

GRI Index

Statement of use	TROPICALIA has reported the information cited in this GRI content index for the period 1/1/2022 y 31/12/2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	2030 AGENDA		UNGC
			SDG	Targets	
General disclosures					
1. The organization and its reporting practices					
	2-1 Organizational details	9, 49			
	2-2 Entities included in the organization's sustainability reporting	49			
	2-3 Reporting period, frequency and contact point	49 Sofia Perazzo Vice President of Sustainability Cisneros Real Estate sperazzo@cisneros.com			
	2-4 Restatements of information	N/A			
	2-5 External assurance	We have decided not to carry out an external verification so far. The information produced in the report is supported by employee produced documents (reports, meeting minutes, presentations, photographs, etc.).			10
2. Activities and workers					
	2-6 Activities, value chain and other business relationships	9			
	2-7 Employees	23	8 - 10	8.5 - 10.3	
3. Governance					
	2-9 Governance structure and composition	23	5 - 16	5.5 - 16.7	1, 6, 7, 10
	2-10 Nomination and selection of the highest governance body	23	5 - 16	5.5 - 16.7	
	2-11 Chair of the highest governance body	23	16	16.6	
	2-12 Role of the highest governance body in overseeing the management of impacts	23	16	16.7	1, 7, 10
	2-13 Delegation of responsibility for managing impacts	23			1, 7, 10
	2-14 Role of the highest governance body in sustainability reporting	23, 51			1, 7
	2-16 Communication of critical concerns	Critical concerns are usually tackled at the operational level; however, if they relate to strategy for environmental and social topics, department heads report to their superiors to ensure these concerns are addressed immediately and/or in the annual sustainability committee meeting. Issues that require group vetting are included for Committee review. None in this reporting period.			
	2-17 Collective knowledge of the highest governance body	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.			
4. Strategy, policies and practices					
	2-22 Statement on sustainable development strategy	4			
	2-23 Policy commitments	17, 23 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. 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.	16	16.3	1, 2, 3, 4, 5, 6, 7, 8, 10
	2-25 Processes to remediate negative impacts	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, etc.			1, 7, 10
	2-27 Compliance with laws and regulations	There were no cases of non-compliance with current legislation and regulations.			
	2-28 Membership associations	43			

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General disclosures					
	5. Stakeholder engagement				
	2-29 Approach to stakeholder engagement	23			
	2-30 Collective bargaining agreements	Employees have the right to join worker associations and are protected by Dominican law to do so. To date 0% of our 31 employees have joined collective bargaining agreements.	8	8.8	3
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	49 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.			1, 2, 3, 4, 5, 6, 7, 8, 10
	3-2 List of material topics	49			1, 2
Community health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	23			1, 2, 3, 4, 5, 6, 7, 8, 9, 10
	403-1 Occupational health and safety management system	23	8	8.8	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	23 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.	8	8.8	
	403-8 Workers covered by an occupational health and safety management system	23 Covers 100% employees and non-employees (workers) onsite	8	8.8	
	403-9 Work-related injuries	23	3 - 8 - 16	3.6 - 3.9 - 8.8 - 16.1	3, 4, 5, 6
Environmental impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	17, 25			1, 2, 7, 8, 9, 10
	305-1 Direct (Scope 1) GHG emissions	The project is in the development phase and therefore no emissions were recorded during the reporting period.	7, 8	3 - 12 - 13 - 14 - 15	3.9 - 12.4 - 13.1 - 14.3 - 15.2
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	The project is in the development phase and therefore no emissions were recorded during the reporting period.	7, 8	3 - 12 - 13 - 14 - 15	3.9 - 12.4 - 13.1 - 14.3 - 15.2
	305-3 Other indirect (Scope 3) GHG emissions	The project is in the development phase and therefore no emissions were recorded during the reporting period.	7, 8	3 - 12 - 13 - 14 - 15	3.9 - 12.4 - 13.1 - 14.3 - 15.2
	305-4 GHG emissions intensity	The project is in the development phase and therefore no emissions were recorded during the reporting period.		13 - 14 - 15	13.1 - 14.3 - 15.2
Biodiversity and natural habitat conservation					
GRI 3: Material Topics 2021	3-3 Management of material topics	9, 23			1, 2, 7, 8, 9, 10
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	9, 23 Tropicalia is adjacent to two protected areas (Banco Navidad y la Plata Marine Sanctuary, and Laguna Redonda) and has fragmented natural habitats. Areas of high biodiversity value are described in EIA, DIA, BMP/BMEP and the Critical Habitat Assessment of the project. The PMB/PMBE Project meets ND6 Performance Standard.	6 - 14 - 15	6.6 - 14.2 - 15.1 - 15.5	7, 8
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	9, 23 All required Environmental Compliance Reports (ICAs) have been presented to the Ministry of Environment and Natural Resources.	6 - 14 - 15	6.6 - 14.2 - 15.1 - 15.5	
	304-3 Habitats protected or restored	9, 23 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.	6 - 14 - 15	6.6 - 14.2 - 15.1 - 15.5	7, 8, 9
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	9	6 - 14 - 15	6.6 - 14.2 - 15.1 - 15.5	
Efficient Use of Natural Resources and Pollution Prevention					
GRI 3: Material Topics 2021	3-3 Management of material topics	23			1, 2, 7, 8, 9, 10
GRI 302: Energy 2016	302-4 Reduction of energy consumption	23	7 - 8 - 12 - 13	7.3 - 8.4 - 12.2 - 13.1	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	23	6 - 12	6.3 - 6.4 - 12.4	7, 8, 9
	303-2 Management of water discharge-related impacts	23	6	6.3	7, 8, 9
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	23	3 - 6 - 11 - 12	3.9 - 6.3 - 6.6 - 6.a - 6.b - 11.6 - 12.4 - 12.5	
	306-2 Management of significant waste-related impacts	23	3 - 6 - 8 - 11 - 12	3.9 - 6.3 - 8.4 - 11.6 - 12.4 - 12.5	
	306-4 Waste diverted from disposal	23	3 - 11 - 12	3.9 - 11.6 - 12.4 - 12.5	7, 8
Labor and working conditions					
GRI 3: Material Topics 2021	3-3 Management of material topics	23			1, 2, 7, 8, 9, 10

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			SDG	Targets	
General disclosures					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	All full-time and part-time salaries meet the legal minimum wage. All positions are remunerated based on experience and position, and are equally considered for men and women, including management positions.	1 - 5 - 8	1.2 - 5.1 - 8.5	
	202-2 Proportion of senior management hired from the local community	2 senior management positions	8	8.5	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Note 1	5 - 8 - 10	5.1 - 8.5 - 8.6 - 10.3	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	All employees, full-time and temporary, are eligible for the same benefits, including: life insurance, health care, disability and invalidity coverage, parental leave, etc.	2 - 5 - 8	3.2 - 5.4 - 8.5	
	401-3 Parental leave	100% returned to work after parental leave.	5 - 8	5.1 - 5.4 - 8.5	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	23	5 - 8	5.1 - 5.5 - 8.5	1, 6
	405-2 Ratio of basic salary and remuneration of women to men	All full-time and part-time salaries meet the legal minimum wage. All positions are remunerated based on experience and position, and are equally considered for men and women, including management positions.	5 - 8 - 10	5.1 - 8.5 - 10.3	6
Supplier Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	23			1, 2, 7, 8, 9, 10
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	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)			
	308-2 Negative environmental impacts in the supply chain and actions taken	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.			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability clauses included in major contracts, particularly with General Contractor and any contractor hired for the construction phase.	5 - 8 - 16	5.2 - 8.8 - 16.1	
	414-2 Negative social impacts in the supply chain and actions taken	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)	5 - 8 - 16	5.2 - 8.8 - 16.1	
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	23			1, 2, 3, 4, 5, 6, 7, 8, 9, 10
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There have been no incidents of discrimination during the reporting period	5 - 8	5.1 - 8.8	
GRI 407: Freedom of Association and Collective Bargaining 2016	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.	8	8.8	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None during this reporting period.	5 - 8 - 16	5.2 - 8.7 - 16.2	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None during this reporting period.	5 - 8	5.2 - 8.7	
Local Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	17, 23, 31			1, 2, 3, 4, 5, 6, 7, 8, 9, 10
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	17, 23, 31 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.	5 - 9 - 11	5.4 - 9.1 - 9.4 - 11.2	
	203-2 Significant indirect economic impacts	17, 23, 31 - 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 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.	1 - 3 - 8	1.2 - 1.4 - 3.8 - 8.2 - 8.3 - 8.5	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	31			
	413-2 Operations with significant actual and potential negative impacts on local communities	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.	1 - 2	1.4 - 2.3	