

**Bioparques 26328**

**Environmental & Social Action Plan (ESAP)**

| # | Action                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Responsible | Deliverables                                                | Deadline      |
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| 1 | <b><u>Develop and implement an integrated management system for social and environmental affairs, quality, and occupational health and safety management (ESMS).</u></b> Establish an integrated management system based upon internationally recognized management systems (e.g. ISO 9001-2000, ISO 14000, and OHSAS 18000). The management system will address identified environmental, human resources, and occupational health and safety issues associated with quality greenhouse production, biodiversity issues, transport, processing operations, and social impacts and risks of all existing and future operations. The Company will design the ESMS system to comply with Mexican regulations and IFC policies and performance standards. | Bioparques  | Management system operational                               | LS + 360 days |
| 2 | <b><u>Update of the Human Resources Policy at Bioparques</u></b><br>Bioparques will update its Human Resources policy in accordance to Mexico labour laws and regulations and IFC standards, in order to include all requirements of IFC Performance Standard on labour and working conditions. Include references to non-discrimination, freedom of association and collective bargaining, child labor and forced labour.                                                                                                                                                                                                                                                                                                                             | Bioparques  | Present to IFC a copy of the updated Human Resources policy | LS + 90 days  |
| 3 | <b><u>Grievance redress mechanism:</u></b> The                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Bioparques  | Provide to IFC a copy of the                                | LS + 180 days |

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|   | Company will formalize and implement an effective grievance redress mechanism for local communities. Bioparques will describe a process to deal with external queries, concerns, and grievances and a means to disseminate it formally. It will be posted on the company web site and included in relevant written public communications.                       |            | grievance redress mechanism and the dissemination plan. Provide website details.                                                                                                                               |                                                             |
| 4 | <b><u>Child labour auditable monitoring plan:</u></b> The Company will implement an auditable monitoring plan in all their operations to ensure no cases of non-compliance with ILO Conventions 138 on Minimum Age, and 182 on Worst Forms of Child Labour.                                                                                                     | Bioparques | Provide IFC with a copy of the auditable monitoring plan for approval                                                                                                                                          | LS + 30 days                                                |
| 5 | <b><u>Innovative schooling and continuing education programme:</u></b> The Company will develop a plan to be approved by IFC, to ensure implementation of an innovative schooling and continuing education programme provided by the Company for their employees.                                                                                               | Bioparques | Provide IFC with a copy of the schooling and continuing education plan for approval                                                                                                                            | LS + 30 days                                                |
| 6 | <b><u>Fire equipment:</u></b> The Company will be required to:<br>a) install state-of-the-art fire equipment and fire safety standards in all their greenhouse and packing operations, and conduct a fire drill twice per annum.<br>b) implement a quality control plan by Bioparques to ensure that all fire equipment will function properly in case of fire. | Bioparques | a) Provide IFC with the proof of certification from suppliers that the fire equipment has been installed in all greenhouse and packing operations<br>b) Provide IFC with a copy of the quality monitoring plan | a) LS + 180 days<br>b) LS + 180 days                        |
| 7 | <b><u>Pesticide use and management:</u></b> The Company has elements of a comprehensive integrated pest and disease management system (IPM/IDM). Bioparques will further upgrade its IPM/IDM management system through                                                                                                                                          | Bioparques | a) Present to IFC the proposal to upgrade Bioparques IPM/IDM strategy<br>(b) Provide to IFC the protocol for blood testing of workers in contact with pesticides                                               | (a) LS + 180 days<br>(b) LS + 180 days<br>(c) LS + 180 days |

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|   | research and technology acquisition to formalize and create guidelines and procedures to reduce pesticide use, especially current use of carbamates and organophosphorus compounds, and introduce biological control, crop management practices, monitoring of pest/disease incidence, and insect/disease ecology-related issues, as components of their IPM/IDM management strategy. Bioparques will also provide to IFC the protocol used for blood testing of workers applying pesticides. The Company will inform if there is any rotation policy of these workers.                                                                                                                                                                                                                                                    |                   | c) Provide IFC the rotation policy of workers in contact with pesticides                                                                                        |                  |
| 8 | <b><u>Sustainable agricultural practices:</u></b> Bioparques's goal is to ensure that world-class practices, which include environmental and social aspects, are equally applied to all their greenhouse operations. The Company will develop a plan to achieve this goal. The Company will collect and submit data on integrated pest and disease control programs, detailed agrochemical use and management, use of PPE, storing and recycling of agrochemicals and packages, level of training on agrochemical use, triple washing of containers, improvements in social issues, occupational health and safety, improved quality assessment and product monitoring, and waste management practices. Bioparques will include an account in the implementation of the plan in each annual report presented to IFC (AMR). | <b>Bioparques</b> | c) Provide IFC with a copy of the plan to ensure application of sustainable agricultural practices in all greenhouse operations, and report progress in the AMR | LS + 210 days    |
| 9 | <b><u>Effluent:</u></b> The Company will conduct a full                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Bioparques</b> | a) Present the results of the                                                                                                                                   | a) LS + 180 days |

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|    | chemical/physical/ microbiological assessment of all effluents in all greenhouse operations, including sanitary effluent discharge. If measurements exceed IFC limits, Bioparques will propose corrective measures, and will agree with IFC a schedule to bring into compliance with IFC guideline requirements. The Company will design and implement a sanitary waste management plan                                                                                                                                    |            | chemical/physical/microbiological assessment to IFC. If required, the Company will propose corrective measures and will agree with IFC a schedule to bring effluent discharge into compliance with IFC guideline requirements<br>b) Sanitary waste management plan operational                                                                                                       | b) LS + 240 days                                                                               |
| 10 | <b>Emergency Planning and Response (EPR):</b> Provide information showing that EPR plans consistent with Mexican law or with best practice, exist at all greenhouse operations.                                                                                                                                                                                                                                                                                                                                            | Bioparques | Provide to IFC a copy of the EPR                                                                                                                                                                                                                                                                                                                                                     | LS + 180 days                                                                                  |
| 12 | <b>Sustainable water resource use :</b> To ensure the sustainability of the tomato business, Bioparques will:<br>a) Implement, in a phased fashion, a system to recycle water in all the Company greenhouse operations<br>b) Conduct a hydrogeological survey<br>c) Develop a sustainable water management and implementation plan for IFC's approval (must include planning, schedule for investments, monitoring and audits)<br>d) Install remote control computer-based groundwater level monitoring tools in all wells | Bioparques | a) Water recycling system for greenhouses implemented in full<br>b) Provide IFC a copy of the hydrogeological survey report<br>c) Water management and implementation plan presented to IFC for approval<br>d) Provide IFC with the proof of certification from suppliers that all remote control computer-based groundwater level monitoring tools have been installed in all wells | (a) December 31, 2010<br><br>(b) LS + 90 days<br><br>(c) LS + 180 days<br><br>d) LS + 210 days |

**LS** = Loan signature