

GRI Index

Disclosure	Description	Level	Location		Notes
			2020 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	✓	-		Santo Domingo, Dominican Republic.
102-4	Location of operations	✓	3.2 Location	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	2. 2020 Highlights 2.1 Our Quarterly Playbook during Covid 3. Tropicalia 3.1 Four Seasons Dominican Republic at Tropicalia 3.3.1 Sound Business 3.4.4 Labor and Human Rights	-	- Total number of employees: 21 - Full time - Total number of operations: 1, Dominican Republic - Net sales: Does not apply - Quantity of products or services provided: 95-key resort & 23 branded residences operated by Four Seasons. . - Capitalization: Information not available
102-8	Information on employees and other workers	✓	3.4.1 Environmental and Social Management System 3.4.4 Labor and Human Rights	-	- Total number of employees: 21 - Full time - Men: 12 - Full time, - Women: 9 - Full time, - Rural (including Miches): 12 - Full time - Urban: 9 - Full time - Tropicalia includes robust sustainability clauses and requirements in all major contracts to enforce environmental and social requirements of the project. - In 2020, our volunteer from JICA was evacuated from the country due to the pandemic.
102-9	Supply chain	✓	1. A Word from Adriana 3.3 Creating a Business Model for a Sustainable Tourism Sector 3.3.1 Sound Business 3.4.1 Environmental and Social Management System 4.2.2 Miches emprende 5. Partners for Sustainability	Tropicalia ESMS documents: 001, 004 through 009	- 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	✓	1. A Word from Adriana 2. 2020 Highlights 2.1 Our Quarterly Playbook during Covid 3.3.1 Sound Business	-	- Redesigned resort program. - Suspended construction contracts with suppliers, which led to suspending loan agreements with Senior Lenders due to pandemic.
102-11	Precautionary Principle or approach	✓	1. A Word from Adriana 2. 2019 Highlights 3.4.3 Environmental Balance 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 Management System (ESMS); Biodiversity Management Plan (BMP); LEED scorecard.	Tropicalia applies the Precautionary Principle. Environmental Impact Assessments and subsequent Environmental Compliance Reports required of MIMARENA, as well as ESMS, BMP and LEED KPIs are in line with the precautionary principle approach. Pursuit of EDGE certification was suspended in 2020, along with suspension of loan agreements with IFC/IDB.
102-12	External initiatives	✓	3.3.2 Thoughtful Architecture 3.3.3 Environmental Balance 4. Fundación Tropicalia 7. Reporting Frameworks	Tropicalia website UNGC: https://www.unglobalcompact.org/what-is-gc/participants/12547 ESMS documents: 012, 013	<u>Voluntary Commitments:</u> 10 Principles of the UNGC since 2010; SDGs; GRI; Community Development work carried out by Fundación Tropicalia; Commitments to LEED. <u>Mandatory Commitments:</u> Local and international law.
102-13	Membership of associations	✓	5. Partners for Sustainability	Tropicalia and Fundación Tropicalia websites	
2. Strategy					
102-14	Statement from senior decision-maker	✓	1. A Word from Adriana	ESMS documents: 001, Corporate Policy Statement; Supply Chain Policy	
102-15	Key impacts, risks, and opportunities	✓	1. A Word from Adriana 3.4 Management and Governance Mechanisms for Sustainable Business 3.4.2 Stakeholder Engagement 3.4.3 Sustainability Committee	Tropicalia EIA; Four Seasons DIA; ESMS; LEED Scorecard; Sustainability Committee	
3. Ethics and Integrity					
102-16	Values, principles, standards, and norms of behavior	✓	1. A Word from Adriana 3.3 Creating a Business Model for a Sustainable Tourism Sector 3.4 Management and Governance Mechanisms for Sustainable Business	Tropicalia EIA and Four Seasons DIA provide inventory of national and international standards and laws governing the development of the project. ESMS documents: 001, Corporate Policy Statement, Supply Chain Policy.	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 in support with other area managers is responsible for encouraging adherence to corporate values, principles, standards and norms.
102-17	Mechanisms for advice and concerns about ethics	P	3.4.2 Stakeholder Engagement	ESMS documents: 019-024 (external and internal grievance mechanisms plans and procedures)	
4. Governance					
102-18	Governance structure	✓	3.4.3 Sustainability Committee	Tropicalia EIA, Chapter 11: Management strategies	
102-19	Delegating authority	✓	3.4.3 Sustainability Committee	ESMS documents: 001	VP of Sustainability 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. Our ESMS also defines responsible parties for managing environmental and social commitments.
102-20	Executive-level responsibility for economic, environmental, and social topics	✓	3.4 Management and Governance Mechanisms for Sustainable Business		VP of Sustainability is the executive level position responsible for environmental and social topics. Cisneros CEO, CFO, COO; CRE President are all responsible for economic topics on the project and also sit on Tropicalia's Sustainability Committee.
102-21	Consulting stakeholders on economic, environmental, and social topics	✓	3.4.2 Stakeholder Engagement 4. Fundación Tropicalia	EIA Environmental Management Program, Environmental Compliance Reports. ESMS documents: 017 (Stakeholder Engagement Plan).	Tropicalia executives actively engage stakeholders relevant to their workflow. 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. Our operations team also engages stakeholders informally.
102-22	Composition of the highest governance body and its committees	P	3.4.3 Sustainability Committee		Sustainability Committee is the highest governance body for Tropicalia env't & social topics comprised of executives from Tropicalia and other Cisneros entities. Committee composition in 2020: 10 members: 5 female, 5 male. 7 between 30-50 years old, 3 over 50 years old.
102-23	Chair of the highest governance body	P	3.4.3 Sustainability Committee		Chair of the Sustainability Committee / highest governance body is also CEO of the organization. Sustainability Committee is comprised of company executives and non-executives are invited depending on the topics under revision.
102-24	Nominating and selecting the highest governance body	✓	3.4.3 Sustainability Committee 3.4.4 Labor and Human Resources		Committee members are company executives and are selected based on their 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 2020, the Committee convened twice and invited two outside guests. Being an executive committee, members are selected based on tenure and relevance to the mission of the committee; 50% are female. We also have non-discrimination hiring practices in place. See section 3.4.4 of report.
102-26	Role of highest governance body in setting purpose, values, and strategy	✓	3.4.3 Sustainability Committee	-	The Sustainability Committee sets values and corporate philosophy, and approves strategies, policies, mission statement and goals developed by VP of Sustainability and/or ED of Fundación Tropicalia with regards to environmental and social topics. When appropriate the committee reviews economic topics, though these are mostly discussed within a different corporate committee.
102-27	Collective knowledge of highest governance body	✓	1. A Word from Adriana 3.4 Management and Governance Mechanisms for Sustainable Business	-	When appropriate & necessary, the Sustainability Committee agenda incorporates 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. When possible we participate in industry events as speakers/experts.
102-29	Identifying and managing economic, environmental, and social impacts	✓	3.4 Management and Governance Mechanisms for Sustainable Business	ESMS documents: 010 and 011 (ES Risk Identification Procedure and Matrix)	Committee members identify these risks/impacts within their work area and bring up the most relevant / pressing matters in the committee agenda. Other stakeholders are engaged in order to identify risks/impacts as necessary.

GRI Index

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			2020 Sustainability Report	Other	
102-30	Effectiveness of risk management processes	✓	3.4 Management and Governance Mechanisms for Sustainable Business		Committee members and workflow managers manage risk in their respective areas and bring up the most pressing issues in our annual meeting or as necessary throughout the year.
102-31	Review of economic, environmental, and social topics	✓	3.4 Management and Governance Mechanisms for Sustainable Business		Sustainability Committee reviews environmental & social topics once per year.
102-32	Highest governance body's role in sustainability reporting	✓	1. A Word from Adriana 3.4 Management and 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. CEO gives final approval of Sustainability Report content before publishing.
102-33	Communicating critical concerns	✓	3.4 Management and Governance Mechanisms for Sustainable Business		Critical concerns are usually tackled at the operational level; however, if they relate to strategy for environmental and social topics, often department heads will report to VP Sustainability and/or Country Manager in Dominican Republic to ensure these concerns are addressed immediately and/or in the annual sustainability committee meeting.
5. Stakeholder engagement					
102-40	List of stakeholder groups	✓	3.4.1 Environmental and Social Management System 3.4.2 Stakeholder Engagement 4. Fundacion Tropicalia 5. Partners for Sustainability	EIA Tropicalia DIA Four Seasons ESMS documents: 017 Stakeholder Engagement Plan	
102-41	Collective bargaining agreements	✓	3.4.4 Labor and Human Rights		Employees have the right to join worker associations and are protected by Dominican law to do so. To date 0% of our 21 employees have joined collective bargaining agreements.
102-42	Identifying and selecting stakeholders	✓	3.4.1 Environmental and Social Management System 3.4.2 Stakeholder Engagement 4. Fundacion Tropicalia	EIA Tropicalia DIA Four Seasons Stakeholder Maps (Communications Department) ESMS documents: 010 (Risk Identification Procedure), 017 (Stakeholder engagement procedure)	Tropicalia and Fundacion Tropicalia 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.
102-43	Approach to stakeholder engagement	✓	3.4.1 Environmental and Social Management System 3.4.2 Stakeholder Engagement 4. Fundacion Tropicalia	ESMS documents: 017 (Stakeholder engagement procedure)	- Tropicalia and Fundacion Tropicalia engage with stakeholders on an ongoing basis, including business partners, sector associations, community groups, industry leaders, lenders/investors, 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, Fundacion 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, consultants and providers on how to engage with its stakeholders as well.
102-44	Key topics and concerns raised	✓	3.2.3 Destination Management: PROMICHES 3.4.2 Stakeholder Engagement	Tropicalia EIA; Four Seasons Resort DIA ESMS documents: 017 (Stakeholder engagement procedure)	Beach access, tourism infrastructure needs, supply chain inclusion continue to be important to community and developer stakeholders.
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	✓	3.4.1 Environmental and Social Management System	ESMS documents define scope for each policy, procedure and plan related to ES performance	Boundaries of each material topic are limited to Tropicalia's property (everything that happens within the property boundary), and the community that is impacted by project activities, specifically the Miches Municipality, located within El Seibo Province.
102-47	List of material topics	✓	3.4.1 Environmental and Social Management System	ESMS documents define scope for each policy, procedure and plan.	All the material topics are presented in the project's ESMS documents. Material topics are also included in this Content Index, Disclosures GRI 301-1 through GRI 419-1
102-48	Restatements of information	✓	-	-	none
102-49	Changes in reporting	✓	-	-	No significant changes from previous reporting periods in list of material topics and boundaries.
102-50	Reporting period	✓	Cover / Title Page 1. A Word from Adriana	-	January 2020 to December 2020
102-51	Date of most recent report	✓	-	-	June 2020
102-52	Reporting cycle	✓	Cover / Title Page 1. A Word from Adriana	-	The Corporate Sustainability Report is published annually. This is our 10th 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	✓	7.2 Global Reporting Initiative	-	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	✓	7.2 Global Reporting Initiative	-	
102-56	External assurance	P	7.2 Global Reporting Initiative		Our sustainability reports are self-assured at this time and the information produced in the report is supported by employee produced documents (reports, meeting minutes, presentation, etc.), photographs and attendance sheets.
GRI 103: Management Approach (applies for all material topics covered)					
103-1	Explanation of the material topic and its Boundary	✓	3.4.1. Environmental and Social Management System	ESMS documents	ESMS documents identify the material issues for our project, define scope/ boundary and responsible parties for implementation. Boundaries of each material topic are limited to Tropicalia HQ offices in Santo Domingo, Tropicalia's property (everything that happens within the property), Fundacion Tropicalia offices in Miches and the community that is impacted by project activities: Miches Municipality, located within El Seibo Province. 1st tier suppliers (Hotel Operator and General Contractor and Subcontractors) are included in our project boundary and held accountable for complying with environmental and social commitments assumed by Tropicalia. Material topics are identified based on complying with multiple internationally recognized best practices and reporting guidelines in compliance with LEED, United Nations Global Compact and project ESMS.
103-2	The management approach and its components	P	3.4.1. Environmental and Social Management System	ESMS documents	ESMS includes plans, policies and procedures for material issues, defines scope of application and responsible parties. ESMS documents are shared with material stakeholders upon request and subject to internal approval. ESMS bridge documents include: local and international regulations and norms; environmental permits.
103-3	Evaluation of the management approach	P	3.4.1. Environmental and Social Management System 7.2 Global Reporting Initiative	ESMS Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan	- The management approach of each material topic is evaluated periodically against the indicators/objectives outlined in ESMS documents. - Working groups that tackle specific areas of our sustainability approach ensure that strategic decisions are operationalized. - Tropicalia executes a rigorous Environmental Management and Protection Program (PMAA) corresponding to its environmental permits and Environmental Compliance Reports (ICAs) are presented to the Ministry of Environment and Natural Resources.
GRI 200: Economic topics					
GRI 201: Economic performance					
201-1	Direct economic value generated and distributed	P	4. Fundacion Tropicalia	2018 Sustainability Report, sections: - 4.1 10 Years Working with Miches - 4.2 Our achievements in 2018	Tropicalia funds a portion of Fundacion Tropicalia's annual budget; FT also raises funds to support community development programs. FT financials are produced to material stakeholders upon request and internal approval.
201-2	Financial implications and other risks and opportunities due to climate change	P	3.3.2. Thoughtful Architecture	2018 Sustainability Report, section 3.4.2 Four Seasons DIA Chapter 8.5: Adaptation plan for climate change Tropicalia EIA Annex 3.3: Climatic characterization ESMS documents: 010 and 011 Coastal processes, wave protection recommendations and studies	Tropicalia's architectural design accounts for sea surge, wave-run up, and 100 year storms. Buildings will be lifted a least 2.5 meters above sea level; sand dunes, coastal setbacks, and natural runoff were studied and integrated into resort design.
201-3**	Defined benefit plan obligations and other retirement plans	✓	3.4.4 Labor and Human Rights	Human resources payroll	We comply with Dominican labor law and mandatory retirement plan: Employer contributes 7.10% and employee contributes 2.87% of monthly earnings to retirement plan. 100% of employees participate in this plan. No other pension or retirement plan exists.

GRI Index

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			2020 Sustainability Report	Other	
GRI 202: Market presence					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	✓	3.4.4 Labor and Human Rights	- 2020 Payroll	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 senior management positions of 21 employees. - 2 out of 5 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 'local' when hiring personnel
GRI 203: Indirect economic impacts					
203-1	Infrastructure investments and services supported	✓	3.2.3 Destination Management: Promiches 4. Fundación Tropicalia	2018 Sustainability Report, sections: 4.2, 4.3, 4.4, 4.5 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	Via Promiches, Tropicalia is supporting water, waste and road infrastructure, as well as improved coastal management systems; all of which have positive impacts on the local community.
203-2	Significant indirect economic impacts	✓	3.2.3 Destination Management: Promiches 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. IDB Project Disclosure / Tropicalia / In 2017, IDB Invest qualified our project as among the highest of all corporate clients regarding its development impact in the local community. Fundacion Tropicalia websites: snsi.fundaciontropicalia.com , mipe.fundaciontropicalia.com	- Most of Fundación Tropicalia's initiatives and projects generate indirect economic impacts on those who participate in its programs. - Tropicalia itself is slated to create direct and indirect economic benefits beyond a typical tourist development given the high poverty levels of the surrounding area. - Tropicalia's participation in the local DMO (destination management organization) - PROMICHES - is generating several positive indirect economic impacts, from improving coastal management to creating municipal-wide solutions to waste, water and other essential infrastructure needs.
GRI 204: Procurement practices					
204-1	Proportion of spending on local suppliers	✓	-	2019 Sustainability Report, section 4.4 2018 Sustainability Report, section 4.6 IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia	Fundación Tropicalia: 100% of Fundación Tropicalia's activities are locally procured.
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. 2018 Sustainability Report, GRI 303-1 2017 Sustainability Report, pgs 25-29 2016 Sustainability Report, pgs 32, 44-45	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. Project design documents available for material stakeholders upon request and internal approval. ESMS Documents: 013, 026	Four Seasons will have its own Waste Water Treatment Plant in compliance with IFC Environmental and Social Performance Standards.
303-3	Water withdrawal	P	-	-	5 water wells located on Tropicalia property. Our onsite consumption is 383,250 gallons of groundwater, or 1.74 Megaliters. We do not pull water from any other sources.
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	✓	3.2.1 A Natural Escape	2019 Sustainability Report, section 3.3.1 2018 Sustainability Report, section 3.3.2 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 two protected areas, and areas of high biodiversity value are described in the project's EIA, DIA, BMP/BMEP and Critical Habitat Assessment. Project's BMP/BMEP complies with IFC P56.
304-2	Significant impacts of activities, products and services on biodiversity	✓	2. 2020 Highlights 3.3.3 Environmental Balance: Our Management Systems and Programs	2019 Sustainability Report, 2019 Highlights Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan Landscape Species List Technical report Botanical Garden	- All required Environmental Compliance Reports (ICAs) have been presented to the Ministry of Environment and Natural Resources. - Tropicalia identified and georeferenced endangered tree species (Palma Real, Palma Catey, Palma Cana, Drago) listed on IUCN and national conservation lists alongside the Botanical Garden, for replanting and transfer during site clearance. - In 2019, 82 species were tagged and georeferenced for conservation. - In 2020, 67 Palma Cana and 19 Palma Real were tagged and transferred. 50% survival rate do to Tropical Storm Isaias.
304-3	Habitats protected or restored	✓	-	2018 Sustainability Report, sections 1, 2, 3.4.1 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 to the mitigation hierarchy.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	✓	3.3.3 Environmental Balance: Our Management Systems and Programs	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 Critical Habitat Assessment	- In 2020, 67 Palma Cana and 19 Palma Real were tagged and transferred. 50% survival rate do to Tropical Storm Isaias.
GRI 306: Effluents and waste					
306-1	Waste generation and significant waste-related impacts	✓	-	EIA Chapter 1 Tropicalia ICAs 1-13	Waste produced limited to office activities in Santo Domingo and Miches. Tropicalia on-site waste produced is limited to staff consumption of food and beverage - 12 people in total. No significant waste impacts reported.
306-2	Management of significant waste-related impacts	✓	-	EIA Chapter 1 Tropicalia ICAs 1-13	Tropicalia site: waste is collected and transported to municipal waste-dump 2x per month. Fundacion Tropicalia: all community engagement activities and office procurement reduces single use plastics to the greatest extent possible.
306-3	Waste generated	P	-	EIA Chapter 1 Tropicalia ICAs 1-13 ESMS documents: 026 (Waste Management Plan)	Tropicalia site: recycles 30m3 of plastic and composts 200m3 of organic waste annually. Santo Domingo offices: Waste is classified and recycled by third party, GreenLove. In 2020, we recycled 325 Kg of paper, plastic, cardboard and glass. No hazardous waste produced at this time
306-4	Waste diverted from disposal	✓	- Inside cover page: A sustainable report	2020 Annual report GreenLove (for SD office) ESMS documents: 026 (Waste Management Plan)	Tropicalia site: waste is collected and transported to municipal waste-dump 2x per month. SD offices: waste is collected by building and sent to municipal waste-dump weekly.
306-5	Waste directed to disposal	✓	-	Tropicalia ICAs 1-13 ESMS documents: 026 (Waste Management Plan)	Tropicalia site: waste is collected and transported to municipal waste-dump 2x per month. SD offices: waste is collected by building and sent to municipal waste-dump weekly.
GRI 307: Environmental compliance					
307-1	Non-compliance with environmental regulations	✓	3.3.3. Environmental Balance: Our Management Systems and Programs	Tropicalia ICAs 1-15 Four Seasons ICAs 1-2 Tropicalia EIA and FST DIA ESMS documents: 013 (Legal and Other Requirements Matrix)	- Tropicalia is in full compliance with its environmental requirements. - Tropicalia EIA, Chapter 7 presents an inventory of national and international standards and laws governing the development of Tropicalia.

GRI Index

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			2020 Sustainability Report	Other	
GRI 308: Supplier environmental assessment					
308-1	New suppliers that were screened using environmental criteria	P	3.3.1 Sound Business: The Right Approach	ESMS documents BCRD ESHS documents BCRD monthly reports January - March 2020	100% new suppliers were assessed for environmental and social compliance with Tropicalia requirements BCRD (General Contractor) required subcontractors to comply with Tropicalia environmental and social requirements. Specialized service providers (i.e. Hazardous waste management service provider) must be authorized to operate by the Ministry of Environment and Natural Resources to perform their service.
308-2	Negative environmental impacts in the supply chain and actions taken	P	-	ESMS documents BCRD ESHS documents BCRD monthly reports January - March 2020	100% of suppliers were assessed for negative environmental impacts.
GRI 400: Social					
GRI 401: Employment					
401-1	New employee hires and employee turnover	✓	3.4.4 Labor and Human Rights	-	3 employees (2 female and 1 male) dismissed in later 2020 because of the pandemic labor force reduction. 12.5% turnover rate in 2020.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	✓	3.4.4 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	✓	-	-	100% returned to work after parental leave. (2 females)
GRI 402: Labor/Management Relations					
402-1	Minimum notice periods regarding operational changes	✓	3.4.4 Labor and Human Resources	-	Significant operational change due to pandemic = work from home policies, social distancing and staggered return to the office.
GRI 403: Occupational Health and Safety					
403-1	Occupational health and safety management system	✓	3.4.1 Environmental and Social Management System	2019 Sustainability Report, sections: 1, 2, 4.3.1, 3.5.1, 3.5.3 2018 Sustainability Report, sections: 2, 3.4.1, 3.5.1 General Contractor (BCRD) provided an ESHS system including occupational health for all non-employee workers for construction phase of project. ESMS documents: 007, 013, 027, 040	Tropicalia's ESMS accounts for Occupational Health & EHS procedures and monitoring indicators. ESMS is in compliance with IFC PS 1, local and international regulations and industry best practices. ESMS applies to Tropicalia and Fundación Tropicalia employees, sites and offices, as well as subcontractor's workers.
403-2	Hazard identification, risk assessment and incident investigation	✓	3.4.1 Environmental and Social Management System	ESMS documents: 007, 013, 027, 028-33, 040	Tropicalia's ESMS accounts for EHS procedures and monitoring indicators; internal grievance mechanisms; environmental and social risk identification; EHS risk identification and mitigation hierarchy, etc. ESMS complies with IFC PS 1, local and international regulations and industry best practices.
403-3	Occupational health services	P	-	General Contractor (BCRD) provided an ESHS system including occupational health, environmental and safety issues. ESMS Documents: 039 (EPRP)	
403-4	Worker participation, consultation and communication on occupational health and safety	✓	3.3.1 Sound Business: The Right Approach	General Contractor (BCRD) implemented an ESHS system including occupational health, environmental and safety issues. BCRD monthly reports January - March 2020	BCRD supervised 4 subcontractors, 27 workers, 3 management staff and carried out 20 training workshops during site clearance activities prior to the pandemic.
403-5	Worker training on occupational health and safety	✓	3.3.1 Sound Business: The Right Approach	General Contractor (BCRD) implemented an ESHS system including occupational health, environmental and safety issues. BCRD monthly reports January - March 2020	Training topics included: ethics & compliance; environmental management; control and worker health and safety
403-6	Promotion of worker health	P	3.4.4 Labor and Human Rights	COVID-19 Protocol for Cisneros Workers	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	NA	-	General Contractor (BCRD) implemented an ESHS system including occupational health, environmental 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
403-8	Workers covered by an occupational health and safety management system	✓	-	BCRD monthly reports January - March 2020	GC covers 100% of workers via their ESHS policies and plans
403-9	Work-related injuries	✓	-	BCRD monthly reports January - March 2020	None reported
403-10	Work-related ill health	✓	-	BCRD monthly reports January - March 2020	None reported
GRI 405: Diversity and Equal Opportunity					
405-1	Diversity of governance bodies and employees	✓	3.4.3 Sustainability Committee 3.4.4 Labor and Human Rights	-	a. Committee composition in 2020: 10 members: 5 female, 5 male. 7 between 30-50 years old, 3 over 50 years old. b. Employees: 21 - Full time - Men: 12 - Full time, - Women: 9 - Full time, - Rural (including Miches): 12 - Full time - Urban: 9 - 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	✓	-	-	None during this 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.
GRI 413: Local communities					
413-1	Operations with local community engagement, impact assessments, and development programs	✓	3.4.2 Stakeholder Engagement 4. Fundación Tropicalia	EIA, Chapter 8, presents a social impact assessment ESMS documents: 017, 022-024	All current operations and processes are implemented with local community engagement. ESMS developed in 2019 includes stakeholder engagement and external grievance mechanism plans and procedures
413-2	Operations with significant actual and potential negative impacts on local communities	✓	3.4.2 Stakeholder Engagement 4. Fundación Tropicalia	EIA, Chapter 8, presents a social impact assessment ESMS documents: 010, 011	Fundación Tropicalia consistently engages community stakeholders in support of their insertion into the tourism supply chain. Tropicalia manages impact via stakeholder engagement plan and open-door dialogue with community leaders and stakeholders.
GRI 414: Supplier social assessment					
414-1	New suppliers that were screened using social criteria	P	3.4 Management and Governance Mechanisms for Sustainable Business	ESMS documents: 004-008, 009	Sustainability clauses included in major contracts, particularly with General Contractor and any contractor hired for the construction phase.
414-2	Negative social impacts in the supply chain and actions taken	P	-	-	Suppliers required to comply with ES requirements of the project. Certain service providers to be certified by MIMARENA to provide services (i.e. manage hazardous waste)
GRI 419: Socio-economic compliance					
419-1	Non-compliance with laws and regulations in the social and economic area	✓	3.4 Management and Governance Mechanisms for Sustainable Business	ESMS documents: 013	- 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 information for the corresponding disclosure is included either in the report, in another report/study (referenced here), or within the table in the "notes" column
P	We partially meet the disclosure and have some of the information in the report, here in the table, or in other report/study