

DISCLOSURE	DESCRIPTION	LEVEL	LOCATION		NOTES
			2018 SUSTAINABILITY REPORT	OTHER	
GRI 101: FOUNDATION					
GRI 101 DOES NOT CONTAIN ANY DISCLOSURES					
GRI 102: GENERAL DISCLOSURES					
1. ORGANIZATIONAL PROFILE					
102-1	Name of the organization	√	3. Tropicalia	Tropicalia website	
102-2	Activities, brands, products, and services	√	3. Tropicalia	-	
102-3	Location of headquarters	√	-	-	Tropicalia headquarters are in Santo Domingo, Dominican Republic. (Updated from 2017)
102-4	Location of operations	√	3. Tropicalia	Tropicalia website	Miches, Dominican Republic
102-5	Ownership and legal form	√	3. Tropicalia	Tropicalia website; Cisneros Real Estate website	
102-6	Markets served	√	3. Tropicalia	-	
102-7	Scale of the organization	P	3.1 Tropicalia 3.2 Four Seasons Tropicalia 3.5.3. Labor and Human Rights	-	- Total number of employees: 28 - Full time - Total number of operations: 1, Dominican Republic - Net sales: Does not apply - Quantity of products or services provided: 169-key resort & 40 branded residences operated by Four Seasons. 1 Golf Course. - Capitalization: Information not available
102-8	Information on employees and other workers	√	3.5 Management & Governance 3.6.3. Labor and Human Rights	-	- Total number of employees: 28 - Full time - Men: 16 - Full time - Women: 12 - Full time - Rural (including Miches): 17 - Full time - Urban: 11 - Full time - Tropicalia includes robust sustainability clauses and requirements in all major contracts to enforce all environmental and social requirements of contractors and subcontractors and their employees.
102-9	Supply chain	√	1. A Word from Adriana 3.4.1 Economic Sustainability 3.5. Management & Governance 4.4. Productivity: Sustainable Tourism Supply Chain in Miches 5. Partnerships	IFC Project Disclosure / Tropicalia. (https://disclosures.ifc.org/#/enterpriseSearchResultsHome/tropicalia) IDB Project Disclosure / Tropicalia (https://www.idbinvest.org/en/projects/tropicalia-sustainable-tourism)	- Commitments 2030: Inclusive supply chain sourcing from local businesses and farmers. 70% of hotel FB sourced locally.
102-10	Significant changes to the organization and its supply chain	√	3.4. Creating a Business Model for a Sustainable Tourism Sector	IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia	- Onboarded new financial and construction partners: IDB, IFC, BCRD
102-11	Precautionary Principle or approach	√	1. A Word from Adriana 2. 2018 Highlights 3.4 Creating a Business Model for a Sustainable Tourism Sector 3.5. Management and Governance Mechanisms for Sustainable Business	Tropicalia EIA; Four Seasons DIA; Environmental Compliance Reports (ICAs); Sustainability Management System (SMS); Environmental and Social Action Plan (ESAP); Biodiversity Management Plan (BMP); LEED scorecard; EDGE scorecard. IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia	Tropicalia applies the Precautionary Principle. Environmental Impact Assessments and subsequent Environmental Compliance Reports required of MIMARENA, as well as ESAP, BMP, LEED and EDGE KPIs are in line with the precautionary principle approach.
102-12	External initiatives	√	3.4. Creating a Business Model for a Sustainable Tourism Sector 3.5. Management and Governance Mechanisms for Sustainable Business 4. Fundación Tropicalia	Tropicalia website IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia UNGC: https://www.unglobalcompact.org/what-is-gc/participants/12547	Voluntary Commitments: 10 Principles of the UNGC since 2010 Mandatory Commitments: Local and international environmental law; IFC Environmental and Social Performance Standards
102-13	Membership of associations	√	5. Partners for Sustainability in 2018	Tropicalia website	
2. STRATEGY					
102-14	Statement from senior decision-maker	√	1. A Word from Adriana 3.5 Management and Governance Mechanisms for Sustainable Business 2. 2018 Highlights 6. Looking Forward	Tropicalia website Fundación Tropicalia website	
102-15	Key impacts, risks, and opportunities	√	3.3 A Natural Escape 3.5.3. Labor and Human Rights 4.5. Sociocultural Advocacy 6. Looking Forward	-	Tropicalia EIA; Four Seasons DIA; SMS; LEED Scorecard; EDGE Scorecard; ESAP; Sustainability Committee.
3. ETHICS AND INTEGRITY					
102-16	Values, principles, standards, and norms of behavior	√	2. 2018 Highlights 3.5 Management and Governance Mechanisms for Sustainable Business 4.3 Strengthening Governance and Transitions	Tropicalia EIA and Four Seasons DIA provide inventory of national and international standards and laws governing the development of the project. IFC Performance Standards includes reference to international norms and standards for environmental and social sustainability, including Equator Principles.	Tropicalia abides to all national and international laws and regulations pertinent to the tourism industry. Governing principles are readily available in English and/or Spanish and are disclosed to relevant parties. Training of employees occurs when required. VP Sustainability responsible for overseeing adherence to values, principles, standards and norms of institutional behavior.
4. GOVERNANCE					
102-18	Governance structure	√	3.5 Management & Governance Mechanisms for Sustainable Business 4.3 Strengthening Governance and Transitions	Tropicalia EIA, Chapter II: Management strategies	
102-19	Delegating authority	√	2. 2018 Highlights 3.5 Management & Governance Mechanisms for Sustainable Business 4.3 Strengthening Governance and Transitions	IDB	VP of Sustainability for CRE is responsible for compliance with environmental and social commitments, and works actively with all departments to integrate targets in each area of operations. The Sustainability Committee designates any outstanding economic, environmental or social issues to corresponding departments and employees.
102-21	Consulting stakeholders on economic, environmental, and social topics	√	3.5 Management & Governance Mechanisms for Sustainable Business 4. Fundación Tropicalia	ESAP, EIA Environmental Management Program, Environmental Compliance Reports	Tropicalia executives actively engage stakeholders relevant to their areas of expertise. Fundación Tropicalia actively engages community stakeholders. These executives sit on the Sustainability Committee and report their findings to the Committee, which in turn reports to the CEO.
102-20	Executive-level responsibility for economic, environmental, and social topics	√	3.5 Management & Governance Mechanisms for Sustainable Business 4.3 Strengthening Governance and Transitions	-	VP of Sustainability is the executive level position responsible for environmental and social topics and works directly with finance and President of CRE for economic topics. Both executives report to the Sustainability Committee and the CEO and Board member of Cisneros.
102-22	Composition of the highest governance body and its committees	P	3.5 Management & Governance Mechanisms for Sustainable Business 4. Fundación Tropicalia	-	Sustainability Committee is the highest governance body for Tropicalia environmental & social topics comprised of executives from Tropicalia and other Cisneros entities. The Committee has established sub committees: Communications Committee and Fundación Tropicalia Internal Advisory Board. In total the Sustainability Committee and sub committee in 2018 are composed of 13 members: 7 female, 6 male. 0 under 30 years old, 4 over 50 years old.
102-23	Chair of the highest governance body	P	1. A Word from Adriana	-	Chair of the Sustainability Committee / highest governance body for environmental and social issues is also CEO of the organization.
102-24	Nominating and selecting the highest governance body	√	3.5.4 Commitments to the UNGC and Sustainable Development Goals (SDGs)	-	Committee members are internal executives and are selected based on their executive involvement (which is contingent upon their proven expertise in their respective areas of work) in Tropicalia. When necessary we bring outside advisors to the committee on a year by year basis. In 2018, we did not have a guest advisor. Members are not selected based on diversity, though we have non-discrimination hiring practices in place and also support gender equality see section 3.5 of report for more information.
102-26	Role of highest governance body in setting purpose, values, and strategy	P	3.5 Management & Governance Mechanisms for Sustainable Business 4.3 Strengthening Governance & Transitions	-	Sustainability Committee is the highest governance body for Tropicalia environmental & social topics comprised of executives from Tropicalia and other Cisneros entities. The Committee has established sub committees: Communications Committee and Fundación Tropicalia Internal Advisory Board.

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102-27	Collective knowledge of highest governance body	P	-	-	When appropriate & necessary, the Sustainability Committee agenda will incorporate required reading requirements and knowledge sharing exercises to enhance collective knowledge of the group. All committee members are empowered to seek out industry conferences and workshops to build upon their knowledge in their respective areas.
102-29	Identifying and managing economic, environmental, and social impacts	✓	3.5 Management & Governance Mechanisms for Sustainable Business	-	Sustainability committee members identify these risks / impacts within their work and bring up the most relevant/pressing matters in the committee agenda.
102-30	Effectiveness of risk management processes	✓	3.5 Management & Governance Mechanisms for Sustainable Business	-	Sustainability committee members manage risk within their work and bring up the most relevant/pressing matters in the committee agenda.
102-31	Review of economic, environmental, and social topics	✓	3.5 Management & Governance Mechanisms for Sustainable Business	-	Sustainability Committee reviews environmental & social topics once per year.
102-32	Highest governance body's role in sustainability reporting	✓	3.5 Management & Governance Mechanisms for Sustainable Business	-	VP Sustainability sits on the Sustainability Committee and is editor in chief of the Sustainability Report, ensuring materiality, supervising and approving all content prior to sending to executive committee members for final approval.
102-33	Communicating critical concerns	✓	3.5 Management & Governance Mechanisms for Sustainable Business	-	Critical concerns are usually tackled on an operational level; however if they relate to strategy for environmental and social topics, often they are addressed in annual annual sustainability committee agenda.
5. STAKEHOLDER ENGAGEMENT					
102-40	List of stakeholder groups	✓	3.3.2 Miches: Development in Balance 5. Partners for Sustainability in 2017	EIA Tropicalia DIA Four Seasons Stakeholder Engagement Guidelines for General Contractor (Sustainability Department) Stakeholder Maps (Communications Department)	
102-41	Collective bargaining agreements	✓	-	Registro Iniciativas Sostenibles 2018 Tropicalia y FT	None at this time
102-42	Identifying and selecting stakeholders	✓	-	EIA Tropicalia DIA Four Seasons Stakeholder Engagement Guidelines for General Contractor (Sustainability Department) Stakeholder Maps (Communications Department)	For identifying its stakeholders, Tropicalia and Fundación Tropicalia have developed and consistently update a stakeholder map. Both stakeholders that would be impacted by the project and that could impact the project are considered. Other sources for identifying relevant stakeholders to the project include the project's EIAs and Stakeholder Engagement Procedures for the General Contractor.
102-43	Approach to stakeholder engagement	✓	3.3.2 Miches: Development in Balance 4. Fundación Tropicalia 5. Partners for Sustainability in 2017	Stakeholder Engagement Guidelines for General Contractor (Sustainability Department)	- Tropicalia and Fundación Tropicalia engage with stakeholders on an ongoing basis, including business partners, sector associations, community groups, industry leaders, lenders, etc. We have an outreach and open-door policy, meaning that community stakeholders have consistent and constant contact with our employees to express their concerns and interests impromptu. - According to the specific program or initiative, Fundación Tropicalia develops community surveys to measure and assess the quality of the interventions and the level of satisfaction of the local people. - Tropicalia advises its General Contractor on how to engage with its stakeholders as well.
102-44	Key topics and concerns raised	✓	3.4.3. Environmental Compliance and Expanding Recycling Efforts 3.5 Management and Governance Mechanisms for Sustainable Business 4.4. Environmental Protection and Stewardship 4.7. Sociocultural Advocacy	Tropicalia EIA; Four Seasons Resort DIA; Sustainable Management System: ESAP	Beach access was identified as one of the major community concerns. Tropicalia has developed a Beach Program for the recovery and maintenance of Costa Esmeralda to address stakeholder's concerns. Gender inequality in the DR is a major concern. Tropicalia addresses this through commitment to SDG 5 and FT through SNSI program. Tropicalia's ESAP addresses environmental and social concerns raised by the lenders and sets targets to fulfil their Performance Standards
102-45	Entities included in the consolidated financial statements	P	-	-	Tropicalia's financial statements are shared with material stakeholders upon request and subject to internal approval.
102-46	Defining report content and topic boundaries	✓	3.5.1. Sustainable Management System and Materiality	Sustainability Management System; IFC Performance Standards and ESAP	Boundaries of each material topic are limited to Tropicalia's property, everything that happens within the property, and the community that is impacted by the project activities: Miches Municipality, located within El Seibo Province.
102-47	List of material topics	✓	3.5.1. Sustainable Management System and Materiality	Sustainability Management System; IFC Performance Standards and ESAP; Biodiversity Management Plan; EIAs	All the material topics are presented in the SMS as criteria and indicators. Material topics are also included in this Content Index, Disclosures GRI 301-1 through GRI 419-1.
102-48	Restatements of information	✓	-	-	Disclosures 102-45 and 102-56 should have been reported upon as Partial, rather than Full ability to meet reporting disclosures.
102-49	Changes in reporting	✓	7. Global Reporting Initiative	-	Tropicalia onboarded two new stakeholders: IFC and IDB - international development bank lenders. As a result a new set of material topics were introduced to the project in 2018 when we finalized our Environmental and Social Action Plan (ESAP), and subscribed to IFC Env't and Social Performance Standards.
102-50	Reporting period	✓	Introduction	-	January 2018 to December 2018
102-51	Date of most recent report	✓	-	-	April 2018
102-52	Reporting cycle	✓	Introduction	-	The Corporate Sustainability Report is published annually. This is our eighth report.
102-53	Contact point for questions regarding the report	✓	Last page of report / credits	-	Sofia Perazzo Vice President of Sustainability Cisneros Real Estate sperazzo@cisneros.com
102-54	Claims of reporting in accordance with the GRI Standards	✓	7. Global Reporting Initiative	-	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	✓	7. Global Reporting Initiative	-	
102-56	External assurance	P	3.4.1. Economic Sustainability: International Lenders and Financing 3.5. Management and Governance Mechanisms for Sustainable Business 7. Global Reporting Initiative	-	
GRI 103: MANAGEMENT APPROACH (APPLIES FOR ALL MATERIAL TOPICS COVERED)					
103-1	Explanation of the material topic and its Boundary	P	3.5.1. Sustainable Management System and Materiality	Sustainable Management System	Boundaries of each material topic are limited to Tropicalia's property, everything that happens within the property, and the community that is impacted by the project activities: Miches Municipality, located within El Seibo Province. Material topics were identified as part of a materiality assessment based on complying with multiple internationally recognized best practices and reporting guidelines, including the LEED Scorecard, United Nations Global Compact, Global Sustainable Tourism Council Criteria for Destinations and Hotels and Tour Operators, Abu Dhabi Planning Council's Pearl Rating System for Estidama, among several others.
103-2	The management approach and its components	P	3.5. Management and Governance Mechanisms for Sustainable Business 7. Global Reporting Initiative	Sustainable Management System; Tropicalia EIA, Chapter 10 Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan	- Each material topic will be managed according to the guidance provided in the SMS per topic included. - EIA chapter 10 presents the Environmental Management Plan, which outlines the management strategies for the environmental material topics identified

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103-3	Evaluation of the management approach	P	3.5. Management and Governance Mechanisms for Sustainable Business 7. Global Reporting Initiative	Sustainable Management System Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan	- The management approach of each material topic will be evaluated quarterly against the indicators included in the SMS, considering the baseline data provided in each case as a point of reference. - Working groups that would tackle specific areas of our sustainability approach have been established, making sure that decisions made at the committee level are operationalized on the ground. - Tropicalia has been continually executing a rigorous Environmental Management and Protection Program (PMA), through which significant environmental management processes are implemented and relevant parameters closely followed and evaluated. All requested Environmental Compliance Reports (ICAs) have been presented to the Ministry of Environment and Natural Resources and no further reports are required until construction phase starts.
GRI 200: ECONOMIC TOPICS					
GRI 201: ECONOMIC PERFORMANCE					
201-1	Direct economic value generated and distributed	P	4.1 10 Years Working with Miches 4.2 Our Achievements in 2018	-	Disclosure of community investments can be found in Section 4. Fundación Tropicalia.
201-2	Financial implications and other risks and opportunities due to climate change	P	3.4.2. Sustainable Design and the Importance of Thoughtful Architecture	Four Seasons DIA Chapter 8.5: Adaptation plan for climate change Tropicalia EIA Annex 3.3: Climatic characterization Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan (BMP / BMEP) LEED and EDGE scorecard	- There are financial implications due to climate change that have been considered in design and development plans. These include, for example, the need to raise construction 2.5-3 m above sea level in order to protect the investment against sea surge. - Tropicalia vetted design decisions against its proprietary Sustainability Management System. Methods that will be used to manage the opportunities entailed include: use of Carbon Offsets, use of lower Carbon footprint energy, etc. - As part of our commitment to implementing environmentally friendly development, the project is anticipating LEED (Leadership in Energy and Environmental Design) Silver certification, corresponding to 50-59 points for sustainable design, construction and operation strategies. LEED certification prepares sustainable, energy efficient buildings that are resilient towards climate change, and that contribute towards climate change mitigation. - The BMP also provides guidance regarding beach Dune management and recovery, reducing threat of sea surge.
201-3	Defined benefit plan obligations and other retirement plans	✓	-	Human resources payroll	We comply with Dominican labor law and mandatory retirement plan: Employer contributes 7.10 % and employee contributes 2.87% of monthly salary to his/her retirement plan. 100% of Tropicalia/ICE employees participate in this plan. No other pension or retirement plan exists.
GRI 202: MARKET PRESENCE					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	✓	3.5.3 Labor and Human Rights	EIA Chapter 7: Regulatory Framework provides an inventory of national and international standards and laws governing the development of Tropicalia.	All full-time and part-time salaries are higher than the legal minimum wage. All positions are remunerated based on experience and position, and give equal consideration to both men and women, including managerial positions. For minimum wage positions, male and female positions are compensated the same
202-2	Proportion of senior management hired from the local community	✓	-	-	- All positions are given equal consideration to all people, including managerial positions. 2 of 4 senior management positions, are occupied by locals. - We prioritize hiring people that are from the local community. - Dominican citizens or permanent residents of the Dominican Republic are considered as 'local.'
GRI 203: INDIRECT ECONOMIC IMPACTS					
203-1	Infrastructure investments and services supported	✓	4.4. Environmental Protection and Stewardship 4.5. Supporting Education 4.6. Productivity: Sustainable Tourism Supply Chain in Miches 4.7. Sociocultural Advocacy	Tropicalia EIA, Chapter 8 Annex presents a chart on potential impacts on the socioeconomic development of the local community during reconstruction, construction, and operation of Tropicalia.	
203-2	Significant indirect economic impacts	✓	4. Fundación Tropicalia	EIA, Chapter 8 Annex presents a chart on potential impacts on the socioeconomic development of the local community during preconstruction, construction, and operation of Tropicalia. Fundación Tropicalia Website	- The relevance of the identified impacts was assessed in terms of intensity, extension, development, duration, and reversibility. - Most of Fundación Tropicalia's initiatives and projects generate economic impacts on the Municipality of Miches.
GRI 204: PROCUREMENT PRACTICES					
204-1	Proportion of spending on local suppliers	✓	4.6. Productivity: Sustainable Tourism Supply Chain in Miches	-	Tropicalia and lenders have announced specific targets for inclusive supply chains, including but not limited to including up to 500 local MSMEs in the supply chain up through project maturation.
GRI 205: ANTI-CORRUPTION					
205-3	Confirmed incidents of corruption and actions taken	✓	-	-	No incident to date.
GRI 300: ENVIRONMENTAL TOPICS					
GRI 303: WATER					
303-1	Interactions with water as a shared resource	P	-	Four Seasons DIA: Chapters 3, 4 and 8 discuss Tropicalia Four Seasons water source, consumption, discharge and catchments, as well as water management procedures for adequate use of water wells.	Tropicalia Four Seasons will source its water from 5 water wells located on Tropicalia property. Catchment sites identified are primarily subterranean for the Four Seasons Tropicalia site.
303-2	Management of water discharge-related impacts	P	-	Four Seasons DIA: Chapters 3, 4 and 8 discuss Tropicalia Four Seasons water discharge-related processes, impacts and management.	
GRI 304: BIODIVERSITY					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	✓	-	Tropicalia EIA, Chapter 3 Four Seasons DIA Critical Habitat Assessment Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan	The project is not located within any protected area or area of high biodiversity value. However it is adjacent to a protected area, and areas of high biodiversity value are described in the project's EIA, DIA, BMP/BMEP and Critical Habitat Assessment.
304-2	Significant impacts of activities, products and services on biodiversity	✓	-	Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan Landscape Species List	- As the project has not yet started construction, there have not been any impacts on biodiversity. - Tropicalia revised its landscape species list with Botanical Garden experts and removed all non-native species from the list, such that Tropicalia will be landscaped with 100% indigenous, non-invasive species.
304-3	Habitats protected or restored	✓	1. A Word from Adriana 2. 2018 Highlights 3.4.1 Economic Sustainability: International Lenders and Financing	Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan EIA, Chapter 10, presents the different proposed habitat management strategies	A result of Tropicalia's Critical Habitat Assessment revealed that Tropicalia is located in a highly modified habitat with remnants of natural habitat. These remnants have been georeferenced and identified and will be managed in accordance the mitigation hierarchy.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	✓	-	EIA, Chapter 3 presents a list of nationally and internationally protected species found within the property boundaries of the project Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan	
GRI 306: EFFLUENTS AND WASTE					
306-1	Water discharge by quality and destination	P	-	EIA Chapter 1 ICAs 1-11	Tropicalia has been continually executing a rigorous Environmental Management and Protection Program (PMA), through which significant Environmental Management processes are implemented and relevant parameters closely followed and evaluated. In the case of water, quality of potable water, sea water, and wastewater is being continuously assessed and reported.
306-3	Significant spills	✓	-	-	- No spills to date - EIA Chapter 9 outline proper procedures for handling oil spills.

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306-5	Water bodies affected by water discharged and/or runoff	√	-	-	No water bodies have been affected to date due to runoff or discharges.
GRI 307: ENVIRONMENTAL COMPLIANCE					
307-1	Non-compliance with environmental regulations	√	3.4.3. Environmental Compliance and Expanding Recycling Efforts	-	- The organization has not been identified as non-compliant with environmental laws and regulations. - EIA, Chapter 7 presents an inventory of national and international standards and laws governing the development of Tropicalia.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT					
308-1	New suppliers that were screened using environmental criteria	P	-	-	BCRD (General Contractor) was screened for environmental compliance and strong environmental and social clauses were introduced in their contract, such that any subcontractor they hire would also have to comply.
GRI 400: SOCIAL					
GRI 401: EMPLOYMENT					
401-1	New employee hires and employee turnover	√	3.5.3. Labor and Human Rights 4.3 Strengthening Governance & Transitions	-	3 employees (2 female, and 1 male), 0.04% turnover rate (rural, male in age between 30 and 50). Age 30 and under 1 male, 1 female rural region, >40 1 female urban region.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	√	3.5.3. Labor and Human Rights	-	All employees, full-time and temporary, are eligible for the same benefits, including: life insurance, health care, disability and invalidity coverage, parental leave, etc.
401-3	Parental leave	√	-	-	No parental leave taken in 2018.
GRI 402: LABOR/MANAGEMENT RELATIONS					
402-1	Minimum notice periods regarding operational changes	√	-	-	No significant operational changes took place in 2018.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY					
403-1	Occupational health and safety management system	P	2. 2018 Highlights 3.4.1 Economic Sustainability: International Lenders and Financing 3.5.1 Sustainability Management System (SMS) and Materiality 6. Looking Forward	General Contractor (BCRD) provided an EHS system including occupational health for all non-employee workers for construction phase of project.	Tropicalia hired RINA consultants to develop the ESMS for the project, which will include an EHS and OHS procedure. These procedures were developed in 2018, and will be managed by the General Contractor and will be applied to non-employees during construction phase.
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	P	-	General Contractor (BCRD) provided an EHS system including occupational health, employee handbook and identification of risks and management of risks for all non-employee workers for construction phase of project.	These procedures were developed in 2018, and will be managed by the General Contractor and will be applied to non-employees during construction phase.
403-3	Workers with high incidence or high risk of diseases related to their occupation	P	-	General Contractor (BCRD) provided an EHS system including occupational health, environment and safety issues.	These procedures were developed in 2018, and will be managed by the General Contractor and will be applied to non-employees during construction phase.
403-4	Health and safety topics covered in formal agreements with trade unions	P	-	General Contractor (BCRD) provided an EHS system including occupational health, environment and safety issues.	These procedures were developed in 2018, and will be managed by the General Contractor and will be applied to non-employees during construction phase.
403-5	Worker training on occupational health and safety	P	-	General Contractor (BCRD) provided an EHS system including occupational health, environment and safety issues.	These procedures were developed in 2018, and will be managed by the General Contractor and will be applied to non-employees during construction phase.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P	-	General Contractor (BCRD) provided an EHS system including occupational health, environment and safety issues.	These procedures were developed in 2018, and will be managed by the General Contractor and will be applied to non-employees during construction phase.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY					
405-1	Diversity of governance bodies and employees	√	3.5. Management and Governance Mechanisms for Sustainable Business	-	a. Sustainability Committee and sub committees in 2018 are composed of 13 members: 7 female, 6 male. 0 under 30 years old, 4 over 50 years old. b. 28 employees: - Men: 16 - Full time - Women: 12 - Full time - Rural (including Miches): 17 - Full time - Urban: 11 - Full time
405-2	Ratio of basic salary and remuneration of women to men	√	-	-	All full-time and part-time salaries are higher than the legal minimum wage. All positions are remunerated based on experience and position, and give equal consideration to both men and women, including managerial positions. For minimum wage level positions, male and female positions are compensated the same.
GRI 406: NON-DISCRIMINATION					
406-1	Incidents of discrimination and corrective actions taken	√	-	-	There have been no incidents of discrimination during the reporting period.
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	√	-	-	None during this reporting period.
GRI 408: CHILD LABOR					
408-1	Operations and suppliers at significant risk for incidents of child labor	√	-	-	None during this reporting period.
GRI 409: FORCED OR COMPULSORY LABOR					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	√	-	-	None during this reporting period. General Contractor has policies in place to prevent child labor in all operations and subs operations during the construction phase.
GRI 413: LOCAL COMMUNITIES					
413-1	Operations with local community engagement, impact assessments, and development programs	√	4. Fundación Tropicalia	EIA, Chapter 8, presents a social impact assessment	All current operations and processes are implemented with local community engagement. No formal grievance mechanisms exist at this time.
413-2	Operations with significant actual and potential negative impacts on local communities	√	-	EIA, Chapter 8, presents a social impact assessment	Through Fundación Tropicalia we are consistently engaging community stakeholders and communicating relevant risks and opportunities related to Tropicalia via our Stakeholder Engagement plan.
GRI 414: SUPPLIER SOCIAL ASSESSMENT					
414-1	New suppliers that were screened using social criteria	P	3.5. Management and Governance Mechanisms for Sustainable Business	Environmental and Social Action Plan	We have included a clause listing the principles of the UNGC in all of our contracts, including our five major partners and contractors. We also have sustainability clauses included in major contracts, particularly with General Contractor and any contractor hired for the construction phase.
GRI 419: SOCIO-ECONOMIC COMPLIANCE					
419-1	Non-compliance with laws and regulations in the social and economic area	√	3.5. Management and Governance Mechanisms for Sustainable Business	-	- The organization has not been identified as non-compliant with socio-economic laws and regulations. - EIA, Chapter 7 presents an inventory of national and international standards and laws governing the development of Tropicalia.

LEGEND	
√	We fully meet the disclosure and include all information required in the report, the table under the "notes" section, or in another report/study.
P	We partially meet the disclosure and include available information in the report, table, or other report/study.