

**Reybanpac: Biosecurity in banana plantations and Fertisa: Port expansion in Ecuador
Environmental and Social Action Plan – ESAP**

No.	Aspect	Action	Deliverable	Delivery Date
PS1: Assessment and Management of E&S Risks and Impacts				
1.1	Assessment and management of environmental and social risks	1. Update the environmental and social management systems (ESMSs) for the banana (RBP) and port (FER) businesses.	1. ESMS documents.	1. 420 days after signing the loan agreement.
		2. Implement the ESMS.	2. Evidence of implementation.	2. Periodically in the Environmental and Social Compliance Report (ESCR).
1.2	Policy	1. Update the environmental and social (E&S) policies for the banana and port businesses to include the community health, safety and security component for all operations.	1. Updated E&S policies.	1. Within 180 days after signing the loan agreement.
		2. Disseminate the updated policies to direct and indirect (contractors and suppliers) workers and the affected communities.	2. Evidence of dissemination.	2. Within 240 days after signing the loan agreement.
1.3	Identification of risks and impacts	1. FER will notify the related environmental authority about the civil constructions and renovations under execution and comply with all applicable regulations.	1. Notification to the related environmental authority.	1. Before the loan agreement is signed.
		2. Keep an up-to-date matrix to identify and assess the E&S risks and impacts for RBP and FER.	2. Matrix to identify and assess the environmental risks and impacts for RBP and FER.	2. Within 240 days after signing the loan agreement, and later as part of the ESCR.
		3. Keep the hazard identification matrix and risk assessment for occupational safety and health (OSH) updated for RBP and FER.	3. Updated OHS matrix for RBP and FER.	3. Within 240 days after signing the loan agreement, and later as part of the ESCR.
	Gender risks	4. Develop a corporate gender-based violence and harassment (GBVH) zero tolerance policy.	4. Corporate GBVH zero tolerance policy.	4. Within 240 days after signing the loan agreement.
		5. Disseminate the corporate GBVH zero tolerance policy.	5. Evidence of dissemination.	5. Within 360 days after signing the loan agreement, and later as part of the ESCR
		6. Identify the gender risks for its operations.	6. Gender risk matrix.	6. Within 240 days after signing the loan agreement
		7. Implement gender risk prevention and management measures.	7. Evidence of implementation.	7. As part of the ESCR
1.4	Climate change exposure	1. Update RBP's climate risk matrix for each banana plantation, determining the risk level for each one.	1. Updated climate risk matrix.	1. Within 240 days after signing the loan agreement
		2. Execute the specific prevention and mitigation measures.	2. Evidence of implementation.	2. As part of the ESCR
		3. Develop an analysis of climate-related vulnerabilities for the port terminal.	3. Document for analysis of FER's climate-related vulnerabilities	3. Within 240 days after signing the loan agreement
		4. Adopt measures to mitigate the assessed most probably occurring physical risks.	4. Evidence of implementation	4. As part of the ESCR
1.5	Management programs	1. Develop a procedure for RBP and FER for end-to-end management of solid and liquid waste.	1. Procedure for end-to-end management of solid and liquid waste for RBP and FER	1. Within 300 days from the loan agreement subscription
		2. Implement the procedure for end-to-end management of solid and liquid waste.	2. Evidence of implementation	2. Periodically in the ESCR.
		3. Develop procedures for the environmental management of air quality, noise and hazardous materials for RBP and FER.	3. Procedure for the environmental management of air quality, noise and hazardous materials for RBP and FER	3. Within 420 days from the loan agreement subscription

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		4. Implement the procedure for the environmental management of air quality, noise and hazardous materials.	4. Evidence of implementation	4. Periodically in the ESCR.
1.6	Emergency preparedness and response	1. Update the contingency and emergency plans for RBP and FER.	1. Updated contingency and emergency plans for RBP and FER	1. Within 300 days from the loan agreement subscription
		2. Disseminate the contingency and emergency plans to direct personnel and the contractors' workers.	2. Evidence of dissemination	2. As part of the ESCR
1.7	Monitoring and review	1. Develop a procedure for RBP and FER to monitor and evaluate the performance of the ESMS for the banana and port operations, which includes KPIs.	1. Procedure to monitor and evaluate the performance of the ESMS for RBP and FER	1. Within 300 days from the loan agreement subscription
		2. Keep a legal and contractual compliance matrix for RBP and FER.	2. Legal and contractual compliance matrix for RBP and FER	2. Within 300 days after the loan agreement has been signed, and later as part of the ESCR
		3. Prepare an internal or external audit procedure, which includes the people responsible, methodology, schedule, action plans, etc. for RBP and FER.	3. Internal or external audit procedure for RBP and FER	3. Within 300 days from the loan agreement subscription
		4. Implement the internal or external audit procedure.	4. Evidence of implementation	4. Periodically in the ESCR.
1.8	Stakeholder engagement	1. Develop a stakeholder engagement plan (SEP) for the port terminal and the banana business for RBP and FER.	1. Stakeholder engagement plan for RBP and FER	1. Within 300 days from the loan agreement subscription
		2. Implement the SEP.	2. Evidence of implementation	2. Within 300 days after the loan agreement has been signed, and later as part of the ESCR
1.9	Disclosure of information	1. Prepare a schedule to disclose information about the operation of RBP and FER.	1. Schedule to disclose E&S information for RBP and FER	1. Within 300 days from the loan agreement subscription
		2. Implement the schedule to disclose E&S information.	2. Evidence of implementation for RBP and FER	2. Periodically in the ESCR.
1.10	Community grievance mechanism	1. Develop RBP's and FER's external grievance mechanism for the affected communities and other stakeholders.	1. External grievance mechanism for RBP and FER	1. Within 300 days from the loan agreement subscription
		2. Disseminate the external grievance mechanism to the affected communities and other stakeholders.	2. Evidence of dissemination for RBP and FER	2. Within 360 days from the loan agreement subscription
		3. Implement the external grievance mechanism.	3. Evidence of implementation for RBP and FER	3. Periodically in the ESCR.
1.11	Reporting to affected communities	4. Report the affected communities on the E&S performance of RBP's and FER's operations.	4. Reports to the affected communities	4. Periodically in the ESCR.
PS2: Labor and Working Conditions				
2.1	Working conditions and terms of employment	1. Inform (as in a training session) all staff at the banana plantations about salary structure and applicable regulations.	1. Evidence of training	1. Within 300 days after the loan agreement has been signed, and later as part of the ESCR
		2. Perform a comprehensive assessment of the risks associated to the personnel transportation service in the plantations, which includes prevention and mitigation measures.	2. Report of the comprehensive assessment of the risks associated to personnel transportation service for RBP	2. Within 300 days after the loan agreement has been signed, and later as part of the ESCR
2.2	Procedure of workforce termination	1. Prepare a plan to update the work termination procedure for RBP.	1. Procedure of work termination	1. Within 420 days from the loan agreement subscription
		2. Implement the plan to update the work termination procedure for RBP.	2. Evidence of implementation	2. When applicable
2.3	Grievance mechanism	1. Update the internal grievance mechanism.	1. Updated internal grievance mechanism	1. Within 240 days from the loan agreement subscription
		2. Disseminate the internal grievance mechanism to its direct and indirect (contractors) workers.	2. Evidence of dissemination for RBP and FER	2. Within 300 days from the loan agreement subscription

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		3. Implement the updated grievance mechanism.	3. Evidence of implementation for RBP and FER	3. Periodically in the ESCR.
2.4	Occupational health and safety	1. Update the manual of application of agrochemicals to include a communications protocol to be triggered when a fumigation action is canceled.	1. Updated manual of application	1. Within 240 days from the loan agreement subscription
		2. Implement the manual of application of agrochemicals.	2. Evidence of implementation	2. Periodically in the ESCR
		3. Prepare an OHS plan, based on the scope and magnitude of the risks of RBP's and FER's operations.	3. OHS plan for RBP and FER	3. Within 420 days from the loan agreement subscription
		4. Implement the OHS plan.	4. Evidence of implementation for RBP and FER	4. Periodically in the ESCR
		5. Update the procedure to prevent diseases caused by exposure to pesticides.	5. Updated procedure to prevent diseases caused by exposure to pesticides	5. Within 300 days from the loan agreement subscription
		6. Implement the updated procedure to prevent diseases caused by exposure to pesticides.	6. Evidence of implementation	6. Periodically in the ESCR
		7. Perform a comprehensive assessment of the OHS risk management in the whole banana operation.	7. Report of the OHS risk management assessment in RBP	7. Within 420 days from the loan agreement subscription
		8. Implement the corrective action plan resulting from the OHS risk management assessment for RBP.	8. Evidence of implementation	8. Within the 90 days subsequent to the date farthest to the action plan and subsequently in the ESCR
2.5	Provisions for people with disabilities	1. Include specific provisions for employees with disabilities in the Internal Work Rulebook for RBP and FER.	1. Specific provisions for employees with disabilities for RBP and FER	1. Within 420 days from the loan agreement subscription
2.6	Workers engaged by third parties	1. Develop a contractor management plan for FER	1. Contractor management plan for FER	1. Within 420 days from the loan agreement subscription
		2. Implement the contractor management plan.	2. Evidence of implementation	2. Periodically in the ESCR.
2.7	Supply chain	1. Develop the supplier's evaluation mechanism, which will include risks of child and forced labor, and of the significant safety problems for the workers.	1. Suppliers' evaluation mechanism	1. Within the 180 days after the date farthest to the action plan and subsequently in the ESCR
		2. Implement the supplier's evaluation mechanism.	2. Evidence of implementation	2. Periodically in the ESCR.
PS3: Resource Efficiency and Pollution Prevention				
3.1	Greenhouse gases	1. Measure the product carbon footprint (PCF).	1. PCF	1. Periodically in the ESCR.
		2. Carry out a GHG inventory, considering the first year as the baseline for FER.	2. GHG inventory for FER	2. Within 365 days after the loan agreement has been signed, and later as part of the ESCR
3.2	Wastes	1. Adopt a waste management system which: (i) measures the amount and type of waste generated; (ii) traces it until its final disposal; and (iii) specifies waste staging areas per type.	1. Waste management system for RBP and FER	1. Within 240 days from the financial close and later as part of the ESCR
3.3	Management and use of pesticides	1. Update the manual of application to control diseases (sigatoka) and pests.	1. Updated manual of application to control diseases (sigatoka) and pests	1. Within 240 days from the loan agreement subscription
		2. Implement the updated manual of application to control diseases (sigatoka) and pests.	2. Evidence of implementation	2. Periodically in the ESCR.
		3. Develop a plan to progressively stop using pesticides classed as Ia and Ib by the WHO.	3. Plan to progressively stop using pesticides classed as Ia and Ib by the WHO	3. Within 30 days after the loan agreement has been signed

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		4. Implement the plan to progressively stop using pesticides classed as Ia and Ib by the WHO.	4. Evidence of implementation	4. Not later than 3 years after the loan agreement has been signed.
PS4: Community Health and Safety				
4.1	Infrastructure and equipment design and safety	1. Develop a road safety plan.	1. Road Safety Procedure	1. Within 360 days from the loan agreement subscription
		2. Implement a road safety procedure.	2. Evidence of implementation	2. Periodically in the ESCR.
4.2	Community exposure to disease	1. Notify each community in the areas of influence of all plantations well in advance of any aerial application event.	1. Evidence of notification	1. Periodically in the ESCR.
4.3	Emergency preparedness and response	1. Involve the communities in emergency response plan drills.	1. Evidence of inclusion	1. Periodically in the ESCR.
PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Sustainable management of living natural resources	1. Monitor the flora and fauna of plantation Zulema.	1. Biotic monitoring reports	1. Biannually as part of the ESCR
		2. Carry out activities to manage and preserve the permanent protection area (15.22 ha) established in the comprehensive management plan.	2. Activity report	2. Periodically in the ESCR.
6.2	Supply chain	1. Develop a georeferenced traceability procedure to identify the risk associated to the primary fruit suppliers, which helps: (i) identify the origin of the supply; and (ii) restrict purchases only to those suppliers that can prove they have not caused deforestation.	1. Traceability procedure	1. Within 180 days from the loan agreement subscription
		2. Implementation of the traceability procedure	2. Evidence of implementation	2. Periodically in the ESCR.