

### Environmental and Social Action Plan (ESAP)

4 No.	Aspect	Action	Deliverable	Date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	Audit	1. Conduct an environmental audit of its facilities in Jamaica	Audit report from all facilities in Jamaica (processing plant, feed mill).	Within 6 months of the 1 <sup>st</sup> disbursement date
1.2	ESMS	1. Extend ESMS system to Haitian operations	ESMS for Haitian operations with all associated management plans.	Within 8 months from 1 <sup>st</sup> disbursement
1.3	Consultation	1. Conduct a consultation of its current plant to local community members	Evidence that consultation was conducted.	Prior to 1 <sup>st</sup> disbursement
1.4	Grievance Mechanism	1. Update and adopt the grievance mechanism to include: (1) the capture of anonymous complaints for employees; (2) the way how a complaint is documented and then resolved; (3) details of the person or instance responsible for resolving any complaints; (4) means to allow external complainants to easily access the grievance mechanism whether it is through a free phone or some other system.	Updated Grievance mechanism and evidence of its adoption.	Prior to 1 <sup>st</sup> disbursement
1.5	Stakeholder Engagement	Complete the stakeholder engagement plan with analysis for all identified stakeholders	Completed Stakeholder management plan	Prior to 1 <sup>st</sup> disbursement
1.6	Local Access	Make Environmental and Social Review Summary (ESRS) or equivalent available locally	ESRS or equivalent published on local JBGL website.	Immediately

4 No.	Aspect	Action	Deliverable	Date
<b>PS 2: Labor and Working Conditions</b>				
2.1	Supply Chain	1. Conduct supply chain risk assessment to determine E&S risk of contract farmers	1. Supply chain risk assessment	Within 3 months after 1 <sup>st</sup> disbursement
		2. Extend JBGL ESMS to contract farmers	2. Completed ESMS for contract farmers	Within 6 months after 1 <sup>st</sup> disbursement
<b>PS 3: Resource Efficiency and Pollution Prevention</b>				
3.1	Air Emissions	Include additional testing parameters as needed	Annual monitoring report	Include in all annual monitoring reports
3.2	Greenhouse Gases	Measure, track and/or calculate Greenhouse gas emissions	Include in the annual monitoring report	Include in all annual monitoring reports
<b>PS 4: Community Health, Safety, and Security</b>				
4.1	Community Health	Revise communications plan	Communications plan	Prior to 1 <sup>st</sup> disbursement