

TROPICALIA

REPÚBLICA
DOMINICANA

SUSTAINABILITY
REPORT 2020





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REPÚBLICA
DOMINICANA

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A SUSTAINABLE REPORT

Last year, we shared Tropicalia's 2019 Sustainability Report exclusively through digital channels, hence reducing our impact related with delivery logistics and print production. Whenever possible, we use FSC or recycled paper, and eco-delivery options for our communications and print materials.

WE RECYCLE

In 2020, Tropicalia's office in Santo Domingo continued its recycling program of paper, plastic, cardboard, and glass. Our recycling performance is on par with the limited use of our office during the pandemic and work-from-home policies.

In 2020, we:



Recycled **325 Kg of paper, plastic, cardboard and glass**



Mitigated **.54 tons of CO² emissions**



Saved **12,190 liters of water**



Conserved **3.66 trees**

1. A WORD FROM ADRIANA

On behalf of the Tropicalia team, welcome to our 2020 Sustainability Report, which covers our social and environmental performance during one of the most challenging years most of us have ever experienced. As we pieced together the 10th edition of our annual sustainability report, the impact of the COVID-19 pandemic weighed heavy on our hearts; economic and social disruption, school closures, mental health challenges, and the loss of loved ones represents a collective pain that is not lost on us. These times, though trying, have also driven changes that would have taken years, if not decades to embrace; for example, the global movement to learn and teach primary and secondary school online; or the increased awareness required to prioritize climate change in public and corporate policy. Our commitment to report annually is an incredibly insightful exercise that allows us to meticulously reflect upon the risks we mitigated and the opportunities we embraced in the midst of a truly remarkable year.

The first quarter of 2020, started smoothly. We were excited to have engaged our French-based construction partner, Bouygues Construcciones República Dominicana, and began early works on our site. We had diligently implemented our Stakeholder Engagement Plan; obtained full approval from the Ministry of Environment and Natural Resources regarding our environmental management plans; and signed our loan agreements with our Senior Lenders. By the beginning of March, we were fully positioned to begin land compaction and vertical construction on our site. Yet, parallel to our advancements, the novel Coronavirus spread to the Americas, with the first case of COVID-19 detected in the Dominican Republic on March 1, and by March 19, the government declared a national state of emergency, ordering nationwide closures of schools, hotels and restaurants, and the complete shutdown of its borders by air, sea and ground.

“2020 tested all of us. Yet it also brought to the forefront a quality that has consistently and historically characterized our organization — RESILIENCY”

Collectively, the world had no visibility as to how long this new normal would last nor how severe the pandemic would be for our health or economy. It was a time of great uncertainty for all of us. With regards to Tropicalia, after much debate



we reluctantly hit “pause” on our construction efforts until we had a clearer picture of what was happening to our industry. Simultaneously, we moved quickly to secure the safety of our staff and employees, implementing work-from-home policies and rolling out a COVID-19 safety protocol. Sadly, in order to ensure business continuity, by November we had reduced our workforce by 20%. We are grateful for our former collaborators’ contributions to our work and mission.

After the initial chaos that characterizes abrupt change, we waded in the calm of the storm and gradually identified the unique opportunities that were materializing. By the year’s end, we successfully brought to a close our loan and construction agreements. More importantly, we rallied support and excitement around a redesigned concept for our hotel and resort program that would suit the post-pandemic traveler and second-home owner.

Concurrently, our foundation, Fundación Tropicalia, made incredible strides to continue supporting the community during a time of particular need. We first responded to the pandemic by distributing masks and soap to the most vulnerable members of the community, and later we would repackage our annual summer camp, *Soy niña*, *soy importante*, by converting it into a remote program that delivered camp content in a box directly to our girls’ doorsteps. Despite the operational difficulties we faced, we were able to impact 3,323 members of the community by successfully implementing six programs throughout the year.

Certainly, 2020 tested all of us and brought to the forefront a quality that has consistently and historically characterized our organization — **RESILIENCY**. As the Cisneros Group approaches its centennial under third-generation leadership, I was reminded of my father’s and

grandfather’s legacies as they confronted, survived and thrived in contexts of political unrest, natural disasters and myriad risk. Today, this resiliency is renewed and reinforced time and again by our sustainable approach to business. In fact, our sustainability strategy is one of the main drivers for Tropicalia overcoming the risks posed by the pandemic.

The tourism industry will be among the first to bounce back when the world is fully reopened; and though this is great news, we are even more ecstatic to see a renewed emphasis placed on sustainability by world tourism leaders. According to a recent report by the World Tourism Organization, there’s general consensus that the “future resilience of tourism will depend on the sector’s ability to balance the needs of people, planet and prosperity.” Tropicalia has always occupied this space, and we are excited to stand behind a product that has the potential to improve so many lives while also respecting and restoring the environment.

Thanks to all those who continue to support our journey.

Sincerely,

Adriana Cisneros





2. 2020 HIGHLIGHTS

Our Response to the COVID-19 Global Health Pandemic

With the onset of COVID-19, early work efforts at Tropicalia came to a sudden halt when the Dominican Republic declared a national state of emergency on March 19, 2020. Measures to stifle the spread of COVID-19 were among the most robust in the Caribbean and South America, effectively closing borders, schools, hotel operations, and limiting in-country transit of people through prolonged shelter-in-place orders. Our construction efforts found themselves in suspended animation, and we quickly decided to take a pause and survey the landscape given the impact of the pandemic on our industry. Likewise, we immediately implemented work-from-home policies and flexible work schedules to maintain the safety and wellbeing of our team.

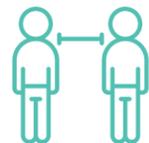
A Revised Resort Design and Program



Every challenge provides opportunity; the harsh realities of the pandemic gave Tropicalia a unique window to revise its resort design and program in response to the sudden shift in traveler behavior and expectations. Never before have health, safety, multi-generational living, and technology been more prioritized by travelers everywhere.

Changes made to the Resort Program:

Addressed evolving consumer and industry perceptions, expectations, operating standards, and best practices related to COVID-19. Included redesigned common areas that align with social distancing protocols.



Increased the availability of free-standing and socially distanced residential products that lend themselves to medium and long term stays.

Reduced construction costs and improved design elements when compared to the original bidding process.



Incorporated state-of-the-art connectivity technology consistent with evolving consumer demands.

Fundación Tropicalia & Community Support



Fundación Tropicalia's initial response to COVID-19 supported biosafety efforts in the local community, and later focused on the prevention of gender-based violence, as cases of child abuse and domestic violence increased due to prolonged periods of confinement.

In 2020, Fundación Tropicalia:

Locally sourced and distributed **1,350 hygiene kits**, which included antibacterial soap, face masks and informative flyers on COVID-19.



Created COVID-19 prevention and safety awareness campaigns on Fundación Tropicalia's social media channels, highlighting best practices alongside resources on the latest health and safety standards.



Launched *Soy niña, soy importante* (SNSI) in a Box, in lieu of celebrating the annual SNSI Summer Camp, effectively bringing the magic of camp directly to our girls' homes. We supported **310 girls** through the delivery of **1,550 boxes** filled with fun and informative content that supported their development and safety through the pandemic.

Fundación Tropicalia impacted the lives of **3,323 beneficiaries** (66% female, 34% male), by successfully implementing six programs in 2020. [See section 4](#) for more details on Fundación Tropicalia's work.



Awards



Tropicalia was honored by the Mercury Excellence Awards in the category of Corporate Social Responsibility Reports for its 2018 Sustainability Report. This distinction recognizes the quality of our public relations strategy with regards to how we communicate and produce our annual reports.

Fundación Tropicalia was awarded a grant for implementing *Soy niña, soy importante* (SNSI) in a Box by the Canadian Fund for Local Initiatives.

2.1 Our Quarterly Playbook During Covid

When the Dominican Republic declared a national state of emergency on March 19, 2020, the tourism industry - and many others - came to a standstill as the country underwent one of the most robust lockdowns in the world, renewing strict shelter-in-place orders every six to eight weeks. For the first three months of the pandemic, only essential services were permitted to operate and hotels all but shut-down for the remainder of the year.

Likewise, the lives of thousands of children and parents abruptly changed as schools were also closed for the entire year. These measures led to prolonged periods of confinement and isolation for most school-aged children, disproportionately affecting the country's most vulnerable. In-country, we saw a spike in cases of abuse and domestic violence, where too often the victims were children and women. Nevertheless, these cases were under-reported due to the lack of emergency assistance lines and weak institutional support.

In one fell swoop the landscape had drastically shifted. While Tropicalia embraced the challenges of the pandemic by revising its resort design to accommodate the post-pandemic traveler and second home-owner, Fundación Tropicalia also adjusted by responding to the unique needs of the community it serves.

Like the rest of the world, we had to learn to adapt to the new normal, and adapt we did. The following timeline is a reflection of our quarterly playbook during COVID in 2020.

JANUARY-MARCH

Co-organized community stakeholder engagement meetings with Bouygues Construcciones República Dominicana (BCRD) to inform local population of employment and supply chain opportunities, grievance mechanisms and environmental management.



BCRD partially mobilized its team, supervising four subcontractors, 34 workers, three management staff and hosted approximately 20 training workshops in: Ethics and compliance; environmental management; and quality, health and safety.



Commenced earlyworks, site clearance and tree transplantation activities in line with our Biodiversity Management Plan.



Terminated our construction contract with BCRD in order to evaluate the impact of the pandemic on our industry.



Concluded our financing commitment with IFC and IDB Invest due to the suspension of construction.

On March 19, 2020, the Dominican government declared a national state of emergency and issued strict shelter-in-place orders. We closed our offices and employees began remote work schedules.

APRIL-JUNE

Engaged local entrepreneurs to produce 1,350 biosafety kits that included a reusable mask and antibacterial soap. Distributed these kits to the most vulnerable households.



Created safety campaigns through our social media platforms to communicate accurate information regarding COVID-19 prevention, highlighting best practices and latest announcements issued by the World Health Organization and the Dominican Ministry of Public Health.

Re-opened our offices with staff making gradual and staggered returns to work in order to keep with social distancing norms.

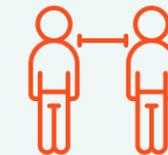
Introduced company-wide COVID-19 safety protocols in the workplace.

JULY-SEPTEMBER

Identified a revised resort design and program, significantly improving financial performance and attractiveness to capital markets, and favorably positioning for equity and debt reactivation in 2021.



Created and launched SNSI in a Box to accommodate for social distancing.



Awarded a grant by the Canadian Fund for Local Initiatives to implement SNSI in a Box and create a gender-based-violence awareness and prevention campaign.

OCTOBER-DECEMBER

Approached and garnered support from our partners and design consultants to pursue our revised resort design and program.



Underwent a restructuring, which called for a downsizing of our team. We are grateful for the incredible contributions our former collaborators made to our work and mission.



Concluded SNSI in a Box, where over the course of five months 310 girls received one educational box per month totaling 1,550 boxes delivered. See more details on SNSI in a Box in [section 4.5.2](#).



3. TROPICALIA

Tropicalia is a sustainable luxury master-planned community created by Cisneros Real Estate, offering sophisticated architecture in a captivating and breathtaking site of diverse natural beauty in northeast Dominican Republic. Comprised of residential and resort developments and a Tom Doak golf course, Tropicalia integrates smart design with the natural landscape, creating a sense of balance between time and space. The project embodies the philanthropic and cultural values of the Cisneros Family, and is uniquely positioned to be a model for sustainable luxury in the Caribbean and the world.

3.1 Four Seasons Dominican Republic at Tropicalia

Located on a half-mile stretch of beachfront on Costa Esmeralda, the Four Seasons Dominican Republic at Tropicalia (FST) is a luxury resort experience with a hotel and residential offering designed by Brazilian architect Isay Weinfeld. Amenities feature specialty restaurants, a world-class spa, meeting and event spaces, a kids' club, and fitness center.

The Project boasts a tropical modernist design, seamlessly integrating indoor and outdoor living while incorporating natural elements like wood, stone, and verdure. Efforts for the redesigned program focused on creating safe and tech-savvy multi-generational spaces that allow for living, working, and playing. [See section 3.3.2](#) for more details.

3.2 Location

3.2.1 A NATURAL ESCAPE

Tropicalia is located in the community of Miches of El Seibo province on the southern shores of the Samaná Bay, a world-renowned Marine Mammal Sanctuary, where 2,000 humpback whales migrate annually to calve and mate in its warm waters. Miches boasts a diverse ecosystem of beaches, mountains, mangroves, forests, lagoons, and rivers. The area is well-known for its unique

natural beauty, including the stunning beaches of Costa Esmeralda and Playa Arriba, the towering Cordillera Oriental, and tropical prairie landscapes.

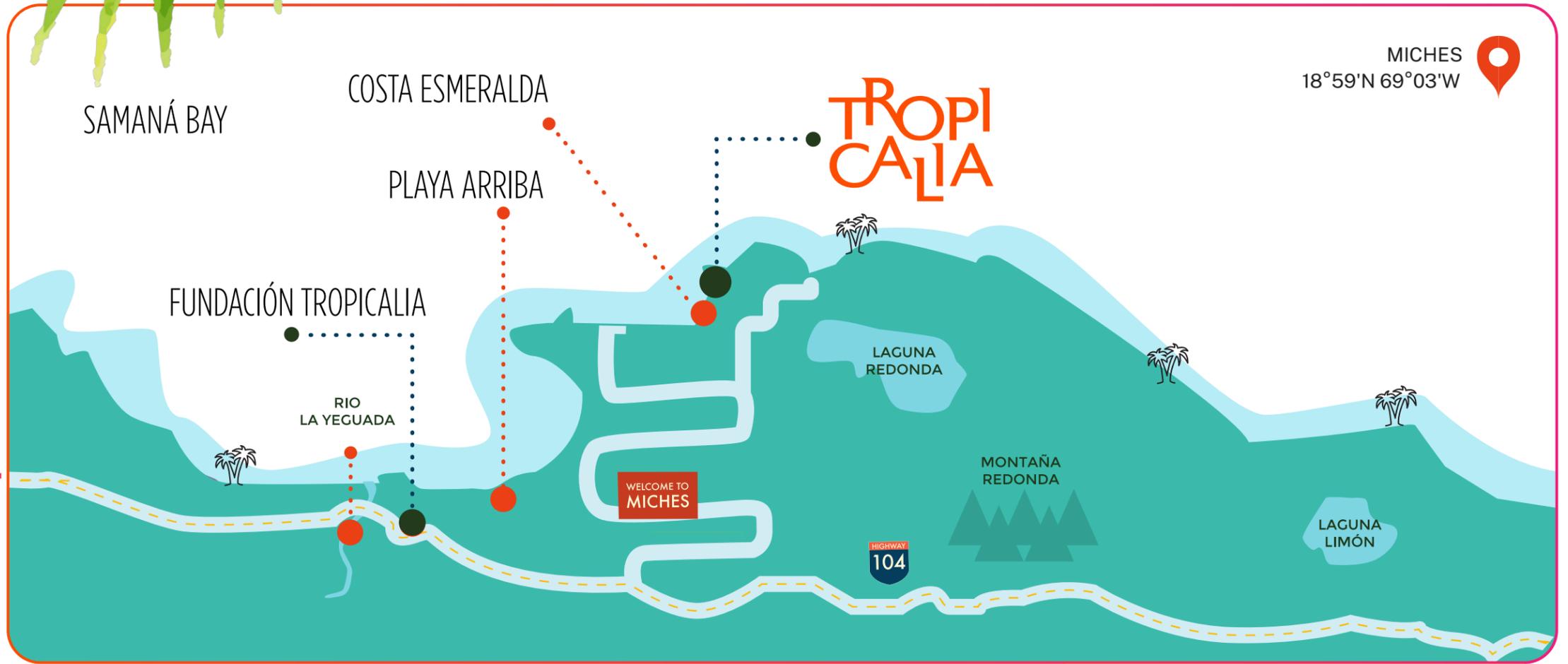
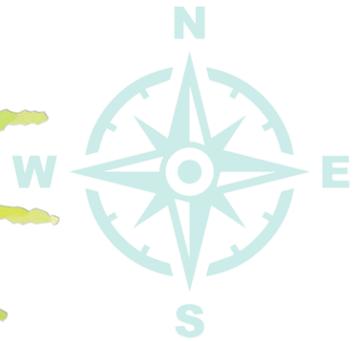
3.2.2 MICHES: DEVELOPMENT IN BALANCE

As an emerging tourist destination, the community of Miches will face many challenges and take-on new opportunities as new hotel developments establish themselves in the region. Like any popular tourism destination, Miches' biggest challenge will be striking the balance between economic growth and resource management.

Tropicalia and Fundación Tropicalia work hard to support the balanced development of the region, where tourism flourishes in a progressive and responsible manner. Though Miches' main economic activities include subsistence farming, cattle-raising, artisanal fishing, and micro-business services, tourism activities will be the main economic driver in the years to come.



LOCATION





3.2.3 DESTINATION MANAGEMENT: PROMICHES

Tropicalia continued its active participation in the El Seibo-Miches Association of Hotels and Restaurants (PROMICHES), a non-governmental organization that unifies the tourism business community in support of sustainable destination management in the Municipality of Miches and the El Seibo province.

The main objectives of PROMICHES seek to differentiate and position Miches as an emerging and sustainable tourist destination; promote and support innovation and local business development; and protect and enhance the environmental, and cultural diversity of the region.

In 2020, PROMICHES identified five tourism development priorities in support of responsible destination management as follows: i) improve road conditions and access to tourism investments; ii) design and develop efficient water management systems in the municipality; iii) design and develop efficient waste management and collection systems; iv) establish and implement consistent ordinance and urban planning criteria; v) and increase security in the area. PROMICHES presented this strategy to the newly elected government officials, seeking support and the creation of public-private partnerships in order to bring this agenda to fruition.



3.3 Creating a Business Model for a Sustainable Tourism Sector

At Tropicalia, we uphold four key commitments to sustainability that influence our decision making processes.

Key Commitments to Sustainability



Sound Business

We analyze financial, environmental, social, and aesthetic viability on equal footing in order to make sound business decisions.



Thoughtful Architecture

We prioritize design and development standards that guarantee quality, resource efficiencies, and environmentally sound construction techniques.



Environmental Balance

We protect and conserve the natural environment via forest compensation programs, sustainable site development, and proactively participating in destination management to support biodiversity, habitat connectivity, education, and civic responsibility.



Community Advancement

We lead local economic diversification, sociocultural advocacy and capacity building efforts via the work of our foundation, Fundación Tropicalia.

3.3.1 SOUND BUSINESS: THE RIGHT APPROACH

The challenges posed by the global pandemic revealed that our stakeholder approach to business, which is the foundation for our sustainability strategy, is the best line of defense when confronting the social, environmental or economic externalities that were imposed on us in 2020.

At Tropicalia, the first quarter of 2020 kicked-off with early work construction for FST. Up through March 19, 2020, the project:

- ✔ Partially mobilized the Bouygues Construcciones Republica Dominicana (BCRD) team and set-up onsite operations and local offices. BCRD supervised four subcontractors, 34 workers and management staff and carried out approximately 20 training workshops in: Ethics and compliance; environmental management; and control, and worker health and safety.

- ✔ Alongside BCRD, organized its first stakeholder engagement meeting with local authorities to share project details, discuss local contracting opportunities, road safety, and community grievance mechanisms. [See section 3.4.2](#) for details.

- ✔ Initiated site clearance activities and respected our tree transplantation plan. [See section 3.3.3](#) for details.

With the onset of the COVID-19 pandemic, we reluctantly halted construction and financing efforts with the IFC and IDB Invest, and took a step back to see how the world reacted to this incredibly unique time in contemporary human history. By the end of the year, we modified our previous design, optimizing the project for a post-pandemic traveler and prepared our business plan to head into 2021 with full gusto.



3.3.2 THOUGHTFUL ARCHITECTURE: THE IMPORTANCE OF SUSTAINABLE DESIGN

We leveraged 2020 to reflect upon our project concept and propose modifications to the design to fully tailor to the demands of future travelers and the second homeowner. Through this exercise, we approached a wide-range of market and industry experts to understand how health and safety concerns would be accounted for in architecture, design, and layout.

Our new program prioritizes the concept of work, play and live in single family settings, and contemplates: i) multigenerational use and longer term stays on property for both hotel guests and residential owners alike; ii) increased demand for reliable connectivity and the ability to work remotely; iii) increased prioritization for biosafety, social distancing, outdoor space, and guaranteed access to essential services and medical assistance. With these key aspects in mind, the modified program for FST:

- ✓ Increased the amount of free-standing and socially distanced residential products that can be used for periods longer than previously anticipated.
- ✓ Incorporates state-of-the-art connectivity technology consistent with evolving consumer demand for adequate remote working spaces.
- ✓ Continues to prioritize LEED certification, as an essential commitment to responsible real estate development.

3.3.3 ENVIRONMENTAL BALANCE: OUR MANAGEMENT SYSTEMS AND PROGRAMS

Tropicalia protects and conserves the natural environment and relies on its biodiversity and environmental management plans, as well as its participation in PROMICHES to pursue sustainable site development and destination management. In 2020, we:

- ✓ Continued supporting the incorporation of the El Seibo-Miches Hotel and Restaurant Association (PROMICHES) with the purpose of driving sustainable destination management through collective action. Read more about this effort in [section 3.2.3](#).
- ✓ Transplanted 67 *Sabal causiarum* (Palma cana) and 19 *Roystonea hispaniolana* (Palma real), for a total of 88 trees. These trees stabilized in August 2020, with roughly a 50% survival turnout due to the strong winds brought about by Tropical Storm Isaias.
- ✓ Submitted Tropicalia's 14th and 15th Environmental Compliance Reports (ICA) and FST's first and second ICAs to the Ministry of Environment and Natural Resources.

- ✓ Continued implementing maintenance and clean-up efforts of the Costa Esmeralda beachfront, as well as our recycling efforts on site.

3.3.4 COMMUNITY DEVELOPMENT: FUNDACIÓN TROPICALIA

Tropicalia's commitment to community development is channeled through the work of its foundation, Fundación Tropicalia (FT), which centers its programs on supporting education, environment, productivity, and sociocultural advocacy. Dominican Republic's prolonged state-of-emergency not only changed the operating environment of the foundation, but also underscored the plight of the most vulnerable. Like Tropicalia and much of the world, the foundation paused to reassess its mission, the needs of the community it's meant to serve, and the safekeeping of its team members in order to pivot, mobilize and bring hope in times of uncertainty to hundreds of families. To learn more about the foundation's journey in 2020, see [section 4](#).

3.4 Management and Governance Mechanisms for Sustainable Business

3.4.1 ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM

Tropicalia's Environmental and Social Management System (ESMS) consists of plans, policies and procedures that set key performance indicators and guide the project's environmental and social performance. The ESMS prompts us to analyze issues in key topic areas such as stakeholder engagement; the environment; health and safety of workers; contractor management; supply chain management; and grievance mechanisms, among other issue areas.

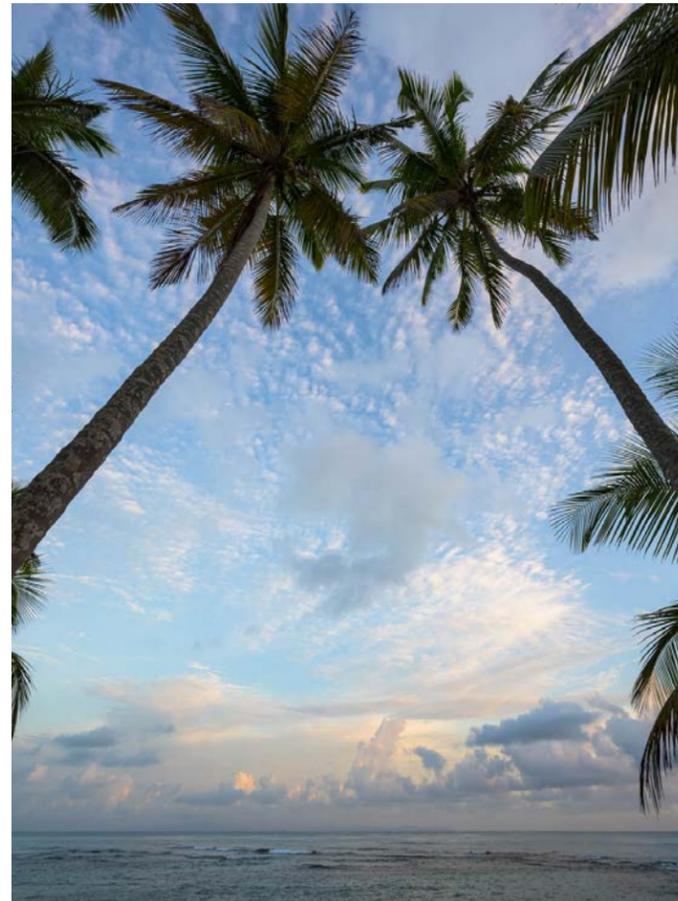
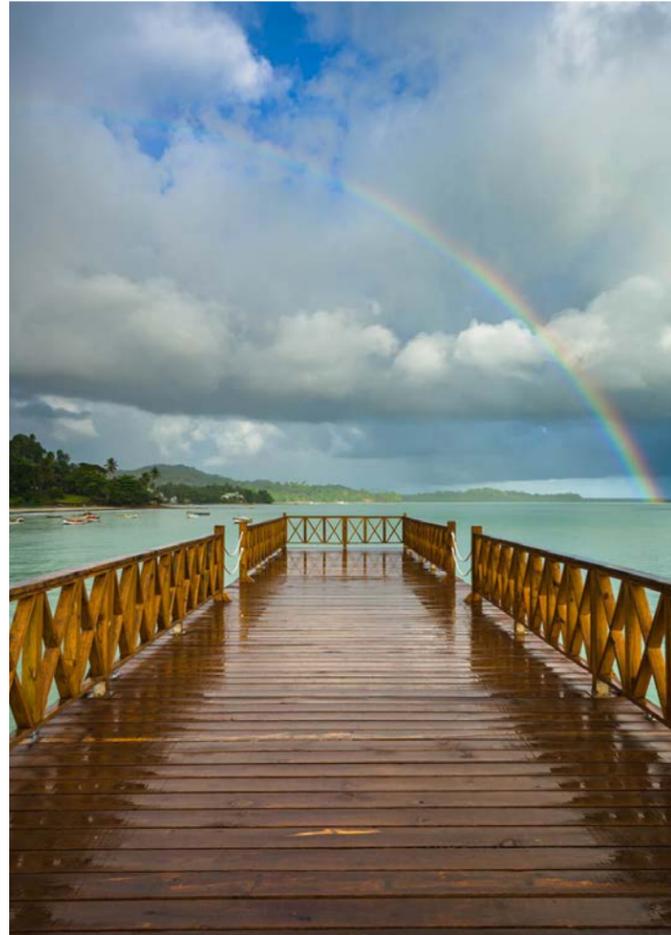
The general scope of the ESMS encompasses Four Seasons Dominican Republic at Tropicalia, the Tropicalia master-planned development and Fundación Tropicalia when appropriate; which also coincides with the reporting boundaries of this sustainability report.

The ESMS and supporting documents are reviewed periodically and support Tropicalia's ongoing materiality assessment.

3.4.2 STAKEHOLDER ENGAGEMENT

By way of active stakeholder engagement, Tropicalia builds trust with the local community by initiating public consultation processes and disclosures regarding project impacts. Through a transparent and timely supply of information we give and receive critical information that allows for fluid communication with the people most impacted by our activities.

Prior to the commencement of early works and site clearance in January 2020, and in line with the project's Stakeholder Engagement Plan, we convened community representatives from local government, NGOs, and businesses, to present our construction partner - BCRD - and introduce their on-site staff and community liaison. BCRD shared details surrounding key issue areas, which were of particular relevance to community stakeholders, including their: i) environmental, health and safety standards; ii) employment and supply chain opportunities; and iii) community grievance mechanisms to channel environmental or social concerns. In total, 28 community members participated in this first encounter.



3.4.3 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. Our committee is the highest governing body for reviewing environmental and social issues impacting our business and sector. The Committee plays an advisory role and guarantees the financial and human capital necessary for implementing Tropicalia's sustainability programs.

The diversity of our Committee members (60% female, 40% male) brings strength to this corporate governance body. Members include senior-level Cisneros executives, and we convene external advisors depending on the particular topic and area of expertise needed.

In 2020, the Committee met in February and again in December in company of an external advisor, covering essential topics on social and environmental performance; committee members were also introduced to the ESMS and reviewed the impact of the pandemic on our industry and our community.

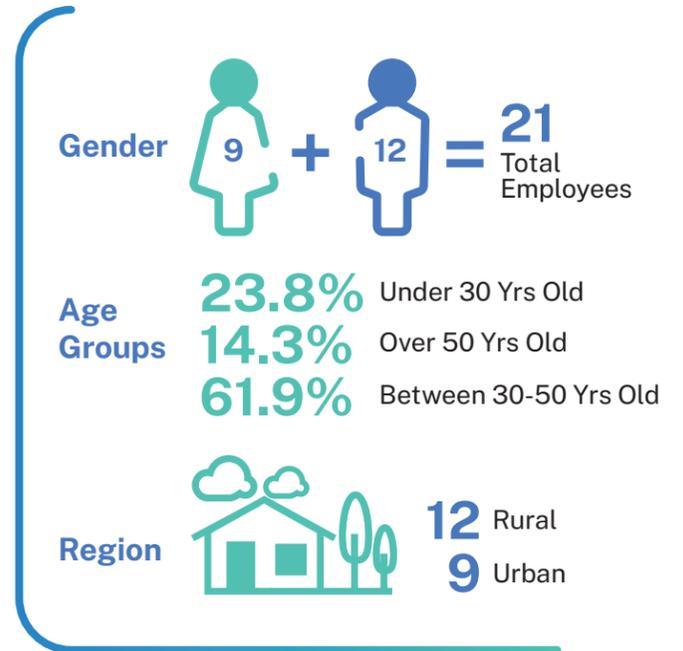
3.4.4 LABOR AND HUMAN RIGHTS

Our commitment to the protection of human and labor rights prevails as a fundamental element for creating a healthy workplace. Our policies mitigate the risk of engaging in child labor, and allow us to advocate for gender equality and equal opportunity employment, as well as individual freedom of association.

More than 40% of our current workforce are women; all employees are remunerated based on experience and position. We also hire and train local residents, of which 57% come from rural regions. Finally all Miches-based operations deploy local community engagement and development programs with the support of Fundación Tropicalia.

As aforementioned, when Dominican Republic declared a nationwide state of emergency, businesses across the country were faced with the devastating consequences of coming to a standstill. This difficult time also provided an opportunity to support our employees and embrace a flexible and remote work schedule in order to secure their health and safety, and accommodate a drastically modified work-life balance. These efforts supported our business continuity in the short and medium term during the initial stages of the pandemic.

During 2020, we implemented a gradual and staggered return to work policy; rolled out COVID-19 safety protocols and scheduled bimonthly video conferencing with all our staff to make sure we stayed connected. Like many others, we unfortunately had to make difficult decisions and downsized our workforce by 20%. By the end of 2020, we had a total of 21 employees from affiliated entities ⁽¹⁾ working for Tropicalia in the Dominican Republic, with a turnover rate of 12.5% due to our workforce reductions as a consequence of the pandemic. The table below breaks down our employee workforce by gender, region, and age group.



HEALTH & SAFETY MEASURES AT THE WORKPLACE

- ✓ Implemented a work-from-home policy from March through June, and then a staggered return to the office from June onward, in efforts to keep employees socially distanced.
- ✓ Provided flexibility for employees with school-aged children at home, as Dominican public and private schools were closed for the remainder of the year.
- ✓ Developed a COVID-19 safety protocol and ensured the availability of essential biosafety products, like masks, hand sanitizers, and disinfectants for all employees.



⁽¹⁾ Tropicalia Holdings International, Inversiones Cuatro Estaciones, and Fundación Tropicalia are the affiliated entities in Dominican Republic that support Tropicalia's activities and are subject to this piece of the report.

4. FUNDACIÓN TROPICALIA

Founded by Tropicalia in 2008, with the aim of building a sustainable tourism destination with the local community, Fundación Tropicalia is a non-profit organization that designs and implements community development programs in the local town of Miches and supports the economic diversification, environmental protection, cultural identity, and education of its people.

Over the years, Fundación Tropicalia has drawn its strength from its partners and its deep-rooted relationship with the community to help build and execute innovative and high-impact initiatives in agriculture, gender equality, education, entrepreneurship, and microfinance.

Fundación Tropicalia impacted the lives of 3,323 beneficiaries (66% female, 34% male), by successfully implementing six programs in 2020.

2020 HIGHLIGHTS

When the COVID-19 pandemic grabbed hold of the Dominican Republic, our landscape had drastically shifted. As a foundation, we've always engaged deeply with our community - visiting schools, gathering and convening people was essential to our work. Social distancing and biosafety forced us to reassess the way we implement our programs, and prioritize the health of our staff and community first and foremost.

The pandemic also created an opportunity; a chance to innovate and continue to support our community. This is how we responded to COVID:



1,350 HYGIENE KITS: We locally sourced and distributed antibacterial soap, face masks and informative flyers on COVID-19.



PREVENTION & SAFETY CAMPAIGN: Created awareness around COVID-19 prevention and safety on our social media channels, highlighting best practices and substantiated health guidelines reaching just **over 9,700 users**.



SNSI IN A BOX: Launched *Soy niña, soy importante* (SNSI) in a Box, in lieu of celebrating our annual summer camp, effectively bringing the magic of camp directly to our campers' homes. **We supported 310 girls through the delivery of 1,550 boxes** filled with fun and instructional content that supported their development and safety through the pandemic.



GENDER BASED VIOLENCE: Awarded a grant from the Canadian Fund for Local Initiatives to launch SNSI in a Box and gender based violence awareness campaigns.



4.1 Education

Education is key to breaking the generational poverty cycle and improving economic opportunities for the families we serve in Miches. We've been supporting public school teachers and students since 2008, and have seen life-changing results ranging from improved school infrastructure, to celebrating first-generation college graduations with our scholarship students. In 2020, we were able to carry out the following programs:

4.1.1 SCHOOL RENOVATION AND MAINTENANCE PROGRAM (PRYME)

Fundación Tropicalia continues supporting the 17 schools that participate in its School Renovation and Maintenance Program (PRYME). The PRYME network brings together the education community to address infrastructure repair, maintenance, and administrative challenges.

Though the pandemic forced nation-wide school closures from March 2020 onward, Fundación Tropicalia collaborated alongside the Dominican Institute of Evaluation for Educational Quality (IDEICE), to support the seventh rendition of the School Self-Evaluation Program, which encourages school principals to self-identify areas of improvement in the center's academic program. Given our trajectory with Miches schools, Fundación Tropicalia organized a virtual meeting with 23 educational centers, 19 of which completed their evaluation. This was a great turnout since the evaluation process began just one week before the country shut down due to COVID-19, and quickly had to adapt to an online structure.

PRYME NETWORK: 17 schools, 4,257 students and 161 teachers.

No.	School	Students	Teachers
1	Escuela El Cedro	300	8
2	Belisario Pérez (El Guaco)	45	3
3	Escuela Prof. Zacarías Santana Ortiz (El Jovero)	81	3
4	Escuela Gisela Ruperto Batista (La Sabanita)	55	2
5	Escuela Hicaco Blanco	210	9
6	Escuela Kilometro 6	217	9
7	Escuela Aquilino Rojas Martínez (KM.10)	34	2
8	Escuela La Culebra	107	6
9	Escuela La Gina	363	17
10	Escuela La Mina	262	10
11	Escuela Los Franceses	246	9
12	Escuela Los Mameyes	352	9
13	Escuela Rosa Ubiera (Los Urabos)	71	3
14	Escuela Lucas Guibbes	602	27
15	Escuela Padre Daniel	421	11
16	Liceo en Artes Padre Daniel	631	27
17	Liceo La Gina	260	6

4.1.2 COMPLIMENTARY EDUCATION PROGRAM

From January to March, Fundación Tropicalia continued supporting complimentary education programs in Miches public schools and was implementing the Liga de emprendedores agrícolas en formación - LEAF (League of Agricultural Entrepreneurs in Training) in the community of La Gina. Since 2019, 45 students and one teacher coordinator have been involved in LEAF, and participated in harvesting workshops, produced their own ecological fertilizer, and completed their first production cycle. Given the onset of the pandemic, we could not bring the program to term; however, the students successfully harvested their first cycle of crops and brought their production home to their families.

4.1.3 SCHOLARSHIP PROGRAM

Since 2011, Fundación Tropicalia coordinates a Scholarship and a Cultural Exchange Program in partnership with the Instituto Superior de Agricultura, or Universidad ISA, which specializes in agricultural sciences and is located in Santiago de los Caballeros, the second largest city in the Dominican Republic. The program offers young, promising Michenses and Seibanos an opportunity to pursue an undergraduate degree that corresponds to anticipated labor demand in Miches, including engineering degrees in agronomy, animal husbandry and food technology; education specialized in natural sciences; and business administration.

All scholarship students benefit from financial, work-study, cultural and/or professional support services, as well as exchange opportunities, on-campus counseling, and parent meetings in Miches and El Seibo.

In 2020, Fundación Tropicalia continued supporting 12 students in their pursuit of higher education in partnership with the Universidad ISA; however, the constraints of the pandemic temporarily halted the recruitment of new students to the program. In 2020, two students graduated with degrees in Education in Natural Sciences, and two other students saw their graduation postponed to 2021 given the limitations the pandemic placed on completing their internships and thesis work.

Our hypothesis is that if the hotel and tourism industry can source goods and services locally, an environmental and economic domino effect takes place that potentially reduces carbon emissions (by saving on transportation) and increases locals' earnings. In 2020, we carried out the following programs:

4.2.1 COSTA ESMERALDA BEACH RESCUE PROGRAM

Tropicalia and Fundación Tropicalia, in collaboration with local authorities, have worked to restore and protect the stunning Costa Esmeralda beach since 2013. Recent road improvements from Bávaro and El Seibo to Miches, as well as an influx of tourism development has increased arrivals to Costa Esmeralda. This year, the Costa Esmeralda Beach Rescue Program was spear-headed by the Hotel and Restaurant Association of Miches, El Seibo (PROMICHES) and Fundación Tropicalia supported their efforts alongside other local stakeholders. As in years past, the program organizes beach clean-up efforts on a two-kilometer stretch of coastline, designates parking, installs educational signage and increases trash services (pick-up and disposal points) during high visitation periods. For more information on this program [see section 3.2.3.](#)

4.2 Environment and Productivity

Fundación Tropicalia supports the responsible environmental management of Miches' precious natural resources and the diversification of the local economy, such that the region positions itself to successfully link-up to the fast-approaching sustainable tourism supply chain.



4.2.2 ¡MICHES EMPRENDE!

¡Miches emprende! is a rotational fund managed by our partner, Banco ADOPEM, that provides financing to small tourism and agriculture businesses. It offers preferential interest rates to entrepreneurs who are socially and/or environmentally-minded and can demonstrate their linkage to the tourism supply chain. The fund was capitalized at RD\$1,845,000 in 2016, and by December 31, 2020 the fund had accrued a total recapitalization amount of RD\$416,850 (RD\$106,221 up from the previous year). Of RD\$2,169,600 available for lending, RD\$1,585,144 have been disbursed among 11 clients, which in turn support 90 direct jobs and indirectly benefit 450 people⁽²⁾.

In 2020, Banco ADOPEM took proactive steps to support their clients during the economic shock provoked by the pandemic and the nationwide shutdown of most industries. They immediately employed flexible payment programs that waived transaction fees, offset interest rates, and exonerated late payment fees for up to six months. After the six months grace period, Banco ADOPEM worked with their clients to restructure and refinance their loans whenever necessary⁽³⁾.

4.2.3 HOME GARDENS INITIATIVE

In 2020, Fundación Tropicalia partnered with Grogenics, a Canadian-based social enterprise that turns seaweed into compost, resulting in a carbon insetting program. This partnership brought a new and dynamic opportunity to the 17 home gardeners we have been supporting since 2019. Through Grogenics, we were able to apply seaweed compost in our home gardeners' lots, as well as gardening tools and soil testing in efforts to improve production. The outcome was improved yield and quality of their produce.

Given the impact of the pandemic on our industry, Fundación Tropicalia found itself having to step away from the project. As a result and in conversation with Grogenics, we were delighted to learn they would continue working and supporting the very same farmers.

4.3 Sociocultural Advocacy and Communications

Supporting the cultural heritage and identity of Miches is an essential activity as an emerging tourist destination, and therefore an important pillar of our work. Likewise,



we also promote the integral development of the individual and the community in two specific ways: i) by disseminating educational information in a region where access to objective information is limited; ii) by supporting gender equality, since women and girls living in scarcity are disproportionately affected and victimized by their circumstances. As a result, we develop programs and use our communications platforms to foment progress and girls' rights in the region.

4.3.1 CULTURAL IDENTITY

Fundación Tropicalia works to preserve and enhance the cultural heritage of the region, by supporting various activities in partnership with the local government and community leaders. Due to the pandemic, the majority of these events were cancelled or postponed in order to adhere with social distancing guidelines, but Fundación Tropicalia remains committed to the cultural integrity of

this beautiful destination and looks forward to supporting events as restrictions are lifted. In 2020, we supported:

- ✔ The annual and historically significant Carnaval celebration took place in February 2020 under normal circumstances. Fundación Tropicalia made a contribution to the municipality of Miches to support the organization of the festivities.
- ✔ Christmas Lighting Celebration: For the 5th consecutive year, Fundación Tropicalia sponsored holiday decorations for the Miches Municipal Park.

4.3.2 COMMUNICATIONS

Leveraging our communications platforms and resources is a key component to the work we do for social and cultural advocacy in Miches. We position our social media platforms and develop multimedia campaigns to engage our audiences and educate them on issues focused on social and environmental justice, women and children's rights, and cultural identity. In 2020, we launched the following campaigns:

Awareness Campaign on Gender based Violence during Confinement

In partnership with the Canadian Fund for Local Initiatives, we launched an awareness campaign regarding the increase in gender-based violence related to prolonged periods of confinement during the Coronavirus pandemic in the Dominican Republic. With the support of the SNSI Ambassadors Network, and in conversation with the Ministry of Women, Ministry of Education, Ministry of Youth, the United Nations Population Fund (UNFPA), the office of Attorney General of the Dominican Republic, the National Council for Childhood and Adolescence (CONANI), and The Canadian Fund for Local Initiatives, Fundación Tropicalia produced three videos, appeared on two television programs, and secured 668 spots in local radio stations to spread the word. Content included defining violence and providing emergency service phone numbers for getting assistance.

COVID-19: Facts and Prevention Campaign

Early in the pandemic, there was confusion about the facts surrounding Coronavirus, so we leveraged our social media platforms and created a COVID-19 prevention and safety communications campaigns, highlighting best practices together with resources on the latest health and safety standards issued by the World Health Organization and the Dominican Ministry of Public Health. The campaign consisted of 22 posts over a six-month span, and accounted for a reach of over 9,700 users.



⁽²⁾ These numbers are calculated such that each client provides direct employment to 3 people, and each of these indirectly benefits 5 family members. (Source: Banco ADOPEM).
⁽³⁾ Source: December 31, 2021 End of Year Report for Miches emprende by Banco Adopem.



4.3.3 SOY NIÑA, SOY IMPORTANTE

Every year, Fundación Tropicalia coordinates the *Soy niña, soy importante* (SNSI) Summer Camp, yet in 2020, the pandemic required us to redesign how we delivered camp content due to social distancing and the Dominican Republic's shelter-in-place orders. We met this great challenge head-on by launching SNSI in a Box.

From August to December, we delivered the magic of camp directly to each camper's doorstep by distributing monthly boxes containing educational and recreational activities that supported our girls' emotional and physical well-being during extended periods of confinement and isolation. Each box explored a specific topic relevant to our girls' lives during the pandemic, focusing on their long-term goals and life plan, their leadership potential, and their physical and bio-safety regarding rights and options for reporting abuse and protecting themselves against COVID-19, respectively.

SNSI also partnered with the Canadian Fund for Local Initiatives, a Canadian government program that seeks to strengthen bilateral relations between Canada and the Dominican Republic. Through this partnership and the support of individual and corporate donors, SNSI in a Box was incredibly successful, having surpassed our expectations, and marking a record fundraising year.

Damaris, mother of a 9 year-old participant

“ On the subject of menstruation, I had to prepare myself to answer many questions; I had to teach her about sanitary pads, and the subject kept her curious and researching for more than a week. ”



PROSOLI PARTNERSHIP

SNSI partnered with PROSOLI (Progressing in Solidarity) of the Ministry of Women, to implement *Bebe, piensalo bien* (“Think about it baby”), a socio-educational program aimed at preventing teen pregnancy. Sixty three 12-15 year old girls from Miches spent three nights with newborn simulators, experiencing firsthand what it would be like to be a mom. The initiative included a workshop where PROSOLI revealed the extent to which the girls cared-for or neglected their “babies,” and allowed them to reflect upon the challenges of becoming an adolescent mom, conscious family planning and prioritizing life goals.

SNSI 2020 Key Performance Indicators



Girls Attended **310**



Participant Communities **3**



Amount Raised **US\$65,000**

87% Cash - 13% In-Kind

6 Institutional donors

37 Individual donors



Number of Volunteers **30**



Number of Volunteer Hours **2,809**



Number of Boxes **1,550**



Ambassadors **20**



5. PARTNERS FOR SUSTAINABILITY

We credit our success and innovation in our work thanks to our thoughtful and engaged network of partners for development.

5.1 TROPICALIA

- **Armada Dominicana (ARD)** (2019)
- **Cuerpo Especializado de Seguridad Turística (CESTUR)** (2019)
- **Dominican Association of Tourism Real Estate Businesses (ADETI)** (Member since 2011)
- **Executing Committee for Infrastructure of Touristic Zones (CEIZTUR)** (since 2018)
- **Export and Investment Center of the Dominican Republic (CEI-RD)** (since 2008)
- **Legal Counsel of the Executive Branch** (since 2018)
- **Ministry of Environment and Natural Resource** (since 2008)
- **Ministry of Public Works and Communication** (since 2015)
- **Ministry of Tourism** (since 2009)
- **Municipality of Miches** (since 2008)
- **National Association of Hotels and Restaurants (ASONAHORES)** (Member since 2011)
- **National Private Business Council (CONEP)** (Member since 2014)
- **United Nations Global Compact** (since 2010)
- **The Ocean Foundation** (since 2013)

Development And Communications Team

- Appia Hospitality
- Arquitectos Pérez Morales
- Blu Spas
- Bouygues Construcciones República Dominicana
- CBRE Limited
- CEPM
- Delphos
- Ecomar
- EDG
- EDSA
- EPSA LABCO
- ERNST & YOUNG
- Fer Figheras
- Four Seasons
- Gensler
- Green Love
- Grupo DIF

- Hardner & Gullison Associates
- Holsteinson & Asociados, SA (HOLASA)
- HVS
- IDB Invest
- International Finance Corporation (IFC)
- Isay Weinfeld
- JLL
- LEXGEO, S.R.L
- Llorente y Cuenca
- Marshall
- PricewaterhouseCoopers
- Renaissance Golf Design
- RINA Consulting Inc.
- Rios Legal
- Sheila Donnelly & Associates
- Sherwood
- Thisone Designwork
- Thompson Engineering
- W.F.Baird & Associates Coastal Engineers LTD

5.2 FUNDACIÓN TROPICALIA

- **Banco ADOPEM** (since 2015)
- **Junta Agroempresarial Dominicana (JAD)** (since 2015)
- **Ministry of Education of the Dominican Republic** (since 2010)
- **Ministry of Environment and Natural Resources** (since 2013)
- **Municipality of Miches and municipal districts**
- **El Cedro and La Gina** (since 2008)
- **National Business Network for Environmental Protection (ECORED)** (since 2008)
- **The Ocean Foundation** (since 2014)
- **Universidad Iberoamericana (UNIBE)** (since 2017)
- **Universidad ISA** (since 2011)
- **Universidad EARTH** (since 2019)
- **United Nations Population Fund (UNFPA)** (2019)

6. LOOKING FORWARD

This section of our report provides insight on our most current progress and highlights our 2021 milestones at the time of this publication. Though COVID-19 restrictions are still being felt well into 2021, the success of worldwide vaccination campaigns has allowed economies and sectors to open up, if at least partially. We've taken this opportunity to continue redesign and capital raise efforts as well as make innovative strides in our community development programs, especially *Soy niña, soy importante*.



THOUGHTFUL ARCHITECTURE

Redesign efforts are fully underway in partnership with our development team and hotel operator.



DESTINATION MANAGEMENT

PROMICHES, representing Tropicalia and neighboring investor's interests to drive sustainable destination management in the region, has partnered with the Dominican government to bring waste and water management services and solutions to the municipality and the hotel sector.



COMMUNITY

Fundación Tropicalia and the Canadian Fund for Local Initiatives launched an awareness campaign that speaks against domestic violence, helps women and children identify abuse, and motivates the community to report cases of abuse and partake in their Municipal Protection Board.



Soy niña, soy importante relaunches as an initiative composed of multiple programs, which includes the summer camp, SNSI in a Box and activism.



Supporting local efforts for turtle conservation with the reappearance of Leatherback turtles in Costa Esmeralda as a sanctuary for laying eggs.

7. REPORTING FRAMEWORKS

As signatories to the United Nations Global Compact, we reference the most widely used frameworks in the world to support our reporting efforts; the Sustainable Development Goals and the Global Reporting Initiative. Both offer a roadmap that enables alignment of our corporate objectives with the global agenda for responsible development.

7.1 The United Nations Global Compact and Sustainable Development Goals

2020 marked the [Decade of Action](#), the ten-year countdown that calls on us to accelerate sustainable solutions to improve the lives of the world’s most vulnerable and the environment; poverty reduction, gender equality and climate change adaptation are just a few of the priorities. By 2019, the world was on track to meet some but not all of the goals, yet the pandemic delayed progress and disproportionately affected the most vulnerable households worldwide⁽⁴⁾. This is why renewing our commitment to the UNGC and SDGs is so important, as they continue to mark the critical path for business to achieve collective environmental and social objectives.

Tropicalia and Fundación Tropicalia impact the following SDGs:

	SDG 2 for Ending Hunger, Improved Nutrition and Sustainable Agriculture	Fundación Tropicalia has worked with the farming community and with school gardens since 2013 to bring knowledge and training on sustainable agriculture. See details in sections 4.3.2 and 4.3.3 .
	SDG 4 for Quality Education	We work with the Miches public school district, specifically with teachers and students, to support quality education. See section 4.3 .
	SDG 5 for Gender Equality	We follow United Nations Women’s Empowerment Principles, and account for gender equality in our community development programs. Additionally, we empower and support women and girls through our Soy niña, soy importante program and our communications campaigns. See section 4.3.2 and 4.3.3 for details.
	SDG 8 for Decent Work and Economic Growth	Our business model is structured around sustainable tourism. We support events that foster cultural identity and encourage small business development and microentrepreneurship to improve the local supply of goods and services. See sections 4.4 and 4.5 .
	SDG 9 for Industry, Innovation and Infrastructure	We support SDG 9 via our pursuit of LEED certification to ensure building efficiencies, reduce our carbon footprint, and prioritize state-of-the-art technology for building and room management. See section 3.3.2 for details.
	SDG 12 for Responsible Consumption and Production	Tropicalia’s annual sustainability reports offer transparency and structured communication of our impact.
	SDG 15 for Life on Land	Our Biodiversity Management Plan and environmental and coastal recovery programs support SDG 15 as we aspire to conserve, protect, and restore the environment that surrounds our footprint. See sections 3.3.3 and 4.4.1 .

⁽⁴⁾United Nations, The Sustainable Development Goals Report 2020. <https://unstats.un.org/sdgs/report/2020/The-Sustainable-Development-Goals-Report-2020.pdf> (accessed April 30, 2021)

7.2 Global Reporting Initiative

This is our fifth year referencing the guidelines and disclosures established by the Global Reporting Initiative (GRI). GRI is an international independent organization pioneering sustainability reporting since the late 1990s (www.globalreporting.org).

As in prior years, our GRI content index references the G-4 GRI Sustainability Reporting Standards issued in 2016 and became fully effective in 2018.

Our report is self-assured and our index includes the GRI Standards that are material to Tropicalia, Fundación Tropicalia, and our industry. Our reporting period is from January to December of every year, and our reporting boundary includes the activities of everything that falls within the Tropicalia master-planned development, Fundación Tropicalia when appropriate, and the community we impact with our operations.



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 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.

Disclosure	Description	Level	Location		Notes
			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. Fundación 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 4. Fundación Tropicalia	EIA Tropicalia DIA Four Seasons Stakeholder Maps (Communications Department) ESMS documents: 010 (Risk Identification Procedure), 017 (Stakeholder engagement procedure)	Tropicalia and Fundación 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. Fundación Tropicalia	ESMS documents:017 (Stakeholder engagement procedure)	- Tropicalia and Fundación 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, 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, 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), 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 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. Fundación Tropicalia	2018 Sustainability Report, sections: - 4.1 10 Years Working with Miches - 4.2 Our achievements in 2018	Tropicalia funds a portion 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	3.3.2. 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.

Disclosure	Description	Level	2020 Sustainability Report		Notes
			Location	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: nsi.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 Caña, 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)	-
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: 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
306-5	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.

Disclosure	Description	Level	2020 Sustainability Report		Notes
			Location	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	Fundacion 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



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