

Environmental and Social Action Plan – Agripac 2018		
Action	Compliance indicator	Due date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts		
Update the ESMS in compliance with the requirements of PS1.	Implement the proposed improvements.	
Communicate the policy externally to all stakeholders using effective communication procedures.	Submit evidence of the communication of the policy to different parties.	6 months after signing the contract.
Complement the process of identifying environmental and social risks and impacts with those that may affect communities through Agripac's operations, as well as those involving contractors, subcontractors, third parties, and primary suppliers. Include all levels of the company and external actors.	Updated procedure for identifying impacts and risks, including communities, contractors, subcontractors, third parties, and primary suppliers.	6 months after signing the contract.
Develop a Stakeholder Relationship Plan that fulfills the requirements of the IFC's guide, "Relationships with the Community and Other Social Actors: Manual of Best Practices for Companies Doing Business in Emerging Markets". The plan will include differentiated measures to enable the effective participation of communities and neighbors and a method for sharing E&S information with communities.	Stakeholder Relationship Plan. Methodology for sharing E&S information with communities and documenting it.	9 months after signing the contract.
Assign tasks to the E&S staff in order to manage the E&S aspects of the procurement of agricultural products in the supply chain.	Identify key positions, with the necessary skills and tools.	1 year after signing the contract.
a) Conduct periodic consultations with the community to identify emergency scenarios inside and outside the plants. b) Develop and implement communication channels for external actors.	a) Evidence of community consultation. b) Communication channels.	9 months after signing the contract.
Update the External Grievance Mechanism (MAQE, for its acronym in Spanish) in accordance with PS1.	c) MAQUE d) Evidence of the dissemination of the MAQUE. e) Update webpage with the contact person's information in the	9 months after signing the contract.

	event of filing a complaint.	
Aeroagripac shall develop and implement a procedure involving clients to complement the communications it currently provides to the communities that inhabit the areas to be sprayed.	Procedure for communicating aerial spraying to the community.	1 year after signing the contract.
PS 2: Labor and Working Conditions		
Update the Internal Grievance Mechanism (MAQI, for its acronym in Spanish) in accordance with PS2.	a) MAQUI b) Evidence of the dissemination of the MAQUI.	6 months after signing the contract.
a) Continue the use of hearing protection and perform hearing tests on staff at different intervals according to the levels of exposure in all plants. b) Identify and resolve the conditions in Laquinsa where the latest work noise measurements exceeded permissible limits.	a) Submit the results of the periodic hearing tests in an annual report to IDB Invest. b) Submit the improvements implemented to resolve compliance with work noise levels.	Annual
Update the specific Fire Prevention and Fighting System for the Balanfarina expansion, which shall be prepared by a duly qualified professional, demonstrating that the proposed buildings comply with safety and fire prevention requirements and that safety and fire prevention systems shall be designed and installed using established standards or a performance-based design, following good technical practices. It is recommended that the requirements of the Standard for the Prevention of Fire and Dust Explosions in Agricultural and Food Processing Facilities NFPA 61 be considered for the design, operation and maintenance of the plant.	Updated Fire Prevention and Fighting System for Balanfarina.	Before beginning the expansion of the Balanfarina plant.
a) Implement an Air Quality Monitoring Plan as part of the ESMS for each plant's workstations. This plan should include a procedure to verify the effectiveness of the dust evacuation equipment. b) Conduct periodic and baseline physical examinations for people exposed to industrial chemicals and dust, including lung capacity tests.	a) Air Quality Monitoring and Reporting Plan. b) Report of the results of the annual medical check-ups in the report to IDB Invest. c) Medical report of lung diseases in workers. d) Sampling results.	a) 9 months after signing the contract. b) Annual c) 3 months after signing the contract. d) and e) 9 months after signing the contract.

<ul style="list-style-type: none"> c) Submit an initial medical report to IDB INVEST on the incidence of lung diseases in workers for each plant. d) Perform dust level sampling and, if necessary at Laquinsa and Celtec, install extraction hoods in compliance with the American Conference of Governmental Industrial Hygienists (ACGIH) Industrial Ventilation Manual. e) Submit a final report to IDB Invest on the issues corrected. 	<ul style="list-style-type: none"> e) Report on issues corrected. 	
<p>Health and safety of workers who handle pesticides:</p> <ul style="list-style-type: none"> a) Agripac will provide evidence of training for employees who handle pesticides, specifically, on the use of appropriate Personal Protective Equipment (PPE) based on Safety Data Sheets (MSDS) and/or International Chemical Safety Cards (ICSC). b) Agripac will continue to monitor cholinesterase levels in employees who apply pesticides. 	<ul style="list-style-type: none"> a) Submit to IDB Invest the list of employee training programs, and evidence that adequate PPE has been provided to workers based on MSDS and/or ICSC for the materials used, and integrate the procedures into the ESMS. b) Provide IDB Invest with the protocol for cholinesterase testing and the rotation policy for workers applying pesticides in order to avoid chronic exposure to specific pesticides, and integrate the procedures into the ESMS. c) Provide the cholinesterase levels in workers who apply pesticides in the Annual Report. 	<ul style="list-style-type: none"> a) 6 months after the first disbursement. b) 3 months after the first disbursement c) In the annual monitoring report.
PS 3: Resource Efficiency and Pollution Prevention		
<p>Submit the updated groundwater well flow approval certificate for Agrigrain.</p>	<p>Updated groundwater well flow approval certificate.</p>	<p>6 months after signing the contract.</p>
<p>Develop and implement in the ESMS an integrated procedure for the management of toxic solvents at the Laquinsa and Celtec plants, in</p>	<p>Procedure for the management of toxic solvents.</p>	<p>6 months after signing the contract.</p>

accordance with the WB Pesticide Formulation, Processing and Packaging E&S Guidelines.		
Develop a phase-out plan for ozone-depleting refrigerants subject to international phase-out as per the list detailed in the Montreal Protocol.	Plan for the elimination of refrigerants that affect the ozone layer.	6 months after signing the contract.
Develop and implement commercial policies and techniques aimed at reducing the distribution and sale of products of pesticide classes corresponding to the Extremely Dangerous Classes (Ia) and Highly Dangerous Classes (Ib) according to the WHO. The policy shall include a Phase Out Plan in a period of no more than three (3) years and promote the use of Integrated Pest/Disease Management (IPDM) Programs by clients.	Provide a copy of the policy, acceptable to IDB Invest, and evidence that Agripac has adopted the policy and included it in its ESMS.	Before the first disbursement.
PS4: Community Health, Safety and Security		
Implement safety programs as part of the ESMS for drivers and traffic in accordance with the principles described in the general guidelines on Environment, Health and Safety (EHS) (Section 3.4 Traffic safety).	Safety Program for drivers and traffic.	9 months after signing the contract.
The ESMS operating procedures will include how security forces will be managed in accordance with the requirements of IFC's PS4, as outlined in paragraphs 12-14, and will provide a means for neighbors or others to file complaints about the Company, the security personnel, and the security measures implemented. A response system will be implemented for incidents involving law enforcement to ensure that all incidents are recorded and addressed using the correct disciplinary measures when necessary.		6 months after signing the contract.
PS6: Conservation of biodiversity and natural habitats		
As part of the ESMS Supply Chain component, Agripac will develop a policy (Agripac Origination Policy) to promote sustainable procurement practices. Such Policy will promote compliance with national environmental legislation (e.g. no illegal deforestation) and the Performance Standards. The Origination Policy will provide that purchases be made from customers who do not employ forced labor and do not affect indigenous peoples' lands or protected areas. The Origination Policy shall be applied by striving to meet 100% traceability objectives in order to ensure that the origins of products are sustainable. The Policy will further indicate that	Origination Policy.	9 months after signing the contract.

<p>Agripac will proactively seek opportunities to promote best environmental and social practices in its supply chain over time and formulate mitigation measures.</p>		
<p>Agripac shall ensure that its national crop supply chain addresses at least the following aspects:</p> <ul style="list-style-type: none"> - Monitoring of child labor, forced labor, significant occupational health and safety risks (use of Personal Protective Equipment (PPE)) and biodiversity impacts by suppliers; - adoption of verification systems and practices as part of Agripac's ESMS to evaluate its primary suppliers; - Development and implementation of policies and procedures as part of the ESMS to identify risks in its supply chain (e.g. biodiversity management, natural habitats and species identification and control, integrated pest management, elimination of Ia and Ib pesticides and diseases) and assess the extent of its operational and reputational exposure to such risks; - require actions for the primary supply chain to change over time in favor of suppliers who can demonstrate that they do not negatively affect areas of environmental, social or cultural importance and report annually to IDB Invest; - have adequate quality assurance and traceability systems to enable the precise identification of the source and origin of the products; - training suppliers on sustainable practices. 	<ul style="list-style-type: none"> a) A modified questionnaire to be completed before an agricultural loan is granted that includes questions that answer the required information. b) Consider the use of a georeferencing system to determine the location of crops and discard those in areas of environmental or cultural importance such as protected areas, KBAs, IBAs. 	<p>1 year after signing the contract.</p>