

## Environmental and Social Action Plan – IPSP (September 2023)

N	Action	Deliverable	Deadline
<b>PS 1</b>			
1.	<p>IPSP to continue developing and implementing a corporate Environmental and Social Management System (ESMS) which establishes a minimum standard of environmental and social management to be applied to across all operations, current and future. The ESMS will include existing environmental and social (E&amp;S) documents (e.g., IPSP corporate policies) and require the development of new documents or update of existing documents, including:</p> <ul style="list-style-type: none"> <li>a) <u>Legal register compiling the E&amp;S licensing and permit requirements for all IPSP assets and indicating the status of those permits.</u></li> <li>b) <u>Organizational chart for E&amp;S management identifying existing positions and those to be filled.</u></li> <li>c) <u>Procedure for screening of projects and identification and assessment of environmental and social risks.</u></li> <li>d) <u>Environmental and social management framework, including:</u> <ul style="list-style-type: none"> <li>i. General environmental management (air, noise, water, effluents, waste, hazardous waste, hazardous materials)</li> <li>ii. Occupational health and safety</li> <li>iii. Labor Practices &amp; contractors management</li> <li>iv. Community health and safety</li> <li>v. Security management</li> <li>vi. Climate risk management</li> <li>vii. Cumulative impacts management</li> <li>viii. Land acquisition, resettlement and livelihood restoration</li> <li>ix. Biodiversity management</li> <li>x. Indigenous peoples</li> <li>xi. Cultural heritage</li> </ul> </li> <li>e) <u>Stakeholder engagement framework<sup>1</sup>, including grievance mechanism<sup>2</sup>.</u></li> <li>f) <u>Emergency preparedness and response framework</u></li> <li>g) <u>Training, Reporting, and Monitoring Requirements</u></li> </ul>	ESMS	<p>a) Within 90 days of contract signing</p> <p>b – c) Within 180 days of contract signing</p> <p>d – g) Within 12 months of contract signing</p>
2.	<p>IPSP to develop a timebound plan for applying for or for following up on all E&amp;S-related permits and licenses identified as missing or pending in the legal register, and will engage with the government, as needed, to obtain these permits.</p>	a) Permits Application Plan	a) Within 90 days of contract signing

<sup>1</sup> <https://www.ifc.org/en/insights-reports/2000/publications-handbook-stakeholderengagement--wci--1319577185063>

<sup>2</sup> <https://www.ifc.org/en/insights-reports/2022/publications-gender-grm-toolkit>

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		b) Evidence of Engagement (i.e. letters)	b) Continuous through the duration of the CoG
3.	IPSP senior E&S manager to work with environmental managers at each asset to review and harmonize each asset ESMP to ensure compliance with the ESMS and international standards and local regulations	Revised ESMP per each asset	Within 18 months of contract signing
4.	IPSP to designate the currently vacant (a) social and community liaison manager, and (b) to designate a sufficient number of community liaison officers for the assets	Updated organizational structure	(a) Within 180 days of contract signing (b) Within 180 days of contract signing
<b>PS 2</b>			
5.	IPSP to (a) establish corporate level guideline of workers' accommodations referring to IFC/EBRD Guidance Note on Workers' Accommodation: Processes and Standards and local/national standards; (b) improve workers' accommodation as needed to align with guideline.	a) Workers accommodation guidelines  b) improvement of workers' accommodation facilities	a) Within 180 days of contract signing  b) Within 12 months of contract signing
6.	IPSP to revise and update its workers' grievance mechanism (WGM) in line with PS2 extending it to all its operations.	Updated WGM	Within 12 months of contract signing
7.	IPSP to develop and implement a protocol for prevention and response to sexual harassment in the workplace according to the already established code of ethics.	Prevention of sexual harassment protocol	Within 90 days of contract signing
<b>PS 3</b>			
8.	IPSP will share estimate of current and future GHG emission quantification for all its operations	GHG Reports	Within 180 days of contract signing and yearly through the duration of the CoG
9.	IPSP to continue conducting a diagnostic of all fuel storage areas to keep on repairing any deficiency identified and will implement an inspection program to prevent reoccurrences	Diagnostic Assessment and	Within 180 days of contract signing

N	Action	Deliverable	Deadline
		Inspection Program	
<b>PS 4</b>			
10.	IPSP to (a) adopt a code of conduct for security personnel in line with the Voluntary Principles on Security and Human Rights <sup>3</sup> and/or the International Code of Conduct Association for Private Security Providers (ICOCA); and (b) will provide regular induction and progressive training on the subject to all the security personnel	a) Code of conduct for security personnel  b) Records of security trainings	a) Within 90 days of contract signing  b) Within 180 days of contract signing
<b>PS 6</b>			
11.	IPSP to bring its all operations to BAP-equivalent standards by: a) Assess all assets (cluster of farms, hatcheries, laboratory, and processing and packing plants without BAP) against BAP standards based on internal check list developed and agreed with third party BAP consultant; b) Develop a corrective action plan with third party to align with BAP equivalent operation and proceed with the implementation. c) Once corrective action plan has been implemented; engage a third party to verify alignment with BAP standard (or equivalent).	a) BAP assessments and CAP for all assets  b) CAP implementation  c) Third party verification	a) Within 18 months of contract signing  b) Within 30 months of contract signing  c) Within 36 months of contract signing

<sup>3</sup> <https://www.voluntaryprinciples.org/>