

# MANAGEMENT AND GOVERNANCE MECHANISMS



## SUSTAINABILITY MANAGEMENT SYSTEM AND MATERIALITY

Our Sustainability Management System (SMS) prompts us to analyze issues in key topic areas: sustainable destination management; cultural heritage and community development; legal accountability, labor, health and safety; and built and natural environmental management.

- Tropicalia contracts include a robust section on sustainability commitments including compliance with: IFC Environmental and Social Performance Standards, Environmental and Social Action Plan (ESAP), 10 Principles of the United Nations Global Compact, LEED Scorecard, Sustainability Management System (SMS) and EDGE Certification.
- In 2018, we hired RINA consultants to develop an ESMS in accordance with PS 1 and ISO 14001, and the SMS serves as a base document for this exercise. We anticipate that the SMS will be absorbed in the ESMS so as to ease the reporting burden and streamline sustainability indicators for construction and operations of Tropicalia and Four Seasons Tropicalia.
- Moving forward with the construction phase of the project, Tropicalia will include robust sustainability clauses and requirements in all major contracts and apply all environmental and social requirements to contractors and subcontractors. Tropicalia initiated this commitment with *Bouygues Construcciones República Dominicana*.



## LABOR AND HUMAN RIGHTS

We remain committed to the protection of human and labor rights as a fundamental element for creating a healthy workplace.

- We translate these commitments into policies that counter child labor, advocate for gender equality, equal opportunity employment, and encourage individual freedom of association.
- We are proud to say that almost 40% of our current employees are women; all employees are remunerated based on experience and position.
- We hire and train local residents (more than 65% come from rural regions); and all operations implement local community engagement and development programs via Fundación Tropicalia.



## SUSTAINABILITY COMMITTEE

Tropicalia's Sustainability Committee is a cross-functional team that meets annually to discuss strategy, report progress and define goals for the upcoming year. The diversity of the Committee members has brought strength to this corporate governance body.

- Members include senior level Cisneros executives hailing from a wide variety of roles and backgrounds, in addition to external advisors, which are convened depending on the particular topic and area of expertise that is needed.
- In November 2018, we held our 13th Sustainability Committee meeting and discussed strategic decisions for the project's short, medium and long-term development.
- The strategic priority for 2019 is to segregate topics and define separate, but complementary agendas for three different working groups: The Tropicalia Sustainability Committee, the Communications Committee, and the Fundación Tropicalia Corporate Advisory Committee.



## COMMITMENTS TO THE UNGC AND SUSTAINABLE DEVELOPMENT GOALS

We continue to require our major partners to comply with the UNGC principles and the Sustainable Development Goals by incorporating these requirements into our contracts.

- In September 2018, *Bouygues Construcciones República Dominicana*, committed to complying with Tropicalia's environmental and social performance standards.
- We are committed to SDG 5 for Gender Equality, and follow The Women's Empowerment Principles, which were developed by UNGC and UN Women to offer businesses guidance in the workplace, marketplace and community.
- In support of SDG 15 for Life on Land, we rolled out an all-new Biodiversity Management Plan in 2018 to protect native species in six ecosystems and mitigate the effects of eight identified invasive species.