

**The Project's Environmental and Social Action Plan (ESAP) is summarized as follows:**

No.	Action	Deliverable	Compliance Date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>			
1.1	Implement and record the implementation of the Kahai ESMS in a manner consistent with IFC Performance Standard 1.	Records of the implementation of all ESMS programs.	Six months after the first disbursement.
1.2	Disseminate the Policies that comprise the Kahai ESMS to workers, suppliers, and subcontractors	Records of the dissemination of policies among workers, suppliers, and subcontractors.	One month after the first disbursement for workers and subcontractors. Six months after the first disbursement for cacay fruit suppliers.
1.3	Update the environmental, social and OHS risks matrix for each Project phase	Environmental, social and OSH risks and impacts matrix.	Three months after the first disbursement and biannually thereafter.
1.4	Develop the programs that apply to the control measures set out in the Environmental Management Plan (water use and protection, air care, proper land use, ecosystem protection, waste management)	Programs of the control measures in the Environmental Management Plan.	Four months after the first disbursement.
1.5	Ensure complementary human resources to execute the effective implementation of the ESMS in its operations	Organizational chart of the team in charge of implementing the ESMS and a copy of the respective signed contracts.	One month after the first disbursement.
1.6	Include and disseminate environmental and social issues in the staff training program.	1. Updated Training Program. 2. Training records.	1. One month after the delivery of the updated matrix. 2. Biannually with the submission of the Environmental and Social Compliance Report (ESCR).
1.7	Prepare and implement the work plan for the emergency response brigades.	1. Work plan for the emergency brigades. 2. Record of the activities executed.	1. One month after the delivery of the updated matrix. 2. Three months after submission of the work plan for the emergency brigades and subsequently at the end of each calendar year.
1.8	Define the management and process indicators referred to in the procedure developed for the ESMS management review.	1. Consolidated matrix of management and process indicators of all ESMS programs.	1. Three months after the first disbursement.

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1.9	Conduct internal audits of the ESMS, using the management and process indicators, and recording corrective and preventive actions	Record of the audits implemented, preventive and corrective actions identified, and corresponding action plan.	Annually after the first disbursement.
1.10	Prepare control and monitoring matrices to comply with all legal obligations during the Project implementation, operation and maintenance.	Compliance matrix with legal obligations arising from licenses and permits.	Financial closing.
1.11	Prepare a stakeholder mapping and engagement plan	1. Stakeholder map. 2. Engagement Plan.	1. Two months after the first disbursement. 2. Two months after the first disbursement.
1.12	Adopt a grievance mechanism (and incorporate it in the ESMS) that includes details on: (i) how information is received from key stakeholders and/or the general public; (ii) how these grievances are evaluated; (iii) how responses are provided and followed up, concluding with the closure of the grievance; and (iv) any adjustments or improvements, in terms of communication and information dissemination.	1. Grievance Mechanism. 2. Record of its implementation.	1. First trimester 2020. 2. At the close of each calendar year.
<b>PS 2: Labor and Working Conditions</b>			
2.1	Supplement, in the hiring procedure, the materials and equipment that are delivered to each worker according to their role, function and permanence (or not) in the camp.	Updated hiring procedure.	30 days after the first disbursement.
2.2	Include how the company incentivizes, in the hiring procedure, the incorporation of women into its labor force, setting gender follow-up indicators within its ESMS (ESAP Action 3.X).	Updated hiring procedure. Gender performance indicators.	30 days after the first disbursement.
2.3	Provide a shaded area for field workers' lunch break	Photographic record.	After the first disbursement and on a regular basis during operations.
2.4	Implement continuous hydration points in the workplace	Photographic record.	After the first disbursement and on a regular basis during operations.
2.5	Publish and disseminate Agrocacay's new Internal Labor Regulation (ILR).	1. Photographic record of the publication of the Regulation	1. No later than 30 days after the first disbursement.

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		2. Record of the dissemination of the ILR to workers	2.No later than 30 days after the first disbursement.
2.6	Form the Joint Committee on Occupational Health and Safety, and reactivate the Coexistence Committee.	1. Minutes of incorporation identifying the members and the validity of the representatives of each committee 2. Minutes of meetings of each committee	1. Financial closing. 2. Annually, at the close of each calendar year.
2.7	Consolidate and disseminate the Grievance Mechanism for workers, including its grievance reception and response formats (formal, anonymous or not).	1. Workers' Grievance Mechanism 2. Records of the dissemination of the Grievance Mechanism to workers 3. Record of its implementation. 4. Grievance Mechanism's performance indicators	1. Prior to first disbursement. 2. Prior to first disbursement. 3. Biannually from the first disbursement. 4. Prior to first disbursement.
2.8	Manage with the environmental authorities of Putumayo, Guaviare, Caqueta and Vaupez, the extension of the non-timber forest exploitation permit, following the guidelines obtained with CORMACARENA, to incorporate local cacay suppliers into the permit.	Letters of coordination with the environmental authorities corresponding to each district.	Financial closing.
<b>PS 3: Resource Efficiency and Pollution Prevention</b>			
3.1	Conduct and communicate to CORMACARENA the results of the "isokinetic monitoring of particulate matter (PM) and nitrous oxide (NOx) pollutants at the time of greatest production", applicable to furnace emissions when the cacay nut epicarp is used as biofuel	1. Results of PM and NOx monitoring of the furnace emissions at the Villavicencio plant. 2. Communication with CORMACARENA. 3. Request emissions permit.	1.First semester 2020. 2.Third trimester 2020. 3.Upon obtaining the response from CORMACARENA on whether a permit is required.
3.2	Conduct the water quality analysis and monitoring of water consumed in the camp, to guarantee its drinkability.	1. Water Quality Results. 2. Action plan to ensure water potability.	1.30 days after financial closing. 2.30 days after financial closing.
3.3	Develop a deep well maintenance program.	1. Maintenance program. 2. Record of its implementation.	1.30 days after the first disbursement. 2.Biannually from the first disbursement.
3.4	Develop a maintenance program for the septic tank used to treat gray and black water at the camp.	1. Maintenance program. 2. Record of its implementation.	1.30 days after the first disbursement. 2.Biannually from the first disbursement.

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3.5	Implement a grease trap at the entrance to the camp septic tank	1. Photographic record of the implementation of the grease trap.	60 days after the first disbursement.
3.6	Prepare a water consumption register to measure the current consumption and forecast future consumption.	1. Water consumption record for Agrocaçay operations.	30 days after financial closing.
3.7	Manage, as part of a waste program, the recording of the waste that is generated, reused, and disposed (by authorized companies).	<ol style="list-style-type: none"> <li>1. Record of waste generated (classified by type), reused, and disposed of.</li> <li>2. Certificates of final disposal by authorized companies.</li> <li>3. Record of the dissemination of the program to the company's workers.</li> </ol>	<ol style="list-style-type: none"> <li>1. 60 days after the first disbursement.</li> <li>2. Biannually from the first disbursement.</li> <li>3. 30 days after financial closing.</li> </ol>
3.8	Complement the purchasing procedure by incorporating the non-use of pesticides that fail to fulfill the requirements of PS 3.	1. Purchase procedure that incorporates the commitment of non-use of pesticides that fail to comply with the provisions of PS-3.	Financial closing.
3.9	Consolidate Agrocaçay's pest management practices into a Comprehensive Pest and Vector Management Plan aligned with PS-3 that also contains a personnel training program on pesticide use and management.	<ol style="list-style-type: none"> <li>1. Comprehensive Pest and Vector Management Plan.</li> <li>2. Pesticide use and management training program.</li> <li>3. Personnel training records.</li> </ol>	<ol style="list-style-type: none"> <li>1. Two months after the first disbursement.</li> <li>2. Two months after the first disbursement.</li> <li>3. Biannually from the first disbursement.</li> </ol>
<b>PS 6: Biodiversity Conservation and Sustainable Management of Natural Resources</b>			
6.1	Request and manage the identification of environmental determinants of the Matalarga estate before CORMACARENA	<ol style="list-style-type: none"> <li>1. Official letter issued by Kahai requesting the definition of "environmental determinants" (land use) of Matalarga from CORMACARENA.</li> <li>2. Official letter from CORMACARENA with the identification of the "environmental determinants" (land use) of Matalarga.</li> </ol>	<ol style="list-style-type: none"> <li>1. Financial closing.</li> <li>2. Upon receipt</li> </ol>

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6.2	Update the “Ecosystem Protection” section in the EMP, referring precisely to the scope of the protected forest area and the area corresponding to the protection of water sources (based on the evaluation criteria of CORMACARENA).	1. Updated EMP.	Financial closing.
6.3	Develop a biodiversity baseline in the plantations and forested areas of the El Cimarrón and Matalarga farms. Determine a Biodiversity Monitoring Plan based on the results obtained. The objective of the Plan will be to ensure that the Project does not generate any net loss, but rather a net increase, in biodiversity. In the event of critical habitats, a net increase in biodiversity must be sought.	<ol style="list-style-type: none"> <li>1. Biodiversity Baseline.</li> <li>2. Biodiversity Monitoring Plan.</li> </ol>	<ol style="list-style-type: none"> <li>1. Six months after the first disbursement.</li> <li>2. One year after the first disbursement.</li> </ol>
6.4	Prepare a critical habitat study in El Cimarrón and Matalarga farms	1. Critical habitats studies.	1. Three months after establishing the Biodiversity Baseline.