

## EXHIBIT A

### ENVIRONMENTAL AND SOCIAL ACTION PLAN – Revised version (May 2023)

*(See Section 1 (Definitions) of this Annex 2)*

No.	Aspect	Action	Deliverable	Compliance Date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	National Law	<ol style="list-style-type: none"> <li>1. Obtain the approval of the environmental permit corresponding to the expansion of crops in the Santa María farm.</li> <li>2. Obtain the corresponding groundwater use licenses for the expansion of the project in the Santa María Farm</li> <li>3. Comply with the certificate of Absence of Archaeological Remains ("CIRA", for its acronym in Spanish), which orders (i) the submission of an Archaeological Monitoring Plan and (ii) permanently carry out Archaeological Monitoring activities during the removal or modification of the soil.</li> <li>4. Develop and keep updated a compliance matrix with all legal obligations regarding the environment, social, and health and safety at work, which will also include the requirements of this E&amp;S Action Plan. The matrix will include as minimum: 1) Reference of the applicable law, permit or contractual clause, 2) Scope/Area of Application, 3) Brief description of the requirement and the tasks involved, 4) Key personnel or Manager, 5) Application period or related Process, 6) Validity Period and 7) Compliance Status</li> </ol>	<ol style="list-style-type: none"> <li>1. Resolution of Approval of the DAAC.<sup>1</sup> modification for the Santa María Farm.</li> <li>2. Resolution granting a Groundwater use license for the expansion of the agricultural project of the farm of Santa María</li> <li>3. (i) Evidence of submission of the Archaeological Monitoring Plan (AMP) to the Ministry of Culture  (ii) Evidence of approval of the Archaeological Monitoring Plan  (iii) Final implementation Report of the Archaeological Monitoring Plan</li> <li>4. Compliance matrix of Legal obligations regarding the environment, social, health and safety at work.</li> </ol>	<ol style="list-style-type: none"> <li>1. 9 months after 1<sup>st</sup> disbursement and before starting the expansion works.</li> <li>2. Get the License before the exploration of the wells.</li> <li>3. (i) Prior to 1<sup>st</sup> disbursement and before starting the expansion works  (ii) Prior to 2<sup>nd</sup> disbursement and before starting the expansion works  (iii) After the execution of the archaeological monitoring.</li> <li>4. Two months after signature/execution date of the Loan Agreement</li> </ol>
1.2	Environmental and Social Management System ("ESMS")	<ol style="list-style-type: none"> <li>1. Consolidate an Environmental and Social Management System ("ESMS") aligned to performance standard 1, integrating all Environmental and Social ("E&amp;S") policies and management plans approved through the environmental permits: DAAC and PAMA<sup>2</sup>; as well as the company's environmental and social management programs and procedures applicable to agricultural and commercial operations.</li> <li>2. Implement the ESMS for all company operations</li> </ol>	<ol style="list-style-type: none"> <li>1. ESMS Manual</li> <li>2. Evidence of implementation</li> </ol>	<ol style="list-style-type: none"> <li>1. 12 months after 1<sup>st</sup> disbursement</li> <li>2. Annually, as part of the Environmental and Social Compliance Report ("ESCR")</li> </ol>

<sup>1</sup> DAAC: Declaración Ambiental de Actividades en Curso

<sup>2</sup> PAMA: Programa de Adecuación y Manejo Ambiental

No.	Aspect	Action	Deliverable	Compliance Date
1.3	Identification of Risk and Impacts	<ol style="list-style-type: none"> <li>Hire an experienced social consultant to: <ol style="list-style-type: none"> <li>carry out a gap analysis between IFC PS1 and the social impact assessment executed as part of the DAAC of Santa Maria Farm</li> <li>based on the results of the gap analysis, prepare a supplementary rapid social impact assessment which considers, among others: social baseline (affected communities and individuals), identification of the impacts on the affected communities/people, involuntary resettlement and economic displacement, ecosystem services, and a Social Management Plan ("SMP") to address the impacts and risk identified according to IFC Performance Standards ("PS")</li> </ol> </li> <li>Develop and implement a procedure for identifying and evaluating risks and impacts on the community generated by the project activities.</li> <li>Develop an E&amp;S risk matrix considering the risks and impacts caused by climate change to the project, and using as a basis the results of the climate risk report carried out by IDB Invest for the project</li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>Terms of Reference of the hiring of the Social consultant and (ii) Gap analysis results report</li> <li>(i) Final version of the Social Impact Assessment ("SIA") Report, and (ii) Evidence of implementation of the SMP</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>Procedure for identification and evaluation of risks and impacts to the community</li> <li>Evidence of implementation</li> </ol> </li> <li>E&amp;S risk matrix including the risks and impacts caused by climate change to the project</li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>Prior to 1st disbursement and before starting expansion works</li> <li>(i) Prior to 2nd disbursement and before starting expansion works (ii) Annually, as part of the ESCR</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>Up to two months after starting expansion works</li> <li>Annually, as part of the ESCR</li> </ol> </li> <li>6 months after 1st disbursement</li> </ol>
1.4	Gender Risks	<ol style="list-style-type: none"> <li>Sign the declaration of support for the Women's Empowerment Principles</li> <li>Complete the gender gap analysis tool (WEPS<sup>3</sup> Tool).</li> </ol>	<ol style="list-style-type: none"> <li>Declaration of support for the Women's Empowerment Principles</li> <li>WEPS tool results report</li> </ol>	<ol style="list-style-type: none"> <li>3 months after 1st disbursement</li> <li>6 months after 1st disbursement</li> </ol>
1.5	Management Programs	<ol style="list-style-type: none"> <li>Improve the E&amp;S management programs and plans proposed in the IGA<sup>4</sup>, considering the company's production processes, adding specific preventive and mitigation measures, incorporating key performance indicators ("KPIs"), developing procedures, and assigning responsibilities for its implementation</li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>Updated E&amp;S management programs and plans</li> <li>Procedures related to E&amp;S management programs</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>(i) and (ii) 9 months after 1st disbursement</li> </ol>
1.6	Organizational Capacity and Competency	<ol style="list-style-type: none"> <li>Designate a qualified professional in the environmental area to lead the environmental management of the Project.</li> <li>Designate a qualified experienced professional for the management of community relations, to lead the development, implementation and follow-up of plans, programs, and social management procedures</li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>CV of the appointed E&amp;S professional.</li> <li>Updated organization chart and job description</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>CV of the appointed Community Relations Manager</li> <li>Updated organizational chart and job description</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>(i) and (ii) 3 months after 1st disbursement</li> <li>(i) and (ii) prior to 2nd disbursement and before starting expansion works</li> </ol>
1.7	Emergency Preparedness and Response	<ol style="list-style-type: none"> <li>Update the Emergency Plan to take climate risks into account, and include: (i) a better description of emergency scenarios, (ii) emergency communication contacts/protocols (including communication with affected communities when necessary), (iii) Procedure for interacting with the authorities according to the type of situation (Fire Brigade, Civil Defense, Health Services, Police, MINAM, others) (iv) Inventory of emergency equipment and installations (for example,</li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>Updated and approved Emergency Plan</li> <li>Evidence of implementation</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li> <ol style="list-style-type: none"> <li>6 months after 1st disbursement</li> <li>Annually, as part of the ESCR</li> </ol> </li> </ol>

<sup>3</sup> The Women's Empowerment Principles Gender Gap Analysis Tool (WEPS Tool). <https://weps-gapanalysis.org/about-the-tool/>

<sup>4</sup> IGA: Instrumento de Gestión Ambiental

No.	Aspect	Action	Deliverable	Compliance Date
		first aid, fire extinguishing equipment, vehicles, etc.), (v) Protocols for the use of emergency equipment and installations and (vi) well-defined responsibilities.		
1.8	Stakeholder Engagement	1. Hire an experienced social consultant (see item 1.3) to develop and support the implementation of a Stakeholder Engagement Plan ("SEP") that will include: (i) mapping, analysis, and planning of the participation of identified social actors; (ii) a mechanism for the disclosure of information and communication with the social actors; and (iii) a mechanism for receiving, resolving, and registering community complaints.	1. (i) Terms of Reference of the hiring of the social consultant and  (ii) Consulting services agreement executed  (iii) Stakeholder Engagement Plan ("SEP") first Draft  (iv) SEP final version  (v) Evidence of implementation	1. (i) and (ii) Prior to 1st disbursement and before starting the expansion works  (iii) Prior to 2nd disbursement and before starting the expansion works  (iv) Up to two months after starting expansion works.  (v) Annually, as part of the ESCR
1.9	Grievance Mechanisms	1. Develop and implement a mechanism for the reception and resolution of community complaints that incorporates the registration, follow-up, analysis and response to complaints; In addition, it must establish the means to disseminate the mechanism with the interested parties.	1. (i) Mechanism for receiving and resolving community complaints (ii) Evidence of Implementation	1. (i) Prior to 1st disbursement and before starting the expansion works (ii) Annually, as part of the ESCR
<b>PS 2: Labor and Working Conditions</b>				
2.1	Working Conditions and Terms of Employment	1. Develop and implement a strategy to encourage water consumption by workers during working hours, considering: i) the placement of more points of potable water near to the work fronts (with the necessary conditions to maintain fresh water), ii) campaigns to encourage water consumption and raise awareness of its importance for health and iii) Hydration breaks.	1. (i) Implementation and Follow up Plan of the strategy to encourage Water Consumption in workers  (ii) Evidence of Implementation	1. (i) 6 months after 1st disbursement (ii) Annually, as part of the ESCR
2.2	Internal Grievance Mechanism	1. Expand the scope of the Grievance Mechanism to include third party workers, so they can also use it. The mechanism will be disclosed to all third-party personnel	1. (i) Updated Internal Grievance Mechanism (ii) Evidence of Disclosure	1. (i) 3 months after 1st disbursement (ii) 4 months after 1st disbursement
2.3	Workers Engaged by Third Parties	1. Develop and implement a procedure for the management and follow-up of contractors and suppliers.  2. Include a clause in the contracts of the contractors that requires compliance with the ESMS of Pura Fruit	1. (i) Procedure for the management and monitoring of contractors and suppliers  2. Legal clause applied in contracts	1. (i) 6 months after 1st disbursement (ii) Annually, as part of the ESCR  2. 6 months after 1st disbursement
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Greenhouse Gases (GHG)	1. Prepare and maintain an inventory of Greenhouse Gases according to the GHG protocol considering, as a minimum, the emissions corresponding to scope 1 (direct sources) and scope 2 (indirect sources). The year 2022 will be considered as baseline	1. Annual GHG Inventory Report	1. Annually, as part of the ESCR
3.2	Hazardous Materials Management	1. Develop and implement a procedure for the management of hazardous materials that establishes environmental and OH&S guidelines for transport, storage facilities, inventory, personal protection equipment, emergency response equipment/materials and responsibilities.	1. (i) Procedure for hazardous materials management (ii) Evidence of implementation	1. (i) 6 months after 1st disbursement (ii) Annually, as part of the ESCR

No.	Aspect	Action	Deliverable	Compliance Date
		2. Improve and expand the secondary containment of the fuel storage and dispatch facility at the Santa Maria farm, so that it meets the capacity required by stored volume	2. Evidence of improvements to the fuel storage and dispatch facility at the Santa Maria farm	2. 9 months after 1st disbursement
3.3	Pesticide Use and Management	3. Develop and implement a Policy on the prohibition for the purchase and use of pesticides classified as Ia and Ib in accordance with the World Health Organization, which establishes an evaluation and control process to avoid incorporating this type of product in future inventories	3. (i) Policy on the prohibition of the use of pesticides Ia and Ib  (ii) Evidence of Implementation	1. (i) 6 months after 1st disbursement (ii) Annually, as part of the ESCR
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Emergency Preparedness and Response	1. Update the Emergency Response plan based on the results of the application of the procedure for identification and evaluation of risks and impacts to the community and taking into account the involvement of community institutions to respond to and control such situations. (See item 1.7)	1. (i) Updated and Approved Emergency Response Plan (ii) Evidence of Implementation	1. (i) 6 months after 1st disbursement  (ii) Annually, as part of the ESCR
<b>PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>				
6.1	Critical Habitat	1. Carry out an Assessment on Critical Habitat ("CHA") in accordance with the provisions of Performance Standard 6 and its respective Guidance Note 2. Adopt and implement the Biodiversity Action Plan developed as a result of the CHA assessment	1. CHA Report 2. (i) Biodiversity Action Plan ("BAP") (ii) BAP implementation report	1. Prior to 1st disbursement and before starting the expansion works 2. (i) Prior to 1st disbursement and before starting the expansion works  (ii) (a) From the signature/execution date , with a biannual frequency for two years, (b) After completing the previous point (a), with an annual frequency, as part of the ESCR
<b>PS 8: Cultural Heritage</b>				
88.1	Chance Find Procedure	1. Develop a Procedure for managing cases of chance finds in which tangible forms of cultural heritage are discovered and provide training on its proper application to personnel involved in work or activities that include the removal or modification of the soil.	1. (i) Chance Find Procedure (ii) Training Records	1. (i) Before starting the expansion works. (ii) Before starting expansion works, and after this, annually as part of the ESCR