

## **Environmental and Labor Issues**

This is a category III project according to the IIC's environmental and labor review procedure because it could produce certain effects that may be avoided or mitigated by following generally recognized performance standards, guidelines, or design criteria. Banco BICE has attended the IIC's environmental training workshop for financial intermediaries and has a set of policies and procedures in place to evaluate its customers from the environmental standpoint. Banco BICE has incorporated these policies and procedures into a sustainable management system. Each subproject financed with IIC funds will undergo an environmental review and must comply with national environmental and labor laws, regulations, and standards, as well as the IIC's environmental guidelines. Banco BICE submits annual environmental reports to the IIC detailing its progress and any problems encountered in the implementation of these practices.