

**PURA FRUIT - PERU**  
**Environmental and Social Action Plan (ESAP)**

No.	Aspect	Action	Deliverable	Delivery date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	National Legislation	<ol style="list-style-type: none"> <li>Obtain the approval of the environmental permit for the expansion of crops in the Santa María farm.</li> <li>Obtain the corresponding groundwater use licenses for the expansion of the Project in the Santa María farm.</li> </ol>	<ol style="list-style-type: none"> <li>Resolution of Approval of the amendment to the Environmental Declaration of Ongoing Activities ("DAAC") of the Santa María Farm.</li> <li>Resolution Granting a Groundwater Use License for the expansion of the agricultural project in the Santa María farm.</li> </ol>	<ol style="list-style-type: none"> <li>9 months after the first disbursement and before starting the expansion works</li> <li>Have the License prior to the exploitation of the wells.</li> </ol>
1.2	Environmental and Social Management System	<ol style="list-style-type: none"> <li>Consolidate an Environmental and Social Management System (ESMS) in line with Performance Standard 1, integrating all environmental and social policies, management plans approved through an Environmental Declaration of Ongoing Activities ("DAAC"), Environmental Management Adequation Program ("PAMA"), environmental and social management programs and procedures applicable to agricultural and commercial operations.</li> <li>Implement the ESMS in all Company operations.</li> </ol>	<ol style="list-style-type: none"> <li>ESMS Manual</li> <li>Evidence of implementation.</li> </ol>	<ol style="list-style-type: none"> <li>(i) 12 months after the first disbursement.</li> <li>(ii) Annually, as part of the Environmental and Social Compliance Report (ESCR).</li> </ol>
1.3	Identification of Risks and Impacts	<ol style="list-style-type: none"> <li>Develop and implement a procedure to identify and evaluate the risks and impacts to the community generated by Project activities.</li> <li>Develop an E&amp;S risk matrix considering climate change risks and impacts on the Project, drawing on the results of the climate risk report prepared by IDB Invest for the Project.</li> </ol>	<ol style="list-style-type: none"> <li>(i) Procedure to identify and evaluate the risks and impacts to the community. (ii) Evidence of implementation.</li> <li>E&amp;S risk matrix including climate change risks and impacts to the Project.</li> </ol>	<ol style="list-style-type: none"> <li>(i) 6 months after the first disbursement. (ii) Annually as part of the ESCR..</li> <li>6 months after the first 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 WEP gender equality measurement tool.</li> </ol>	<ol style="list-style-type: none"> <li>Declaration of support for the Women's Empowerment Principles.</li> <li>WEP Tool Results Report.</li> </ol>	<ol style="list-style-type: none"> <li>3 months after the first disbursement.</li> <li>6 months after the first disbursement.</li> </ol>
1.5	Management Programs	<ol style="list-style-type: none"> <li>Improve the E&amp;S management plans and programs proposed in the EMIs, considering the Company's production processes, adding specific preventive and mitigating measures, incorporating key performance indicators ("KPI's"), developing procedures, and assigning responsibilities for their implementation.</li> </ol>	<ol style="list-style-type: none"> <li>(i) Updated E&amp;S management plans and programs. (ii) Procedures related to E&amp;S management programs.</li> </ol>	<ol style="list-style-type: none"> <li>(i) and (ii) 9 months after the first disbursement.</li> </ol>
1.6	Organizational Capacity and Competency	<ol style="list-style-type: none"> <li>Appoint a professional qualified in the environmental area to lead the Project's environmental management.</li> <li>Appoint a community relations manager to lead the development, implementation, and monitoring of social management plans, programs, and procedures.</li> </ol>	<ol style="list-style-type: none"> <li>(i) CV of the assigned professional. (ii) Updated Organizational Chart and Job Description.</li> <li>(i) Updated Organizational Chart. (ii) Job description.</li> </ol>	<ol style="list-style-type: none"> <li>(i) and (ii) 3 months after the first disbursement.</li> <li>(i) and (ii) 3 months after the first disbursement.</li> </ol>

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1.7	Emergency Preparedness and Response	1. Update the Emergency Plan to consider climate risks, and include: (i) a better description of emergency scenarios, (ii) emergency communication contacts/protocols (including communication with affected Communities when necessary), (iii) a procedure for interacting with authorities according to the situation (Fire Department, Civil Defense, Health Services, Police, MINAM, others), (iv) inventory of emergency equipment and facilities (e.g. first aid stations, firefighting equipment, vehicles, etc.), (v) protocols for the use of emergency equipment and facilities and well-defined responsibilities.	1. (i) Updated and approved Emergency Plan. (ii) Evidence of implementation.	1. (i) 9 months after the first disbursement. (ii) Annually as part of the ESCR.
1.8	Stakeholder Engagement	1. Develop and implement a Stakeholder Engagement Plan ("SEP") which will include: (i) identified stakeholder engagement mapping, analysis, and planning; (ii) a mechanism for disseminating information and communicating with stakeholders; and (iii) a mechanism for receiving, resolving, and registering community complaints.	1. (i) Stakeholder Engagement Plan. (ii) Evidence of implementation.	1. (i) 9 months after the first disbursement. (ii) Annually as part of the ESCR..
1.9	External Communication and Grievance Mechanisms	1. Develop and implement a mechanism for receiving and resolving community complaints that includes recording, monitoring, analyzing, and responding to complaints; it will also establish the means to disseminate the mechanism to stakeholders.	1. (i) Mechanism for receiving and resolving community complaints. (ii) Evidence of implementation.	1. (i) 9 months after the first disbursement. (ii) Annually as part of the ESCR.
<b>PS 2: Labor and Working Conditions</b>				
2.1	Working Conditions and Management of Worker Relationships	1. Develop and implement a strategy to encourage workers to drink water while working, including: (i) placing more drinking water points near the work fronts (with the necessary conditions to keep the water cool), (ii) campaigns to promote water consumption and raise awareness of its importance for health, and (iii) hydration breaks.	1. (i) Implementation and Follow-up Plan for the Strategy to Encourage Water Consumption among employees (ii) Evidence of implementation.	1. (i) 6 months after the first disbursement. (ii) Annually as part of the ESCR.
2.2	Internal Grievance Mechanism	1. Expand the scope of the grievance mechanism so that contractor personnel can also use it. The mechanism will be disclosed to all outsourced personnel.	1. (i) Updated complaints, Grievances, and Suggestions Procedure. (ii) Evidence of dissemination.	1. (i) 3 months after the first disbursement. (ii) 4 months after the first disbursement.
2.3	Workers Engaged by Third Parties	1. Develop and implement a contractor and supplier management and monitoring procedure. 2. Include a clause in contractor contracts requiring compliance with Pura Fruit's ESMS	1. (i) Contractor and supplier management and monitoring procedure. 2. Clause applied in contracts.	1. (i) 6 months after the first disbursement. (ii) Annually as part of the ESCR.. 2. 9 months after the first disbursement.
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Greenhouse Gases (GHG)	1. Develop and maintain an updated GHG inventory following the GHG protocol <sup>1</sup> considering, as a minimum, Scope 1 (direct sources) and Scope 2 (indirect sources) emissions. The year 2022 will be used as a baseline.	1. Annual GHG Inventory report.	1. Annually as part of the ESCR..
3.2	Hazardous Materials Management	1. Develop and implement a hazardous materials handling procedure that establishes environmental and OHS guidelines on transportation, storage facilities, inventory, personal protective equipment, and emergency response materials/equipment, and responsibilities.	1. (i) Hazardous materials handling procedure. (ii) Evidence of implementation.	1. (i) 6 months after the first disbursement. (ii) Annually as part of the ESCR..

<sup>1</sup> Greenhouse Gas protocol. Corporate Accounting and Reporting Standard: <https://ghgprotocol.org/corporate-standard>

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		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 requirements for the volume stored.	2. Evidence of improvements to the fuel storage and dispatch facility at the Santa Maria farm.	2. 9 months after the first disbursement.
3.3	Pesticide Use and Management	3. Develop and implement a policy on the prohibition of the purchase and use of Ia and Ib pesticides according to the World Health Organization that will establish an evaluation and control process to avoid incorporating this type of products in future inventories.	3. (i) Policy on the use of Ia and Ib pesticides. (ii) Evidence of implementation.	1. (i) 6 months after the first 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 applying the community risk and impact identification and assessment procedure, taking into account the involvement of community institutions to respond to and control such situations update the Emergency Response Plan based on the results of applying the community risk and impact identification and assessment procedure, 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) 9 months after the first 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. Conduct a Critical Habitat ("CH") Assessment pursuant to the provisions of the PS-6 and its respective Guidance Note. 2. Adopt and implement the Biodiversity Action Plan developed as a result of the CH assessment.	1. Critical Habitat Assessment Report. 2. (i) Biodiversity Action Plan. (ii) Evidence of implementation.	1. Prior to first disbursement and to the start of the expansion works. 2. (i) Prior to first disbursement and to the start of the expansion works. (ii) Annually as part of the ESCR..