

**Molinos Agro WK (MOA) - Argentina
Environmental and Social Action Plan (ESAP)**

No.	Aspect	Action	Deliverable	Delivery date
PS1: Assessment and Management of E&S Risks and Impacts				
1.1	ESMS	1. Update the ESMS at a corporate level to include social aspects.	1. Updated ESMS	1. 12 months after signing the contract.
1.2	Policy	1. Update the policy to include the immediate community's welfare (neighbors, collaborators, suppliers and other stakeholders) among the values to be protected.	1. Updated Integrated Quality, Safety, and Environmental Policy	1. 6 months after signing the contract.
1.3	Identification of Risks and Impacts	1. Update the Procedure for the Identification and Assessment of Environmental Aspects and Impacts to consider social risks and impacts in all its locations.	1. Updated Procedure for the Identification and Assessment of Environmental Aspects and Impacts	1. 9 months after signing the contract.
1.4	Gender programs	1. Sign the declaration supporting the Women's Empowerment Principles (WEP). 2. Complete the WEP tool to assess the gender equality situation.	1. Proof of declaration signature 2. Completed WEP tool report	1. 3 months after signing the contract.
1.5	Management Programs	1. Develop and implement procedures to manage all the environmental risks identified and the procedures to manage social risks.	1. List of environmental and social procedures developed and implemented.	1. 12 months after signing the contract.
1.6	Emergency Preparedness and Response	1. Develop and implement an Emergency Preparedness and Response Plan for each location, in line with PS1. 2. Train staff for appropriate implementation.	1. Submit the Emergency Preparedness and Response Plan for each location. 2. Proof of training or drill	1. 9 months after signing the contract. 2. 12 months after signing the contract.
PS 2. Labor and Working Conditions				
2.1	Provisions for People with Disabilities	1. Develop and implement a strategy to include people with disabilities. 2. Consider the incorporation of universal design principles into the design, construction and operation (including emergency and evacuation plans) of new constructions, restructurings, expansions or refurbishment of facilities, so as to maximize the use by all potential users, including people with disabilities, in all the premises.	1. Strategy to include employees with disabilities. 2. Incorporate universal design principles.	1. 12 months after signing the contract. 2. As applicable, in the case of a new construction or restructuring, expansion or refurbishment of facilities
2.2	Safety at the facilities and workshops of San Lorenzo plant contractors	1. Keep in order the contractors' and suppliers' premises inside the San Lorenzo plant, ensuring order, cleaning and safety. 2. Verify and correct the order and cleaning of warehouses storing hazardous materials, gas cylinders, and the appropriate waste disposal. 3. Verify and correct electric installations, including electric boards and power lines, ensuring that they meet good safety practices and standards. 4. Verify water, gas or any other supply pipelines according to good industry practices. 5. Ensure through contractual clauses that any contractor or supplier who has storage or workspace within the plant adopts the standards of order and cleanliness established by the company.	1. Organization plan regarding contractors' and suppliers' premises 2. Order and cleaning verification at materials warehouses 3. Verification and correction of electric installations 4. Verification and correction of supply pipelines 5. Inclusion of contractual clauses requiring compliance with MOA's standards	1. 3 months after signing the contract. 2. 3 months after signing the contract. 3. 3 months after signing the contract. 4. 3 months after signing the contract. 5. As applicable

No.	Aspect	Action	Deliverable	Delivery date
PS3: Resource Efficiency and Pollution Prevention				
3.1	Water Consumption	1. Update the permit/license to extract water from the Paraná river to control water intake according to the current needs of the plant and port.	1. Proof of the actions taken to update the permit/license to extract water, according to plant and port needs	1. 9 months after signing the contract.
3.2	Pollution prevention	1. Make periodic measurements and comply with quality parameters in relation to effluent discharges under the IFC's Environmental, Health, and Safety Guidelines for Food and Beverage Processing. 2. Measure day and night ambient and industrial noise periodically, in compliance with the WBG's General Guidelines. 3. Develop and implement frequent cleaning programs in all its premises, including the removal of dust from ceilings, walls and waterwheels, as well as the removal of birds or other dead animals. 4. Develop and implement a program to reduce grain or flour spillage attracting birds, rodents, insects or other potential disease vectors (such as spills from trucks or storage sites). 5. Design a plan to reduce dust levels at the facilities in general. 6. Measure particulate material at the workplace and in key places of the premises.	1. Measurement of quality parameters in relation to effluent discharges under the IFC's Guidelines 2. Measurement of day and night ambient noise and industrial noise, in compliance with the Guidelines 3. Frequent program to clean all premises. 4. Program to reduce grain and/or flour spillage. 5. Plan to reduce dust at the premises. 6. Particulate material measurement at the workplace and in key places of the premises	1. Yearly 2. Yearly 3. 6 months after signing the contract. 4. 6 months after signing the contract. 5. 9 months after signing the contract. 6. Yearly
3.3	Waste	1. Ensure the availability of complete kits for potential spills. 2. Remove waste and unused tools/materials periodically. 3. Identify authorized solid waste operating companies near each operating site for the correct disposal of hazardous waste. 4. Train all its operating staff to guarantee that all the waste is properly managed. 5. Keep waste disposal records, particularly in relation to hazardous waste, until final disposal in all locations.	1. Proof of complete kits available for potential spills in all the locations. 2. Proof of removal of waste and unused tools/materials 3. List of authorized solid, hazardous waste operating companies near each location 4. Proof of staff training 5. Waste disposal records	1. 6 months after signing the contract. 2. 9 months after signing the contract. 3. 6 months after signing the contract. 4. 6 months after signing the contract. 5. 9 months after signing the contract.
3.4	Management and Use of Pesticides	1. Verify that the contracted companies do not use any pesticides containing active ingredients classified as 1a or 1b by the World Health Organization.	1. List of pesticides	1. 3 months after signing the contract
PS4: Community Health and Safety				
4.1	Community Exposure to Disease	1. Update the COVID protocol in accordance with the Guidance for the Agriculture Sector on COVID-19: Risks and Response Framework.	1. Updated COVID protocol	1. 3 months after signing the contract
4.2	Emergency Preparedness and Response	1. Consider the assistance to and cooperation with the communities, local government agencies and other relevant stakeholders in making the arrangements to respond to emergency situations in an effective manner. 2. Document its activities, resources and responsibilities when preparing for and responding to emergencies. 3. Contribute appropriate information to the communities, competent government agencies and other relevant stakeholders, as applicable.	1. Proof of how this inclusion was implemented. 2. Proof of activities, resources, and responsibilities. 3. Proof of shared information.	1. 12 months after signing the contract. 2. 12 months after signing the contract. 3. 12 months after signing the contract.

No.	Aspect	Action	Deliverable	Delivery date
4.3	Security Personnel	1. Develop and implement internal security procedures in accordance with IFC PS4 requirements.	1. Proof of the internal security procedures developed and implemented	1. 9 months after signing the contract
PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Supplier traceability	1. Develop and implement a traceability procedure for the primary suppliers of its supply chain in four provinces of the Argentine northern region (Salta, Tucumán, Santiago del Estero and Chaco), in compliance with PS6.	1. Traceability procedure	1. 9 months after signing the contract