

MARIE SHARP – BELIZE
Environmental and Social Action Plan (ESAP)

No.	Aspect	Action	Deliverable	Delivery date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Environmental and Social Assessment and Management System	1. Develop an Environmental and Social Management System (ESMS) Manual, to complement the existing IFS Quality Manual, that briefly describes the Company's approach to the following: i) Environmental and Social (E&S) Policy; ii) identification, assessment, and management of E&S risks and impacts; iii) E&S management programs; iv) E&S organizational capacity; v) emergency preparedness and response; vi) stakeholder engagement; and vii) E&S monitoring and review.	1. ESMS Manual	1. Six months after financial closing
		2. Implement the ESMS.	2. Evidence of ESMS implementation	2. As part of the Environmental and Social Compliance Report (ESCR)
1.2	Ongoing Reporting to Affected Communities	1. Add a webpage on E&S performance to the Company's website.	1. E&S webpage	1. Six months after financial closing
PS 2: Labor and Working Conditions				
2.1	Human Resources Policies and Procedures	1. Develop a Human Resources (HR) Policy to include statements on the following: i) prohibition on child and forced labor; ii) non-discrimination and equal opportunity; and iii) worker freedom of association.	1. HR Policy	1. Prior to first disbursement
2.2	Worker Grievance Mechanism	1. Update the worker grievance mechanism in the Employee Handbook to allow for anonymous grievances (e.g., through a complaints and suggestions box) and to record grievances and their resolution (e.g., grievance matrix).	1. Updated worker grievance mechanism	1. Six months after financial closing
		2. Implement the worker grievance mechanism.	2. Worker grievances report (in the form of a matrix)	2. As part of the ESCR
2.3	Supply Chain	1. Update the Supplier Letter of Guarantee signed by outgrowers to include a prohibition on child and forced labor.	1. Updated Supplier Letter of Guarantee	1. Prior to first disbursement
		2. Monitor compliance with the prohibition during outgrower inspections.	2. Evidence of monitoring	2. As part of the ESCR
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Pesticide Use and Management	1. Develop a Pesticide Management Plan for the farm.	1. Pesticide Management Plan	1. Six months after financial closing
		2. Implement the Pesticide Management Plan.	2. Evidence of implementation	2. As part of the ESCR