

**Ovobrand – Sustainable Financing – Argentina
Environmental and Social Action Plan (ESAP or ESAP)**

No.	Aspect	Action	Product	Delivery Date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Environmental and Social Management System	1. Design and implement an ESMS aligned with PS1 that takes into account the entire operation	1. ESMS aligned with PS1	1. 1 year after contract signing
1.2		1. Develop and implement a Supply Chain Risk Management System, covering 100% of primary suppliers, with specific filters for labor and biodiversity risks, as part of the ESMS.	1. Supply Chain Risk Management System that includes: i) an auditable supply chain policy and procedure aligned with PS2 and PS6, including: a) contractual clauses with labor requirements (prohibition of child and forced labor); b) sourcing criteria that exclude products from areas deforested or converted after January 1, 2020; ii) use of a georeferencing system for traceability and environmental risk assessment, incorporating Alliance for Zero Extinction (AZE) analysis, World Heritage Sites and other relevant areas for the identification of natural and critical habitats (e.g.: Key Biodiversity Areas); iii) periodic mechanisms for monitoring, reporting and tracking supplier performance; and iv) gradual reduction of sourcing from areas potentially considered critical habitat (e.g. AZE).	1. 9 months after contract signing
1.3	Policy	1. Issue an Environmental and Social Policy approved by senior management, consistent with PS1, disseminated internally and available externally.	1. Environmental and Social Policy	1. 3 months after contract signing
1.4	Identification of risks and impacts	1. Develop a risk and impact matrix that includes: environmental, social, occupational health and safety, labor, community risks, and those associated with climate change throughout the company's operation.	1. Risk and impact matrix	1. 9 months after contract signing
1.5	Gender programs	1. Sign the declaration of support for the Women's Empowerment Principles 2. Complete the WEP gender equality measurement tool	1. Signature of declaration 2. WEP tool completed	1. 3 months after contract signing 2. 6 months after contract signing
1.6	Exposure to climate change	1. Assess climate risks (physical/transition).	1. Climate risk assessment report	1. 6 months after contract signing
1.7	Management programs	1. Develop management programs for the entire operation and for all those necessary to address the environmental and social risks and impacts of the project that have been identified in the matrix in 4.1.c.	1. Management programs	1. 1 year after contract signing
1.8	Organizational capacity and competence	1. Formally define roles, responsibilities and resources for ESMS management, including contractor supervision and responsibilities for social engagement and grievances.	1. Roles, responsibilities and resources defined	1. 6 months after contract signing

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1.9	Emergency preparedness and response	1. Update the Emergency Plan to align it with PS1 and integrate it into the ESMS.	1. Updated Emergency Plan that includes: i) identification and mapping of emergency scenarios considering potential impacts on communities; ii) communication and coordination protocols with affected communities and local authorities; iii) definition of specific responsibilities and resources for response; iv) training programs and periodic drills; v) a monitoring, evaluation and continuous updating system for the plan; vi) incident recording, signage and lessons learned; vii) actions to prevent fires in the sheds.	1. 9 months after contract signing
1.10	Monitoring and evaluation	1. Define environmental and social KPIs for the ESMS; 2. Define a management reporting scheme with trends, compliance, and corrective actions; 3. Define baselines, action thresholds and those responsible for responding to deviations.	1. Environmental and social KPIs defined 2. Management reporting scheme 3. Baselines, action thresholds and responsible parties defined	1. 9 months after contract signing 2. 9 months after contract signing 3. 9 months after contract signing
1.11	Stakeholder engagement	1. Update the stakeholder engagement procedure	1. Updated procedure that includes: i) analysis of vulnerable stakeholders, ii) differentiated engagement strategies, iii) activity schedule and iv) mechanisms for recording and monitoring interactions.	1. 1 year after contract signing
1.12	Information Disclosure	1. Establish an environmental and social information disclosure procedure.	1. Information disclosure procedure that includes: i) publication or communication of relevant information on project risks and impacts; ii) mitigation measures; iii) contact channels for nearby communities, in accessible and appropriate formats for interested groups.	1. 9 months after contract signing
1.13	Informed Consultation and Participation	1. Develop and implement a procedure for informed consultations with potentially affected communities.	1. Procedure for informed consultations that includes: i) mechanisms to provide information prior to consultation, record comments and concerns from communities; and ii) demonstrate how these inputs are integrated into project decision-making.	1. 1 year after contract signing
1.14	External Communications	1. Establish accessible external communication channels for local communities, including clear contact points, means of communication	1. External communication channels	1. 6 months after contract signing

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		(telephone, email or in-person mechanisms) and procedures to record and respond to inquiries.		
1.15	Grievance Mechanism for Affected Communities	<ol style="list-style-type: none"> Design and implement a grievance mechanism for affected communities (reception, registration, evaluation, response and closure); and Disclose together with the engagement process. 	<ol style="list-style-type: none"> External grievance mechanism Disclosure of external grievance mechanism 	<ol style="list-style-type: none"> 6 months after contract signing 9 months after contract signing
1.16	Reporting to Affected Communities	<ol style="list-style-type: none"> Implement a reporting scheme to affected communities on the environmental and social management of the project. 	<ol style="list-style-type: none"> Reporting scheme to affected communities that includes: <ol style="list-style-type: none"> monitoring results, mitigation measures implemented status of grievance resolution, using accessible and appropriate formats for interested groups. 	<ol style="list-style-type: none"> 9 months after contract signing
PS 2: Labor and Working Conditions				
2.1	Human Resources (HR) Policies and Procedures	<ol style="list-style-type: none"> Update the HR policy. 	<ol style="list-style-type: none"> Updated HR policy 	<ol style="list-style-type: none"> 6 months after contract signing
2.2	Labor Conditions and Terms of Employment	<ol style="list-style-type: none"> Document and formalize the terms and conditions of employment for direct and contracted workers and share with employees. 	<ol style="list-style-type: none"> Terms and conditions of employment for direct and contracted workers Proof of having been shared with employees 	<ol style="list-style-type: none"> 6 months after contract signing 1 year after contract signing
2.3	Non-discrimination and Equal Opportunity	<ol style="list-style-type: none"> Update procedures to ensure equal opportunities in recruitment, promotion or professional development processes. 	<ol style="list-style-type: none"> Procedures to ensure equal opportunities in recruitment, promotion and professional development updated. 	<ol style="list-style-type: none"> 6 months after contract signing
2.4	Grievance Mechanism	<ol style="list-style-type: none"> Develop and implement a formal documented labor grievance management procedure that allows reception and response to anonymous grievances and includes registration, follow-up, response times and protection against retaliation. 	<ol style="list-style-type: none"> Formal internal grievance management procedure 	<ol style="list-style-type: none"> 3 months after contract signing
2.5	Occupational Health and Safety	<ol style="list-style-type: none"> Update its OHS management system incorporating risk matrices by position, performance indicators, systematic incident investigation and contractor supervision. Install safety barriers on hot surfaces to prevent accidents. 	<ol style="list-style-type: none"> Updated OHS Management System Safety barriers on hot surfaces installed 	<ol style="list-style-type: none"> 1 year after contract signing 6 months after contract signing
2.6	Workers Hired by Third Parties	<ol style="list-style-type: none"> Develop a procedure for labor management of contractors and contracted workers that includes minimum labor requirements, compliance supervision and access to the grievance mechanism. 	<ol style="list-style-type: none"> Procedure for labor management of contractors and contracted workers 	<ol style="list-style-type: none"> 9 months after contract signing
PS 3: Resource Efficiency and Pollution Prevention				
3.1	Greenhouse Gases	<ol style="list-style-type: none"> Conduct annually a corporate GHG inventory and Differentiate Scope 1 and 2. 	<ol style="list-style-type: none"> GHG inventory differentiating Scope 1 and 2 	<ol style="list-style-type: none"> Annually Environmental and Social Compliance Report (ESCR)
3.2	Noise	<ol style="list-style-type: none"> Implement periodic ambient noise measurements in order to determine the sound levels generated by the facility and evaluate the existence or non-existence of bothersome noise levels. Conduct periodic occupational noise measurements, with the objective of determining existing noise levels and, If necessary, analyze the need or not to implement appropriate engineering measures, such as isolation of the generation source and/or provide exposed personnel with hearing protectors that comply with IRAM 4.060 	<ol style="list-style-type: none"> Ambient noise (semi-annually) Occupational noise Measures implemented 	<ol style="list-style-type: none"> Annually in the ESPR Annually in the ESPR When implemented in the following ESPR

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		Standards. The company will comply with the ambient and occupational noise parameters of the World Bank Group General Guidelines.		
3.3	Pesticide management and use	1. Work on the phase-out of Bromadiolone (Ib) and Difethialone (Ia) and replacement with lower toxicity pesticides.	1. Commitment to phase out Ia and Ib pesticides 2. Proof of phase-out of Ia and Ib pesticides	1. Before contract signing 2. 3 years from contract signing
PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Sustainable management of living natural resources	1. Work with specialized experts to evaluate current practices; 2. Update and implement animal welfare good practices that are systematically applied in all its operations.	1. a) Progress report on work with experts b) Final report 2. Updated and implemented animal welfare good practices	1. a) 6 months after contract signing. b) As soon as the study is completed and the experts provide the final report. 2. Annually
6.2	Supply chain	1. Apply the ESMS Supply Chain Risk Management System to ensure compliance with PS6 with suppliers of raw materials for poultry feed.	1. Supply Chain Risk Management System	1. 9 months after contract signing