

ESAP	Title	For Disclosure	Description	Evidence of completion	Milestone Anticipated Completion Date	Estimated Cost Developer to estimate
1	Development and implementation of site-specific ESMS	The Project will develop and implement site - specific Environmental and Social Management Systems (ESMS) for LAP and MML, aligned with IFC Performance Standard 1.	The Project will develop and implement site-specific Environmental and Social Management Systems (ESMS) for LAP and MML, considering the nature, scale and risks associated to each operation and aligned with IFC Performance Standard 1. The ESMS will include procedures to identify, assess and manage environmental and social risks, including implementation of an environmental and social risk register. The ESMS will incorporate: (i) site-specific management plans and procedures to address key risks, including occupational health and safety, labor and working conditions, pollution prevention, animal welfare and biosecurity (for LAP), and life and fire safety (for MML); (iii) organizational structure, roles, responsibilities, and resources to implement the ESMS; (iv) emergency preparedness and response; (v) supply chain risks; (vi) stakeholder engagement and grievance mechanisms; and (vii) monitoring and reporting. The ESMS will be reviewed and approved by management and implemented across LAP and MML operations.	a) Approved site-specific ESMS for LAP and MML, including associated management plans and procedures, environmental and social risk registers for LAP and MML and evidence of implementation. This will include, but not limited to: • OHS Management Plan • Pollution Prevention and Resource Management Plans (Waste management, wastewater, air emissions and odour management and hazardous materials handling) • Biosecurity and Animal Welfare Plan (for LAP) • Food Safety/Process Safety Plan (for MML) – dust control, fire and explosion prevention, ventilation and LFS systems • Hazardous Materials and Spill Prevention Management Plan • Community Health and Safety Plan • Emergency Preparedness and Response Plan (including climate related risks) • Contractor Management Plan • Stakeholder Engagement Plan • Monitoring records and training	Within 3 months of first disbursement – ESMS Framework Within 6 to 9 months of first disbursement – full implementation of ESMS and Approved Management Plans	\$59,300

2	Organizational Capacity and Competency	The company will strengthen its environmental, social and occupational health and safety (OHS) capacity for LAP and MML	The Company will strengthen its environmental, social, and occupational health and safety (E&S/OHS) organizational capacity to effectively implement the ESMS and manage risks and impacts across LAP and MML operations, in line with IFC Performance Standard 1. This will include: (i) recruitment of a qualified OHS Officer; and (ii) designation or recruitment of a dedicated E&S focal person with defined roles and responsibilities for ESMS implementation. Where recruitment is not immediately feasible, the Company will assign internal personnel and ensure that adequate training and support are provided to build the required competencies.	a) Appointment of a qualified OHS Officer b) Designation/recruitment of an E&S focal person – defined roles and responsibilities and evidence of training and capacity building c) Employment letters of the personnel being recruited d) Project organizational chart	Within 3 months of first disbursement	\$5,800
3	E&S Capacity Strengthening and Transition Plan	The Company will develop and implement an environmental and social (E&S) capacity strengthening and transition plan for LAP and MML.	The Company will develop and implement a time-bound environmental and social (E&S) capacity strengthening and transition plan, prepared by the EHS consultant and approved by senior management. The plan will define how E&S requirements under the ESMS will be translated into site-specific procedures, actions, responsibilities, and implementation steps across LAP and MML operations. It will also define clear roles and responsibilities for designated personnel, ensuring that sufficient time, authority, and resources are allocated to	a) Approved E&S capacity strengthening and transition plan, including defined roles and responsibilities, and evidence of implementation (e.g., implementation tracking, and reporting)	Condition of first disbursement for preparation and approval of the plan Implementation to follow within a defined timeframe as set out and agreed in the Transition Plan	\$5,300

			carry out E&S functions, including coordination with the EHS consultant, regular internal reporting on progress and milestones, and escalation of site-specific issues and required corrective actions to senior management.			
4	Workers Grievance Mechanism	The Company will formalize and implement a worker grievance mechanism for LAP and MML.	The Company will formalize and strengthen the worker grievance mechanism in line with IFC Performance Standard 2. This will include establishing and documenting clear procedures for submitting, recording, tracking, and resolving grievances, including defined resolution timelines. The mechanism will include provisions for anonymous reporting and protection against retaliation. The Company will also implement awareness and training programs to ensure that all workers are informed of and able to effectively access the grievance mechanism.	a) Documented worker grievance mechanism procedures, including clear timelines and anonymous reporting channels, and evidence of implementation (e.g., grievance log, records of grievances received and resolved, and worker awareness/training records).	Within 3 months of first disbursement	\$4,300
5	Occupational Health and Safety (OHS) Management	The Company will strengthen its occupational health and safety (OHS) management across LAP and MML.	The Company will strengthen its occupational health and safety (OHS) management system in line with IFC Performance Standard 2. This will include the development and implementation of structured OHS procedures, regular emergency drills and exercises, and targeted training programs for workers, drivers, and contractors. The Company will ensure consistent application of	a) Documented OHS procedures; records of training and emergency drills; and evidence of implementation (e.g., inspection reports, PPE records, and corrective action tracking).	Within 6 months of first disbursement	\$5,000

			appropriate personal protective equipment (PPE) and safety measures across LAP and MML operations and will conduct regular inspections and walkthroughs to monitor compliance and implement corrective actions.			
6	Manure Management	The Company will improve manure management at LAP, including installation of a manure drying system.	The Company will enhance solid waste management at LAP by installing and operating a manure drying system to improve handling, storage, and disposal of poultry manure. The system will support the reduction of odour, pest and disease risks, and enable the production of organic fertilizer for agricultural reuse. LAP will ensure that manure handling, storage, and utilization practices are aligned with good international industry practice (GIIP) and applicable regulatory requirements.	a) Installation and operationalization of a manure drying system at LAP, and evidence of implementation (e.g., operational records and improved manure handling and storage practices).	Within 12 months of first disbursement	\$80 – 100k manure drying system was already included in CAPEX estimate. Civil works is estimated within those costs.
7	Integrated Pest Management	The Company will develop and implement an Integrated Pest Management (IPM) approach for LAP and MML.	The Company will develop and implement an Integrated Pest Management (IPM) approach for LAP and MML operations, in line with IFC Performance Standard 3. The IPM will integrate the coordinated use of pest management methods, prioritizing preventive and non-chemical measures, including good housekeeping, structural controls, and biological methods, with chemical control used as a last resort.	a) Documented Integrated Pest Management (IPM) procedures, including records of pest monitoring, control measures, and pesticide use, and evidence of implementation.	Within 6 months of first disbursement	\$3,800

			Pesticides will be selected, handled, stored, applied, and disposed of in accordance with the Food and Agriculture Organization's International Code of Conduct on the Distribution and Use of Pesticides.			
8	Life and Fire Safety (LFS)	The company will undertake a life and fire safety assessment for MML and implement required corrective actions.	The Company will undertake a life and fire safety (LFS) assessment for MML, carried out by a qualified third party, to evaluate the adequacy of existing systems in line with Good International Industry Practice (GIIP). The assessment will cover, inter alia, dust management and extraction systems, ventilation, fire detection and alarm systems, fire suppression measures, electrical safety, and control of ignition sources. The assessment will also review emergency preparedness arrangements, including evacuation procedures, availability of firefighting equipment, and coordination with local emergency services. The Company will prepare and implement a corrective action plan based on the findings of the assessment.	a) Life and fire safety assessment report, including a corrective action plan; and b) Evidence of implementation of corrective actions, including installation and operationalization of fire detection and suppression systems, ventilation and dust control measures, provision of firefighting equipment, clearly marked and accessible emergency exits, and appropriate safety signage.	Within 4 months of first disbursement – Life and Fire Safety Assessment report Within 6 to 12 months of first disbursement – implementation of corrective action plan based on findings of the assessment	Life & Fire Safety Assessment: \$7,000 Provision of Fire Equipment etc: \$12,500
9	External Grievance Mechanism	The Company will establish and implement an external grievance mechanism for LAP and MML.	The Company will establish and implement an external grievance mechanism in line with IFC Performance Standard to ensure that affected communities have access to information and can raise concerns throughout the	c) Documented external grievance mechanism procedures and evidence of implementation (e.g., grievance log, records of grievances received and resolved, and evidence of community awareness).	Within 3 months of first disbursement	\$3,500

			Project lifecycle. The mechanism will include procedures for submitting, recording, tracking, and resolving grievances, including defined response timelines, and will be accessible to all affected stakeholders. The Company will also ensure that information about the mechanism is disclosed and communicated to communities.			
10	Security Management	The Company will review and strengthen security management arrangements at LAP and MML to ensure alignment with IFC Performance Standard 4 (PS4).	The Company will review and strengthen security management arrangements at LAP and MML to ensure alignment with IFC Performance Standard 4 (PS4). These include: a) Review and update contracts with security providers to include provisions on personnel vetting, training requirements, conduct, and procedures for managing incidents or alleged violations; b) Ensure that security personnel receive appropriate training on behavior and conduct, use of force, and interaction with workers and communities; c) Establish and implement procedures for reporting, recording, and managing security-related incidents.	a) Updated contracts with security providers; b) Training records for security personnel; c) Documented procedures for incident reporting and management; d) Incident log/register (if applicable).	Contract review and procedures: within 3 months of first disbursement Training implementation: within 9 to 12 months of first disbursement	\$3,000