

No.	Action	Deliverable	Completion Date
<b>PS 1: Assessment and Management of E&amp;S Risks and Impacts</b>			
<b>1</b>	The Company will develop and implement a fit-for-purpose Environmental and Social Management System (ESMS) which includes: (i) Environmental and Social (E&S) policy; (ii) risk identification process and risk and impact register (including site selection of new warehouses); (iii) management plans and procedures to address the identified risks and (iv) monitoring and reporting.	ESMS Manual	90 days after the effective date of the Contract of Guarantee (CoG).
<b>2</b>	<p>The ESMS will be supplemented by management plans and procedures including, but not limited to:</p> <ul style="list-style-type: none"> <li>a. E&amp;S contractor selection and management procedure including E&amp;S screening procedure of suppliers (domestic and international) and third-party contractors</li> <li>b. Emergency Preparedness and Response Plan</li> <li>c. Monitoring plan that details monitoring and control for each identified E&amp;S risk</li> <li>d. Stakeholder Engagement Plan</li> <li>e. Grievance Redress Mechanism that includes the following elements: (i) grievance submission channels (email, complaint box, web form or online portal, verbal submission and confidentiality options stated; (ii) acknowledgement of receipt; (iii) designated focal point or committee responsible for receiving and logging complaints, investigating and coordinating response, communicating outcomes; (iv) resolution and process and timelines; (v) communication of outcome; (vi) appeal or escalation option; and (vii) documentation and record keeping;</li> <li>f. Occupational Health and Safety (OHS) Management Plan including: (i) OHS risks and control measures for handling animal feed; (ii) personal protective equipment; (iii) safe handling of animal feed; (iv) training and use of the new machinery;</li> <li>g. Waste management procedure</li> <li>h. Feed safety procedure that describes: (i) safe handling, (ii) storage (iii) monitoring of animal feed, (iv) protocols for routine sampling and testing, (v) documentation, (vi) contamination response and (vii) communication with regulatory authorities</li> </ul>	Management Plans and Procedures	(a – h) 120 days after the effective date of the Contract of Guarantee (CoG).

<b>3</b>	The Company will revise and update its legal agreement template to include E&S provisions, including the right to terminate contracts with third parties that fail to meet the Company's E&S requirements.	Updated legal agreement template	90 days after the effective date
<b>4</b>	The Company will designate or hire an E&S resource, responsible for the development and implementation of the ESMS.	Appointment letter of the E&S resource	30 days after the effective date
<b>PS 2: Labor and Working Conditions</b>			
<b>5</b>	The Company will update the Human Resources (HR) policy to (a) include terms of workers' organization and participation, prohibition of child and forced labor, gender-based violence (GBV) and sexual harassment; and (b) communication strategies to inform all workers about their rights and responsibilities	(a) Updated HR policy (b) Information dissemination plan	(a) 60 days after the effective date (b) 60 days after the effective date
<b>6</b>	The Company will review and update the workers grievance redress mechanism to include: (i) scope; (ii) step-by-step process (raise a grievance, acknowledgement, resolution, communication of outcome, appeal); (iii) record keeping; (iv) communication and awareness and (v) non-retaliation	Grievance Redress Mechanism	60 days after the effective date
<b>7</b>	The Company will develop and implement: (a) HR checklist and (b) conduct regular monitoring of third-party contractors (recruiting workers for LPK's operations) HR practices to verify alignment with the Company's HR policy, host country regulations, and PS 2 requirements	(a) HR checklist (b) Audit records	(a) 30 days after the effective date (b) 180 days after the effective date
<b>8</b>	The Company will update the procurement procedure and supplier assessment procedure and incorporate a review of (i) OHS performance and (ii) labor requirements (i.e. minimum age of employment, no forced labor)	Supply chain management plan	90 days after the effective date