

Bioparques 2 – (# 29734) Environmental & Social Action Plan

#	Action	Indicator of Completion	Required Completion Date
	PS1 Social and Environmental Assessment and Management Systems		
1	<u>Develop and implement an integrated corporate management system (SEMS) for social and environmental affairs, quality, food Safety, and occupational health and safety management.</u> Establish an integrated management system based upon internationally recognized management systems (e.g. ISO 9001-2000, ISO 14000, OHSAS 18000). Develop a corporate management system encompassing social, occupational health and safety, food safety, and environmental affairs management. The Environmental and Social Management System (ESMS) shall comply with IFC Performance Standard 1 requirements.	a) Provide evidence of contracting a qualified and experienced consulting firm for the SEMS development, and knowledgeable of IFC performance standards, and to IFC satisfaction, to design the SEMS to comply with IFC Performance Standard 1 requirements. b) Present a corporate social and environmental management system plan satisfactory to IFC, including management process (summarizing program components, implementing management system procedures, and activities schedule). c) Submit the management system procedures manual. d) Provide to IFC certification from Bioparques senior manager evidencing that the ESMS is operational.	a) Condition of first disbursement b) 3 months after first disbursement c) 6 months after first disbursement d) 12 months after first disbursement
2	<u>Senior Management Reporting and Monitoring:</u> The Client will implement a procedure for monitoring and periodic reporting to senior management and monitoring activities that have been identified to have potentially significant impacts on social issues and the environment, during normal operations and upset conditions.	Present to IFC the planned management system procedure for monitoring and reporting environmental and social issues to senior management.	3 months after first disbursement and Report annually in AMR
	PS2: Labor and Working Conditions		
3	<u>Child labour auditable monitoring procedure:</u> The Company will continue to scale up the monitoring of child labour in all its operations (Culiacan and Guadalajara) to ensure compliance with IFC Performance Standard 2, national law of Mexico,	Submit to IFC the child labour monitoring report for review and approval	Report in Annual Monitoring Report (AMR)

	and with ILO Conventions 138 on Minimum Age, and 182 on Worst Forms of Child Labour. Actions to be reported will include all requirements of the Mexican law, IFC Performance Standard 2, and also monitoring of child school attendance and performance, monitoring methods and tools, training of monitors, development of indicators, database development, extracurricular and community activities, challenges faced, and sustainability of the monitoring procedure to ensure that it becomes embedded in the Company normal operations.		
4	<u>Innovative schooling and continuing education program</u> : The Company will continue the implementation of the schooling and continuing education program provided by the Company to its employees.	Provide in the AMR the report and school enrollment progress of adults	Report in Annual Monitoring Report (AMR)
5	<u>Life and Fire safety</u> : Bioparques will perform three fire drills per annum in all corporate operating facilities.	Provide in the AMR the report the evidence of three fire drills per annum; one general drill, and two partial drills in all corporate operating facilities.	Report in Annual Monitoring Report (AMR)
6	<u>Conduct Gap Analysis of Occupational Health and Safety Program</u> . Bioparques will undertake an assessment of OHS procedures and safety at Culiacan and at Guadalajara, to ensure that all plants are operated in full compliance with local regulations, an internationally recognized OHS certification (e.g. OHSAS 18000), and in accordance with WBG General EHS Guidelines. The Company will implement any corrective measures and training needs identified in the assessment. The management system procedure will include implementation of traffic signals, regulatory signs, transport regulations and safety for all vehicles including All Terrain Vehicles (ATVs).	a) Conduct gap analysis; and identify all shortcomings between existing programs and activities and the requirements of an internationally recognized OHS certification, WBG General EHS, and Mexican regulations for an occupational health and safety management system b) Implement corrective measures defined during the OHS gap analysis) c) Provide IFC with a certification from the gap analysis task manager that all observed deficiencies have been corrected	a) 3 months after first disbursement b) 6 months after first disbursement c) 9 months after first disbursement
7	<u>Implement and certify Occupational Health and Safety Management System</u> : Bioparques will implement and obtain internationally recognized	a) Submit evidence to IFC of procedures in place, staff to carry out the program.	a) 9 months after first disbursement b) 12 months after first disbursement

	certification (e.g. OHSAS 18000) for the occupational health and safety (OH&S) management system.	b) Provide copies of certification from licensed/authorized certification Body.	
8	<u>Use of helmets in “Rodacargas” (Stand-up rider lifts) at Bioparques packing facility:</u> The Company will provide CPSC approved bicycle helmets to all employees operating the “rodacargas” at the packing plant of Bioparques,	Provide IFC with the proof of invoices from suppliers that CPSC approved bicycle helmets have been purchased, and evidence that were provided to employees operating the “rodacargas” at the packing plant of Bioparques.	3 months after first disbursement
9	<u>Evaluation and monitoring of work stations: ambient noise, temperature, and particulate at Culiacan and Guadalajara:</u> Bioparques will evaluate and monitor working stations at Culiacan and Guadalajara for noise levels at the packing plant and submit a report to IFC. Further, Bioparques will evaluate exposure to temperature, particulates, etc., in the packing lines and inside the greenhouses, including the areas for soil preparation, seedling development area and grafting, and submit the report to IFC. Mitigation actions will be described in the report and implemented by the Company in a timeline acceptable to IFC.	Submit to IFC reports of work station noise monitoring, exposure to temperature, and particulate, and a plan and timeline for mitigation actions.	3 months after first disbursement
	PS3: Pollution Prevention and Abatement		
10	<u>Refrigeration Agents:</u> Bioparques will use an ozone-friendly refrigerant in all existing refrigeration equipments in its facilities.	Verification of installation	6 months after first disbursement
11	<u>Implement wastewater management system for sanitary discharge at Bioparques:</u> Address gaps and develop a comprehensive plan to implement required modifications for liquid wastewater management to comply with local regulatory limits, licenses, and WBG General EHS Guideline limits. This plan will include specific actions and timeline.	a) Submit evidence to IFC of procedures in place for wastewater management. b) Submit photo documentation, municipal permits, and analytical laboratory data evidence to IFC demonstrating that the wastewater management plan has been implemented to comply with local regulatory limits and WBG General EHS Guideline limits, and	a) 3 months after first disbursement b) 9 months after first disbursement

		associated effluent impacts have been eliminated.	
12	<u>Prepare management system procedure to fully implement integrated pest and disease management for all Bioparques operations:</u> Bioparques will develop a proposal to develop an IPM/IDM system. Use of pesticides shall be minimized and continually evaluated. The Company will implement the IPM/IDM system as designed by consultant report. Bioparques will eliminate the use of WHO Class 1a and 1b chemical formulations in their premises. The Company will provide adequate PPE based upon MSDS and/or ICSCs for the materials used. If applicable, Bioparques will modify pest management service contracts to ensure adequate PPE based upon MSDS and/or ICSCs, and training of their employees. Bioparques will provide documentary evidence of the training of employees handling pesticides specifically in the use of adequate Personal Protection Equipment (PPE) based upon MSDS and/or ICSCs, and will fully integrate pest management procedures into the SEMS procedures manual. Bioparques will continue monitoring the cholinesterase levels in workers applying pesticides.	a) Aim to minimize and eliminate the use of WHO Class 1a and 1b chemical formulations in their premises, and prepare integrated pest and disease programme, management system procedures, and timeline for implementation, and submit to IFC for review and approval. b) Submit evidence to IFC of implementation of IPM/IDM procedures as per consultant report in all operations. c) Submit to IFC for review the modified service contracts if applicable, the list of training programme for employees, and documentary evidence that adequate PPE has been provided to workers based upon MSDS and/or ICSCs for the materials used, and fully integrate procedures into management system procedures manual. d) Provide in the AMR the report of the monitoring of cholinesterase levels in workers applying pesticides.	a) 6 months after first disbursement b) 9 months after first disbursement c) 6 months after first disbursement d) Report in Annual Monitoring Report (AMR)
13	<u>Sustainable water resource use :</u> To ensure the sustainability of the tomato business, Bioparques will: a) Implement at Bioparques 1 and Bioparques 2 a system to recycle runoff water in all greenhouse operations. The water recycling proposals in each of the two cases, shall include, but not limited to, quantity of water to be recycled, analytical	a) Present to IFC for review and approval the water recycling proposals for Bioparques 1 and Bioparques 2 , and the plan and schedule of implementation of mitigation measures to reach compliance b) Provide IFC with the proof of	a) Condition of first disbursement b) 3 months after first disbursement

	laboratory evidence of quality of runoff effluent to be recycled, the number of Ha of tomato or reforestation to be irrigated, further needs to abstract groundwater or surface water resources, environmental and social benefits, timeline, and budget. b) Install computer-based groundwater level monitoring tools in all wells at Cualiacan and Bioparques Guadalajara.	certification from suppliers that all computer-based groundwater level monitoring tools have been installed in all wells	
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