

**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. The Borrowers understand the IIC's requirements, as they have attended the IIC financial intermediary environmental training workshop, and agree to retain on staff at least one employee who has attended said workshop. Each subproject will be subject to an environmental review and must comply with national environmental and labor laws, regulations, and standards as well as IIC environmental guidelines.