

**Pronaca Expansion 26535**

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

<b>#</b>	<b>Action</b>	<b>Responsible</b>	<b>Deliverables</b>	<b>Deadline</b>
1	<b><u>Upgrade the corporate integrated management system to include social and environmental affairs, and occupational health and safety management (ESMS).</u></b> The upgraded management system will address identified environmental, health and safety, and social impacts and risks. The Company will design the system to comply with Ecuadorian regulations and IFC policies and performance standards.	<b>Pronaca</b>	Upgraded management system operational	LS + 360 days
2	<b><u>Grievance redress mechanism:</u></b> The Company will formalize and implement an effective grievance redress mechanism to address workers grievances. A dissemination plan of the grievance process will be developed	<b>Pronaca</b>	Provide to IFC a copy of the grievance redress mechanism and the dissemination plan	LS + 180 days
3	<b><u>Assessment of Effluent Treatment Facilities:</u></b> When its new wastewater treatment facilities (biodigestors and activated sludge plants) come into operation, Pronaca will evaluate effluent water quality and will, if necessary, identify any further process changes or capitol investments to meet IFC guidelines for discharge to surface waters including evaluating the financial feasibility of such additional treatment or improvements.	<b>Pronaca</b>	Present the results of the assessment of the operating effluent treatment facilities to IFC for discussion and agreement, if required, on scope and schedule for further measures.	LS + 360 days

LS = Loan signature