures related to all environmental, social, and occupational health and safety (OHS) and workplace risks and impacts, including impacts on communities. These programs must form part of a continuous improvement program and undergo periodic review. Employees must receive training on these programs, and they must be communicated internally and to other stakeholders when applicable.</li> <li>Establish a sustainable water management program in line with the Alliance for Water Stewardship (AWS) International Water Stewardship Standard.</li> </ol>	<ol style="list-style-type: none"> <li>Management programs implemented.</li> <li>Periodic review.</li> <li>Proof of the training provided on the management programs implemented.</li> <li>AWS management program implemented.</li> </ol>	<ol style="list-style-type: none"> <li>9 months after signing the contract.</li> <li>At least annually.</li> <li>9 months after signing the contract.</li> <li>1 year after signing the contract.</li> </ol>
1.7		<ol style="list-style-type: none"> <li>Define key performance indicators (KPIs) to incorporate OHS and social parameters, such as: a) Safety: Days accident free (number of days since last lost time incident); b) Personnel turnover and training (average number of full-time personnel who leave the company per year, number of full-time</li> </ol>	<ol style="list-style-type: none"> <li>Adoption of KPIs.</li> <li>Corporate social and environmental sustainability report.</li> </ol>	<ol style="list-style-type: none"> <li>6 months after signing the contract.</li> <li>Annual.</li> </ol>

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		equivalent personnel and training days, number of training days provided to new and existing employees).		
		2. The company is encouraged to prepare a corporate environmental and social sustainability report based on Global Reporting Initiative (GRI) standards.		
1.8		1. Divulge information to the neighboring community on the agricultural expansion, covering the following topics: the scale of the project, duration of activities, potential risks or impacts and mitigation measures, stakeholder participation process, and grievances mechanism.	1. Proof of information being available to the neighboring community regarding the agricultural expansion.	1. Prior to initiating the expansion.
1.9		1. Create spaces to communicate with the community.	1. Provide a list of communication spaces and mechanisms available to the community.	1. 3 months after signing the contract.
<b>PS 2: Labor and Working Conditions</b>				
2.4	Occupational Health and Safety	1. Update the Code of Ethics to include the prevention of gender-based violence.	1. Updated Code of Ethics.	1. 3 months after signing the contract.
		1. Ensure that all permanent and temporary employees have safe working conditions to carry out their tasks, including the provision of the necessary personal protective equipment (PPE) for the risks to which they are exposed.	1. Proof of having provided PPE to employees, based on the risks involved in their work.	2. Annual.
		1. Update the OHS hazard and risk identification matrix for personnel working in aquaculture operations and community risks to align it with the IFC EHS Guidelines for Aquaculture, and review periodically.	1. Updated matrix. 2. Periodic review.	3. 6 months after signing the contract. 4. Ongoing.
		1. Update the annual OHS program to include the community.	1. Updated Annual Program.	1. 6 months after signing the contract.
		1. Investigate accidents reported and analyze the root cause, cost, and preventive and corrective measures required to prevent recurrence, specifying the schedule to implement these measures. 2. Refocus training programs. 3. Guarantee that information on risks is provided to employees. 4. Implement applicable corrective measures to reduce or eliminate the cause of accidents.	1. Investigation of accidents. 2. Updating of the training program to include the results of the investigation. 3. Proof of having shared information with employees. 4. Report on the implementation of corrective measures.	1. 3 months after signing the contract. 2. 3 months after signing the contract. 3. 6 months after signing the contract. 4. 6 months after signing the contract.
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Greenhouse Gases (GHG)	1. Conduct biannual measurements of parameters for gas boilers in compliance with the WBG General EHS Guidelines for small combustion facilities (NOx 320 g/Nm3). 2. Measure GHG emissions from all sources. 3. Take annual air quality measurements at all plants, and aim to comply with the parameters of World Health Organization (WHO) air quality guidelines.	1. Boiler emissions measurement report. 2. GHG report. 3. Air quality measurements report.	1. Ongoing.* 2. Ongoing. 3. Ongoing.
3.2	Water Consumption	1. Maintain the validity of surface water and groundwater licenses and permits.	1. Well use authorization certifications and licenses.	1. Ongoing.
3.3	Water for use in aquaculture	1. Take measurements as per the parameters of the guidelines on water quality for aquaculture.	1. Water for aquaculture monitoring reports, including parameters under the aforementioned guidelines.	1. Ongoing.

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3.4	Water for industrial use	1. Conduct physico-chemical analyses at all locations where groundwater is abstracted including parameters under EPA methodology, and comply with the frequency established for each parameter under national or EPA regulations, whichever is stricter.	1. Physico-chemical analyses.	1. Ongoing.
3.5	Aquaculture effluents to the river	1. Take monthly water quality measurements and comply with the parameters of the IFC's Environmental, Health, and Safety Guidelines for Aquaculture.	1. Effluent monitoring reports.	1. Ongoing.
3.6	Domestic and industrial effluents	1. Take measurements and comply with international standards for the use of wastewater in agriculture.	1. Effluent monitoring reports.	1. Ongoing.
3.7	Noise	1. Maintain biannual occupational noise measurements and comply with the maximum limit of 80 dB established in national regulations. Measure daytime and nighttime ambient noise and comply with the maximum limit of 70 dB established in the WBG's General EHS Guidelines.	1. Occupational and ambient noise monitoring reports.	1. Ongoing.
3.8	Refrigeration systems	1. Carry out a safety assessment on refrigeration systems, and compare the results with applicable international standards, such as those issued by the International Institute of Ammonia Refrigeration (IIR).	1. Results of the assessment.	1. 6 months after signing the contract.
3.9	Soil	1. Take biannual measurements of the parameters and comply with national regulations to identify areas that require remediation measures. 2. Develop and implement a soil monitoring and management plan to include soil and terrain mapping and the identification of erosion risks as per the WBG's Environmental, Health, and Safety Guidelines for Annual Crop Production.	1. Soil chemical monitoring reports. 2. Soil monitoring and management plan.	1. Ongoing. 2. 6 months after signing the contract.
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community Health and Safety	1. Update the annual OHS program to include the community.	1. Updated Annual Program.	1. 6 months after signing the contract.
4.2	Transportation	1. Update the Transport Service Procurement Procedure in line with the principles outlined in the WBG's General Environmental, Health, and Safety (EHS) Guidelines and international best practices for driver safety and traffic.	1. Updated Transport Service Procurement Procedure.	1. 6 months after signing the contract.
4.3	COVID-19	1. Update the ESMS to include a COVID-19 prevention and response procedure.	1. Updated COVID-19 prevention and response procedure.	1. 3 months after signing the contract.
4.4	Emergency Preparedness and Response	1. Update the fire emergency response procedure to incorporate contacts and communication and emergency systems/protocols, including the participation of the fire department and neighboring communities. 2. Communicate the updated procedure to the community. 3. Identify and designate community support personnel who will be responsible for taking action in the event of an emergency.	1. Updated fire emergency response procedure. 2. Proof of having communicated the updated procedure to the community. 3. Support personnel designated.	1. 6 months after signing the contract. 2. 1 year after signing the contract. 3. 6 months after signing the contract.
<b>PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>				
6.1	Biodiversity	1. Adopt and implement the Biodiversity Action Plan developed as a result of the study. 2. Include the species identified in the study in future periodic monitoring.	1. Proof of having implemented the Biodiversity Action Plan. 2. Updated periodic monitoring of flora and fauna.	1. Timeframes established in the plan. 2. Ongoing.

\*All actions for which the delivery date is "ongoing" must be carried out with the frequency required on a case-by-case basis and submitted in the annual report to IDB Invest.