

Interagrovial
Environmental and Social Action Plan

No.	Reference	Action	Output / Deliverable	Implementation Date
PS 1: Evaluation and Management of Environmental and Social Risks and Impacts				
1.1	Policy	Develop an Environmental, Social, and Health and Safety Policy that complies with current legislation in the country, international treaties to which Uruguay is a signatory, and the IFC Performance Standards applicable to the company's activities.	Environmental, Social, and Health and Safety Policy	March 29, 2019
1.2	Environmental and Social Management System	Designate, to the satisfaction of IDB Invest, an Environmental and Social Coordinator at the national level who will act in conjunction with the OHS Coordinator.	Appointment of an Environmental and Social Coordinator at the national level	March 29, 2019
1.3	Identification of Risks and Impacts	Develop matrices for identification and evaluation of environmental aspects and occupational hazards associated with all Interagrovial activities, including those related to services provided at harvest fronts; the degree of significance of potential impacts and risks will be determined based on consideration of their severity and probability of occurrence in each case; the matrices will indicate preventive and/or corrective actions to be implemented, the party responsible, and the respective implementation period	(i) Matrix identifying and evaluating environmental aspects (ii) Matrix identifying and evaluating occupational hazards	(i) April 30 2019 (ii) April 30 2019
1.4	Organizational Capacities and Competency	Develop a Training Plan annually. The preparation thereof will consider environmental aspects and significant occupational risks, identified through implementation of the respective matrices, as well as the enactment of new legislation and/or the adoption of new technologies and/or the typology and severity of personal accidents that have occurred. The Training Plan will identify the type of courses or instructions to be provided (including emergency drills), the individuals selected for training, dates and sites selected for conducting each course, those responsible for providing the training, and the forms planned for recording attendance.	Training Plan	April 30 2019
1.5	Emergency Preparedness and Response	Prepare and implement an Emergency Preparedness and Response Plan at headquarters and in each of the branches. Each plan will include at a minimum the identification of possible emergency scenarios, definition of responsibilities for addressing the emergency, identification of external actors (hospital, firemen, police, etc.), a communications flowchart (including telephone numbers), an evaluation plan with a diagram indicating the meeting points and emergency exits planned, diagrams with the location of the firefighting system, fire suppression equipment, firewalls, flammables storage, fire room, power cut-off valves, and servers room. Responsibilities during weekends and holidays will be defined; each plan will be revised annually to verify that it remains in effect	Emergency Preparedness and Response Plans for headquarters and for each branch	May 31 2019

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1.6	Monitoring and Evaluation	Adopt performance indicators on environmental, social, and health and safety issues associated as much as possible with quantifiable aspects, the measurement and monitoring of which make it possible to assess their development over time. At a minimum the monthly consumption of electricity, fuel, and water for general use (not for drinking) and the indicators of the accident rate for the company's own and contracted personnel will be included.	Performance indicators on electricity, fuel, and water consumption for industrial use. Frequency Index and Severity Index for the company's own and contracted personnel	December 14 2018
1.7	Monitoring and Evaluation	Prepare an OHS and Environmental Monitoring Plan each year. That plan will be applicable to all Interagrovial activities, including those carried out on forest fronts. On OHS issues, the Plan will at a minimum include periodic checks of earthing resistance of electrical panels, illumination intensity, status and load of fire extinguishers, check of status and operation of fire extinguishing systems, quality of drinking water supplied in drums, (bacteriological every six months and physicochemical annually), periodic technical review of hoisting equipment and pressure equipment by qualified and authorized personnel. In addition, the Plan will include the calculation and monthly monitoring of the Frequency Index and Severity Index, for company personnel as well as contracted personnel. On the environment, the Monitoring Plan will include measuring the quality of effluents from washing machinery and monthly monitoring of the environmental Performance Indices	OHS and Environmental Monitoring Plan	March 29 2019
PS 2: Labor and Working Conditions				
2.1	Working Conditions and Labor Relations Management	Proceed to monitor the degree of women's participation as Interagrovial employees, seeking to achieve the goal of women holding a 30% share in workforce over a period of five years, reporting the corresponding indicators periodically in the Annual Compliance Reports to IDB Invest	Women holding 30% share of employment in Interagrovial workforce	October 2023
2.2	Working Conditions and Labor Relations Management	Prepare and implement a mechanism for receiving and resolving complaints and claims that any company or contracted workers may submit, including by anonymous means	Mechanism for receiving and resolving complaints and claims	March 29 2019
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Greenhouse Gases	Prepare an inventory of greenhouse gases (GHG). The methodology to be adopted may be based on ISO Standard 14064-1, using the GHG Protocol Corporate Accounting and Reporting Standard (CARS) as a working guide	Inventory of Greenhouse Gases	June 28 2019
3.2	Pollution Prevention	Develop a procedure for managing solid wastes, specifying at a minimum the respective responsibilities, the types of wastes generated, applicable current legislation, the construction and operational characteristics of temporary storage sites for those wastes, how each will be managed, those responsible for implementing the procedure, the forms for records of removal by specialized companies, specifying the type and quantity of the waste removed	Solid Waste Management Procedure	April 30 2019
3.3	Pollution Prevention	Submit to IDB Invest a survey of all vehicle washing facilities, describing the existing facilities and the respective effluent treatment systems, indicating in each case the	Evaluation Report and Improvement Plan for machine washing facilities	May 31 2019

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		<p>purification technology used, the state of preservation and operation, attaching records of effluent quality as appropriate. According to the results and in agreement with IDB Invest, Interagrovial will develop a Monitoring Plan for such facilities providing, as necessary, for a change in technology to ensure that the quality of the final effluent complies with current legislation and with the values of the IFC's General Environmental, Health and Safety Guidelines – April 2007.</p>		
PS4: Community Health and Safety				
4.1	Community Health and Safety	<p>Prepare and implement a specific procedure intended for safe operation of all kinds of company vehicles and binding on all personnel.</p>	Safe Vehicle Operation Procedure	April 30 2019
4.2	Community Health and Safety	<p>Prepare and implement a specific procedure for moving agricultural machinery along local routes and roads, intended to minimize the risks of personal accidents associated with that movement and in line with current legal requirements (Decree 556/13 MTOP) and best international practices. That procedure will be applicable to company and contracted personnel as appropriate</p>	Procedure for Moving Agricultural Machinery	April 30 2019