

DISCLOSURE	DESCRIPTION	LEVEL	LOCATION		NOTES
			2019 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: 26- Full time -Rural (including Miches): 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 and Governance 3.5.3. Labor and Human Rights 4.1 Our Achievements in 2019	-	-Total number of employees: 26-Full time (Male: 14, Female: 12) -Rural (including Miches): 18-Full time -Urban: 8-Full time -Tropicalia includes robust sustainability clauses and requirements in major contracts to promote environmental and social compliance -In 2019, Fundacion Tropicalia had two full-time volunteers from Peace Corps and JICA
102-9	Supply chain	√	1. A Word from Adriana 3.4.1 Sound Business: Making Adjustments 3.5.1 Environmental and Social Management System 4.4. Productivity: Sustainable Tourism Supply Chain in Miches 5. Partnerships	Tropicalia ESMS documents: 001, 004-009 IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia	
102-10	Significant changes to the organization and its supply chain	√	-	-	-No significant changes in supply chain from previous reporting period (2018)
102-11	Precautionary Principle or approach	√	0. Introduction - A Sustainable Report 1. A Word from Adriana 2. 2019 Highlights 3.4.3 Environmental Balance: Our Management Systems and Programs 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	√	3.4.1 Sound Business: Making Adjustments 3.4.2 Thoughtful Architecture: The Importance of Sustainable Design 3.5. Management and Governance Mechanisms for Sustainable Business 4. Fundación Tropicalia	Tropicalia website IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia UNGC Signatory ESMS documents: 012, 013	Voluntary Commitments: 10 Principles of the UNGC since 2010; SDGs; Community Development work carried out by Fundacion Tropicalia; Commitments to LEED, EDGE for green building. Mandatory Commitments: Local and international law; IFC Environmental and Social Performance Standards
102-13	Membership of associations	√	5. Partners for Sustainability in 2019	Fundacion Tropicalia website	
2. Strategy					
102-14	Statement from senior decision-maker		1. A Word from Adriana 2. 2019 Highlights 3.5 Management and Governance Mechanisms for Sustainable Business 6. Looking Forward	Tropicalia website Fundacion Tropicalia website ESMS documents: 001, Corporate Policy Statement; Supply Chain Policy	
102-15	Key impacts, risks, and opportunities	√	1. A Word from Adriana 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	√	1. A Word from Adriana 2. 2019 Highlights 3.5 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. IFC Performance Standards includes reference to international norms and standards for environmental and social sustainability, including Equator Principles. ESMS documents: 001, Corporate Policy Statement, Supply Chain Policy.	Tropicalia complies with 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. Management heads are responsible for overseeing adherence to norms and standards.
102-17	Mechanisms for advice and concerns about ethics	P	3.4.1 Sound Business: Making Adjustments	ESMS documents: 019-024 (external and internal grievance mechanisms plans and procedures)	In 2019, we developed our internal and external grievance mechanism plans and procedures to be implemented in 2020 and during construction and operations.
4. Governance					
102-18	Governance structure	√	3.5.2 Sustainability Committee	Tropicalia EIA, Chapter 11: Management strategies 2018 Sustainability Report, sections: 3.5, 4.3	

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102-19	Delegating authority	√	3.5.2 Sustainability Committee	ESMS documents: 001 2018 Sustainability Report, sections: 3.5, 4.3	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. Our ESMS also defines responsible parties for managing environmental and social commitments.
102-20	Executive-level responsibility for economic, environmental, and social topics	√	3.5 Management and Governance Mechanisms for Sustainable Business	2018 Sustainability Report, sections 3.5, 4.3	VP of Sustainability is the executive level position responsible for environmental and social topics. Cisneros CEO, CFO, COO; Cisneros Real Estate 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	√	3.5 Management and Governance Mechanisms for Sustainable Business 4. Fundacion Tropicalia	ESAP, EIA Environmental Management Program, Environmental Compliance Reports. ESMS documents: 017 (Stakeholder Engagement Plan).	Tropicalia executives actively engage stakeholders relevant to their workflow. Fundacion 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 operational working group also engages stakeholders on an adhoc basis.
102-22	Composition of the highest governance body and its committees	P	3.5 Management and Governance Mechanisms for Sustainable Business		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 2019: 12 members: 6 female, 6 male. 8 between 30-50 years old, 4 over 50 years old.
102-23	Chair of the highest governance body	P	1. A Word from Adriana 3.5.2 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	√			Committee members are company executives and are selected based on their involvement in Tropicalia, tenure and expertise; 50% of members are female. When necessary we bring outside advisors to the committee on a year by year basis. In 2019, the committee did not convene given conflicts in scheduling. The committee rescheduled their meeting for first quarter of 2020. We also have non-discrimination hiring practices in place. See section 3.5.3 of report.
102-26	Role of highest governance body in setting purpose, values, and strategy	√	3.5 Management and Governance Mechanisms for Sustainable Business 4.3 Strengthening Governance & Transitions	-	The Sustainability Committee sets values and corporate philosophy, and approves strategies, policies, mission statement and goals with regards to environmental and social topics. When appropriate the committee reviews economic topics.
102-27	Collective knowledge of highest governance body	√	1. A Word from Adriana 3.5 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 encouraged to participate in 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	√	3.5 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. In 2019, we developed an Environmental and Social (ES) Risks & Impacts Procedure, as well as an ES Risks Matrix as part of our ESMS.
102-30	Effectiveness of risk management processes	√	3.5 Management and Governance Mechanisms for Sustainable Business		Committee members manage risk in their respective areas and bring up the most pressing issues in our annual meeting or as necessary.
102-31	Review of economic, environmental, and social topics	√	3.5 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 3.5 Management and Governance Mechanisms for Sustainable Business		VP Sustainability sits on the Sustainability Committee and oversees production of Sustainability Report, ensuring materiality. CEO reviews and approves Sustainability Report.
102-33	Communicating critical concerns	√	3.5 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	√	3.5.1 Environmental and Social Management System 3.4.4. Community Development: Fundacion Tropicalia 5. Partners for Sustainability in 2017	EIA Tropicalia DIA Four Seasons Stakeholder Engagement Guidelines for General Contractor Stakeholder Maps ESMS documents: 017	
102-41	Collective bargaining agreements	√	3.5.3 Labor and Human Rights	Registro Inicativas Sostenibles 2019 _ Tropicalia y FT	Percentage of employees covered by collective bargaining agreements: Employees have the right to join worker associations and are protected by Dominican law to do so. To date 0% of our 26 employees have joined collective bargaining agreements.
102-42	Identifying and selecting stakeholders	√	3.5.1 Environmental and Social Management System 4. Fundacion Tropicalia	EIA Tropicalia DIA Four Seasons Stakeholder Engagement Guidelines for General Contractor Stakeholder Maps ESMS documents: 010 (Risk Identification Procedure), 017 (Stakeholder engagement procedure)	Tropicalia and Fundacion 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. In 2019, we developed a risks identification matrix enabling further stakeholder identification.

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102-43	Approach to stakeholder engagement	√	3.5.1 Environmental and Social Management System 4. Fundación Tropicalia	Stakeholder Engagement Guidelines for General Contractor (Sustainability Department) ESMS documents:017 (Stakeholder engagement procedure)	Tropicalia and Fundación Tropicalia engage with stakeholders on an ongoing basis. 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 promptly. Fundación Tropicalia develops community surveys to measure and assess the quality of its programs. In 2020 we conducted two surveys. Tropicalia advises its General Contractor, consultants and providers on how to engage with its stakeholders as well.
102-44	Key topics and concerns raised	√	3.4 Creating a Business Model for a Sustainable Tourism Sector 4.2 Environmental Protection and Stewardship 4.4.1 Sustainable Tourism Supply Chain	EIA Tropicalia; DIA Four Seasons; ESMS	Beach access and an inclusive supply chain during construction and operations are key concerns raised by community. Tropicalia and Fundación Tropicalia address these concerns via coastal environmental stewardship programs, capacity building programs and local engagement opportunities to inform stakeholders of employment and supplier opportunities. Gender inequality is of major importance and Tropicalia addresses this issue via various programs, including FT's SNSI. Tropicalia's ESMS complies with IFC 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	ESMS documents define scope for each policy, procedure and plan related to ES performance	See disclosure 103-1.
102-47	List of material topics	√	3.5.1. Sustainable Management System and Materiality	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	√	-	-	GRI Content Index in 2018 misstated disclosure 306-1, which should have accounted for waste generation and significant waste-related impacts.
102-49	Changes in reporting	√	-	-	No significant changes from previous reporting periods in list of material topics and boundaries. In 2019, we decided to take a more efficient approach to the reporting process by summarizing impact of Fundación Tropicalia programs. We also decided to forgo physical distribution of the report to decrease environmental footprint.
102-50	Reporting period	√	Cover / Title Page 1. A Word from Adriana	-	January 2019 to December 2019
102-51	Date of most recent report	√	-	-	June 2019
102-52	Reporting cycle	√	Cover / Title Page 1. A Word from Adriana	-	The Corporate Sustainability Report is published annually. This is our 9th 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	7. Global Reporting Initiative	2018 Sustainability Report, section 3.4.1.	Our sustainability reports are self-assured at this time and the information produced in the report is supported by documented evidence produced by our team members.
GRI 103: Management Approach (applies for all material topics covered)					
103-1	Explanation of the material topic and its boundary	P	3.5.1. Environmental and Social Management System	ESMS	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, Fundación 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, IFC Environmental and Social Performance Standards.
103-2	The management approach and its component	P	3.5.1. Environmental and Social Management System	ESMS documents include: plans, policies and procedures for material issues.	
103-3	Evaluation of the management approach	P	3.5.1. Environmental and Social Management System 7. 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 on the ground. -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.

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GRI 200: Economic topics					
GRI 201: Economic performance					
201-1	Direct economic value generated and distributed	P	4, Fundación Tropicalia	2018 Sustainability Report, sections 4.1 and 4.2.	Tropicalia funds a proportion of Fundación 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	3.4.2. Sustainable Design and the Importance of 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	
201-3	Defined benefit plan obligations and other retirement plans	√	3.5.3 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.
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. ESMS documents: 013	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. - 4 senior management positions of 26 employees. - 2 out 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 'local.'
GRI 203: Indirect economic impacts					
203-1	Infrastructure investments and services supported	√	4, Fundación Tropicalia	2018 Sustainability Report, sections: 4.2, 4.3, 4.4, 4.5 Tropicalia EIA, Chapter 8 Annex IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia Fundación Tropicalia websites	
203-2	Significant indirect economic impacts	√	3.3 Location 4, Fundación Tropicalia	Tropicalia EIA, Chapter 8 Annex IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia Fundación Tropicalia websites	Most of Fundación Tropicalia's initiatives and projects generate indirect economic impacts on those who participate in its programs. Tropicalia creates direct and indirect economic benefits beyond a typical tourist development given the high poverty levels of the surrounding area. In 2017, IDB Invest qualified our project as among the highest of all corporate clients regarding its development impact in the local community.
GRI 204: Procurement practices					
204-1	Proportion of spending on local suppliers	√	4.4 Productivity	2018 Sustainability Report, section 4.6 IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia	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. For the purposes of procurement, local is defined as an 80km radius from the project site. 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. Fundación Tropicalia (FT) implements climate smart agricultural programs in efforts to mitigate the agricultural run-off that enters the Miches watershed system. FT also conducted water quality studies in Laguna Redonda.
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. IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia Project design documents ESMS Documents: 013, 026	Hotel 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.

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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	√	3.3.1 A Natural Escape	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 a protected area, 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 PS6.
304-2	Significant impacts of activities, products and services on biodiversity	√	2. 2019 HIGHLIGHTS 3.4.3 Environmental Balance: Our Management Systems and Programs	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.
304-3	Habitats protected or restored	√		2018 Sustainability Report, sections 1, 2, 3.4.1 Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan Tropicalia EIA, Chapter 10, presents 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	√	-	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	
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 production 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	
306-4	Waste diverted from disposal	√	-	2019 Annual report GreenLove (for SD office) ESMS documents: 026	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 2019, we recycled 878 Kg of paper, plastic and cardboard. No hazardous waste produced at this time
306-5	Waste directed to disposal	√	-	Tropicalia ICAs 1-13 ESMS documents: 026	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	√	2. 2019 Highlights 3.4.1 Sound Business: Making Adjustments 3.4.3. Environmental Balance: Our Management Systems and Programs 3.5.1 Environmental and Social Management System.	Tropicalia ICAs 1-13 Tropicalia EIA and FST DIA ESMS documents: 013	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 308: Supplier environmental assessment					
308-1	New suppliers that were screened using environmental criteria	P	-	ESMS documents BCRD ESHS documents	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	100% of suppliers were assessed for negative environmental impacts.
GRI 400: Social					
GRI 401: Employment					
401-1	New employee hires and employee turnover	√	3.5.3. Labor and Human Rights	-	-3 employees (1 female (rural, <30) and two male (rural, between 30 and 50)) hired in this year. - Total number and rate of employee turnover during the reporting period, by age group, gender and region: 7.7% turnover rate (rural male, between 30 and 50)
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 operational changes took place in 2019 that required a minimum notice period

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GRI 403: Occupational Health and Safety					
403-1	Occupational health and safety management system	√	1. A Word From Adriana 2. 2019 Highlights 3.4.1 Sound Business: Making Adjustments 3.5.1 Environmental and Social Management System 3.5.3 Labor and Human Rights	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 Fundacion Tropicalia employees, sites and offices, as well as subcontractor's workers
403-2	Hazard identification, risk assessment and incident investigation	√	3.5.1 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	-	BCRD ESHS documents include occupational health, environmental and safety issues. ESMS Documents: 039	
GRI 405: Diversity and Equal Opportunity					
405-1	Diversity of governance bodies and employees.	√	3.5. Management and Governance Mechanisms for Sustainable Business	-	See GRI 102-22.
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
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 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	√	-	EIA, Chapter 8, presents a social impact assessment ESMS documents: 010, 011	Fundacion Tropicalia consistently engages community stakeholders in support of their insertion into the tourism supply chain. See GRI 102-43.
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	-	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	√	3.5. 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.

ONLINE RESOURCES
Tropicalia Website
Cisneros Real Estate Website
IFC Project Disclosure
IDB Project Disclosure
UNGC