

Environmental and Social Action Plan

The Project's Environmental and Social Action Plan (ESAP) is summarized as follows:

No.	Action	Deliverables	Date of compliance
PS 1: Assessment and Management of Environmental and Social Risks and Impacts			
1.1	Document and approve TIA's Environmental and Social Management System according to current requirements and initiatives: Planning, Organization, Identification of Risks and Impacts, Implementation of Environmental and Social Control Measures, Human Development, Emergency Preparedness and Response. Furthermore, complementing and defining how ESMS monitoring and evaluation is executed.	Manual of the Tia's Environmental and Social Management System	December 2020
1.2	Management preparation and approval of the Tia Sustainability Policy, defining environmental and social objectives and principles that guide the company.	1. Environmental and social sustainability policy approved 2. Records of socialization of the policy with Tia's collaborators.	June 2020
1.3	Defining performance indicators that will be used to monitor the implementation of Tia's ESMS	1. Matrix consolidating TIA's ESMS indicators	December 2020
1.4	Completing 100% of environmental registers of Tia branches with the Ministry of Environment of Ecuador.	Environmental records and Resolutions issued for branches, pending Environmental Registers	December 2020
1.5	Update the organization chart of Tia Stores so as to reflect the environmental management and its report line	Updated organization chart	January 2020
1.6	Integrating the mechanism for handling complaints and claims in the TIA ESMS	1. Complaints Protocol 2. Protocol socialization record 3. Statistics of topics attended	1. Third quarter 2020 2. Third quarter 2020 3. December 2020 and then biannually
PS 2: Labor and Working Conditions			
2.1	Review and update human resources Policies and Standards (PRO.000.RRH rev 04 Nov.2006) in order to reflect current practices.	Document of Policies and Standards applied to human resources (PRO.000.HR) reviewed, updated and approved by 2020	Second Semester 2020
2.2	Consolidate Tia's coworker complaints mechanism in alignment with PS2	1. Mechanism for handling coworker complaints and claims 2. Socialization of the mechanism among workers 3. Statistics of covered topics	1. Third quarter 2020 2. Third quarter 2020 3. December 2020 and then semiannually
PS 3: Resource Efficiency and Pollution Prevention			
3.1	Licensing process for the use of groundwater from wells in the NDC, including a record of the use of the resource (amount extracted) in the Tia monitoring plans for the CND.	1. Identification of all the requirements and regulatory entities involved in the licensing process. 2. Licensing application with the competent authority 3. Groundwater use license 4. Resource use quantification	1. Second quarter 2020 2. Third quarter 2020 3. When issued by the competent authority 4. Second quarter 2020
PS 4: Community Health, Safety and Security			
4.1	Incorporating human rights training for the team in charge of the physical security of Tia facilities.	1. Updated annual training program 2. Training record in human resources for security personnel	First quarter 2020