

**EL ROSADO II (BOND) - ECUADOR**  
**Environmental and Social Action Plan – ESAP<sup>1</sup>**

No.	Action	Product/Deliverable	Completion Date
<b>PS1: Assessment and Management of Environmental and Social Risks</b>			
<b>1.1</b>	<b>Policy</b>		
1.1.1	Communicate the ESMS policy, including the following topics: i) environment; ii) social; iii) health and safety; iv) human resources; and v) community health, safety and security.	Evidence of the dissemination to stakeholders.	90 days after the loan agreement has been signed.
<b>1.2</b>	<b>Organizational Capacity and Competency</b>		
1.2.1	Appoint an officer to lead the implementation and follow-up of the occupational health and safety (OHS) plans, programs and procedures, including contractors and suppliers.	Appointment of an OHS officer.	90 days after the loan agreement has been signed.
1.2.2	Keep providing the necessary financial and human resources for the ESMS implementation, based on the magnitude of the current and future operations.	Evidence of the senior management's allocation of financial and human resources for the implementation of the ESMS.	Periodically as part of the ESCR.
<b>1.3</b>	<b>External Communication and Grievance Mechanisms</b>		
1.3.1	Communicate the procedure to manage external grievances.	Evidence of the dissemination of the mechanism to external stakeholders.	90 days after the loan agreement has been signed.
<b>PS2: Labor and Working Conditions</b>			
<b>2.1</b>	<b>Human Resources Policies and Procedures</b>		
2.1.1	Distribute the Company's Code of Conduct (CC) to all CER's workforce.	Evidence of the distribution of the CC among the workforce.	90 days after the loan agreement has been signed.
2.1.2	Disseminate the Company's Human Resources (HR) Policy to all CER's workforce	Evidence of the distribution of the HR Policy.	180 days after the loan agreement has been signed.
<b>2.2</b>	<b>Internal Grievance Mechanism</b>		
2.2.1	Implement a Corrective Action Plan (CAP) that is applicable to all venues and includes: i) investigation of the non-compliances with the Human Resources Policy; and ii) training on the contents of the internal grievance mechanism and the principle of "zero tolerance" towards work harassment behaviors, at the management and supervisory levels.	Delivery of reports on the progress of the implementation of the CAP.	First report before the loan agreement is signed and subsequently every 90 days for a year.

<sup>1</sup> In addition to the Environmental and Social Action Plan (ESAP) of the first transaction:  
[https://sapfnidbinvestrm.blob.core.windows.net/atidocs/Spanish/EZSHARE-1782505639-3/EI%20Rosado%20%20-%20Plan%20de%20Acci%C3%B3n%20Ambiental%20y%20Social%20\(PAAS%20o%20ESAP\).pdf](https://sapfnidbinvestrm.blob.core.windows.net/atidocs/Spanish/EZSHARE-1782505639-3/EI%20Rosado%20%20-%20Plan%20de%20Acci%C3%B3n%20Ambiental%20y%20Social%20(PAAS%20o%20ESAP).pdf)