

## Environmental and Social Action Plan

Description	Anticipated Completion Date
Review and update the Environmental Management Plan for construction and operation activities, and identify any supplemental risks and impacts of the Project in relation to IFC Performance Standards and applicable WBG EHS Guidelines.	Dec 2019
Develop a Biodiversity Management Program, aligned to IFC Performance Standards 6 to reduce, as possible, alteration of the vegetation and the fauna populations. Likewise, develop a Revegetation Program.	Dec 2019
Update the Land Access Program to Manage the process of land access required by Vista through negotiation criteria that allow control of risks and mitigation of impacts that the change in land use and the income generated by the easement may have on landowners' livelihoods, in accordance with IFC PS5.	Q1 2020
Develop the Local Capacity-Building Program, according to the three subprograms aimed at strengthening local capacities among to local governments, suppliers of goods and services, and employees/contractors. This is intended to promote long-term benefits in the area of influence of the Project, also to help to manage stakeholder's expectations through positioning Vista as a strategic ally for local development.	Q2 2020
Develop and implement an appropriated Human Resources Policy for managing the workforce aligned with the IFC requirements and national and local regulation.	Q2 2020
Update the ambient air quality baseline in the context of the applicable WBG EHS Guidelines (including NOx, H2S, PM), and use the results to update the Air Emissions Dispersion Study (modeling). Results will be compared against the local legal requirements, and the applicable WBG EHS Guidelines values, to review mitigation measures and to develop the Air Emissions Monitoring Program.	Q1 2020
Develop the Environmental Monitoring Program for Water, Effluents, Air and Emissions aligned with the applicable WBG EHS Guidelines and ensure compliance with the measures established by VISTA in the Environmental Management Plan that aim to minimize the negative environmental impacts that may arise from project activities.	Q1 2020
Develop a Monitoring Program for Flora, Fauna and Revegetation to identify trends in biodiversity dynamics that would help decision-makers to improve and adjust management actions.	Q2 2020
Implement protocols to follow in the case of a chance archaeological or paleontological find during the development of the works.	Q2 2020
Implement the Internal Grievance Mechanism to manage grievances and prevent conflicts with workers –therefore improving	Q1 2020

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the working environment- and align with Argentine and ILO labor policies, all of which are covered in PS2.	
Develop an External Grievance Mechanism to receive, attend and resolve external stakeholder concerns and grievances. Such Mechanism must follow this process: receive and register, acknowledge, screen, investigate, respond, follow up and close.	Q2 2020
Develop and implement a risk assessment process, validating if all the social risks identified as part of the predictive EIA studies are still applicable to the project. Based on that assessment new mitigation measures would be required or an amendment of the existing.	Q2 2020
Updated the Stakeholder Engagement and Communications Program, to identify stakeholders, map related risks, agree on priority issues, and to engage stakeholders strategically, according to the potential impact on operational development and to the maturity of the relationship with the stakeholder aligned to the IFC PS 1.	Q3 2020
Implement a Third-party Management Program, for all Vista's Project stages: construction, operations and abandonment, covering bidding process, selection of contractors, contracting, and the execution of the work by third-parties, to ensure all contractors are aware of and legally contracted to comply with the Project's E&S policies and standards, which are aligned with the IFC's Performance Standards and the WBG EHS General Guidelines and the EHS Guidelines for Onshore Oil and Gas Development as well as Argentine and local regulations.	Q2 2020
Implement the Security personnel Program and monitor measures to manage and control potential security risks and impacts resulting from the recruitment and performance of the Project's security personnel, according IFC's Performance Standard 4 that good international practices.	Q4 2019
Implement site-specific OHS management plans to ensure occupational health and safety during construction, operation and abandonment activities of the VISTA facilities, consistent with PS2 provisions and Argentine and local regulations.	Q4 2019
Develop a robust and comprehensive Risk Assessment Matrix based on a quantitative risk analysis to produce a Risk Management Plan, as well an Emergency Response Plan for the operational phase.	Q3 2020
Update Emergency Response Plan according to the new facilities and processes.	Q4 2019