



ANNEX 5: ENVIRONMENTAL & SOCIAL ACTION PLAN (ESAP) AND ASSOCIATED TARGETS

Prestige is committed to securing RSPO certification and IFC PS compliance on their operations, and establishing a sustainable outgrower program in the landscape.

Prestige’s commitments related to the implementation of the LPP are reflected in the ESAP:

- A.** Strategic items related to the company’s transformational change commitments, which contain a description of the milestones and respective timelines;
- B.** Environmental and social returns, expected to result from the implementation of LPP, with quantitative targets and respective timelines; and
- C.** Environmental and social management (ESMS) improvements expected to be implemented by Prestige in order to achieve compliance with IFC Performance Standards, with quantitative targets.

Prestige will report its progress of LPP implementation using the template to be provided by &Green, adjusted to integrate existing reporting practices of Prestige.

The frequency and the scope are provided below:

REPORTING SCOPE	2024 - 2025	FROM 2026
A. Progress on implementation of the strategic items, as per Table 1	Progress report by Prestige (semi-annual) Independent verification (annual)	Independent verification (annual)
B. Monitored figures of environmental and social return targets	Progress report by Prestige (semi-annual) Independent verification (annual)	Independent verification (annual)
C. IFC Performance Standards compliance	Progress report by Prestige, to indicate high-level progress (semi-annual) Independent verification, to update the IFC PS Compliance Matrix (annual)	Independent verification, to update the IFC PS Compliance Matrix (annual)



Definitions

The following terms and definitions apply:

Compliant suppliers: suppliers of FFB that are compliant with the NDPE Policy of Prestige.

Cut-off date (related to no-deforestation commitments): the date after which deforestation renders a given area or production unit non-compliant with no-deforestation commitment. For commodities sourced by Prestige, the cut-off date is 31 December 2020.

Deforestation free: Prestige can demonstrate through third party verification that FFB purchased by the company comes from production areas that are in compliance with Prestige's NDPE, or, if they are not compliant, that Prestige has taken action to redress the non-compliance or block the supplier in accordance with the NDPE Policy.

Disclosure: all annual external verification reports will be disclosed on &Green's website.

Forest as per the national definition¹: Land occupied mainly by trees that may contain shrubs, palms, guaduas, grasses and lianas, in which tree cover predominates with a minimum canopy density of 30%, a minimum canopy height (in situ) of 5 meters at the time of identification, and a minimum area of 1.0 ha. Tree cover excludes commercial forest plantations, palm plantations, and trees planted for agricultural production.

Direct suppliers: farmers that have offtake agreements directly with Prestige, without intermediary entities.

Restoration: the process of assisting the recovery of an ecosystem, and its associated conservation values, that has been degraded, damaged, or destroyed.

Supply chain: any production area used to produce commodities purchased by Prestige, i.e. FFB.

¹ [FREL](#) Colombia, 2020.



Strategic targets

The action plan presented in this document contains the contractually binding targets with expected deliverables, due dates and verification methods.

#	THEME	TARGETS	DATE	MEANS OF VERIFICATION
1a	IFC PS	Full IFC PS compliance for all operations of Prestige and Cimarron.	12/2026	>90% compliance with each IFC PS in the IFC PS Matrix, assessed in Annual Independent Verification
1b	IFC PS 1	A Stakeholder Engagement Plan is developed and implemented, in compliance with IFC PS 1.	03/2025	Stakeholder Engagement Plan
1c	IFC PS 1	A Grievance Redress Mechanism is developed and implemented, in compliance with IFC PS 1, applicable to internal and external complaints, including those from Indigenous Peoples, and complaints related to Sexual Exploitation, Abuse and Harassment (SEAH)	03/2025	Grievance Redress Mechanism
2a	RSPO	RSPO certification on all areas under Prestige's direct control.	12/2025	RSPO Certificate
2b	RSPO	RSPO certification on all areas in Prestige's outgrower scheme pilot. RSPO certification should be acquired within three years after the establishment of each outgrower plantation.	12/2028	RSPO Certificates for outgrowers
2c	RSPO	RSPO certification on all areas in Prestige's outgrower scheme. RSPO certification should be acquired within three years after the establishment of each outgrower plantation.	12/2031	RSPO Certificate for outgrowers
3a	NDPE	NDPE Policy, approved by &Green, is signed and published on Prestige's website.	06/2024	Policy is publicly accessible at Prestige's website
3b	NDPE	NDPE compliance in the full supply chain, securing deforestation-free sourcing. An appropriate monitoring and reporting framework is in place and operational.	12/2024	Evidence of appropriate NDPE compliance monitoring.



#	THEME	TARGETS	DATE	MEANS OF VERIFICATION
4a	Outgrowers	Outgrower model implemented on 100 hectares, following one of the three selected outgrower models (as described in the LPP), or an alternative model, approved by &Green. Implementation means: selection of participants completed, agreements with land holders in place, financing secured, land preparation started.	06/2025 ²	Outgrower agreements, evidence of financing commitments.
4b	Outgrowers	Plan in place for the scaling up of the outgrower model to 1000 hectares by 2028, following one of the three selected outgrower models (as described in the LPP), or an alternative model, approved by &Green. The plan should include clear timelines, budget, (financial) partnerships, and demonstrate its commercial and operational viability.	12/2026	Outgrower Plan
4c	Outgrowers	Outgrower model implemented on 1000 hectares, following one of the three selected outgrower models (as described in the LPP), or an alternative model, approved by &Green. Implementation means: selection of participants completed, agreements with land holders in place, financing secured, land preparation started.	12/2028	Outgrower agreements, evidence of financing commitments.
5	Resources	Recruitment of dedicated and skilled E&S capacity to manage the outgrower program.	12/2024	Contracts and CVs

Ongoing commitments

Prestige commits to adhere to the following outputs for the duration of the loan period, starting from the date indicated in the table below.

#	SYSTEM/SCALE CHANGES	CORE TARGETS	START DATE	VERIFICATION DURING THE LOAN PERIOD
1	IFC PS	Full IFC PS compliance	2026	>90% compliance with each IFC PS in the IFC PS Matrix, completed in Annual Independent Verification
2	RSPO	RSPO certification on all areas under Prestige's direct control	2025	RSPO Certificate
3	NDPE	NDPE compliance, including for all future suppliers, including outgrowers	2025	Evidence of appropriate NDPE compliance monitoring.

² CP to first tranche of Facility B



#	SYSTEM/SCALE CHANGES	CORE TARGETS	START DATE	VERIFICATION DURING THE LOAN PERIOD
4	Conservation	Ensure not less than 493ha of forest is conserved on the company's direct operations at any given time	2024	GIS files and field verification
5	Biodiversity	In consecutive management blocks of > 10,000 hectares, at least 2% of natural savanna land is conserved, additional to the restoration and conservation areas, in such a way that connectivity is maintained in the landscape	2024	GIS files and field verification
6	Resources	Prestige ensures continued presence of dedicated and skilled E&S capacity to manage the outgrower program	2024	Org chart



Indicative milestones

Prestige commits to achieve environmental and social returns through implementation of the ESAP. The quantitative targets related to the ESAP items are presented in Table 1.

Table 1. ESAP: Targets on Environmental and Social Returns

KPI	TARGET	UNIT	BSL 2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033
1a Forest Conserved	Forest conserved on the land under Prestige's direct control	ha	493	493	493	493	493	493	493	493	493	493	493
1b Forest Conserved	Forest conserved on land controlled by Prestige's direct suppliers. ³	ha	0	19	19	25	25	25	47	74	74	74	74
1c. Forest Restored	Forest restored on land directly controlled by Prestige.	ha	0	50	50	50	50	50	50	50	50	50	50
2a Woodland conserved	Woodland conserved on the land under Prestige's direct control	ha	1,071	1,071	1,071	1,071	1,071	1,071	1,071	1,071	1,071	1,071	1,071
2a Woodland conserved	Woodland conserved on land controlled by Prestige's direct suppliers. ⁴	ha	0	42	42	54	54	54	101	161	161	161	161
2a. Sustainable Intensification	Sustainable oil palm plantations on land directly controlled by Prestige	ha	1,529	2,229	2,929	3,629	4,329	5,029	5,029	5,029	5,029	5,029	5,029

³ Estimates based on the ratio of forest on Prestige's direct operations (5%), multiplied by the expected area under management by direct suppliers over time.

⁴ Estimates based on the ratio of woodland on Prestige's direct operations (12%), multiplied by the expected area under management by direct suppliers over time.



KPI	TARGET	UNIT	BSL 2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033
2b. Sustainable Intensification	Sustainable oil palm plantations established as part of Prestige's outgrower program	ha	0	0	0	100	100	100	500	1,000	1,000	1,000	1,000
3. Social inclusion	Farmers included in Prestige's outgrower scheme.	# farmers	0	0	5	5	5	15	20	20	20	20	20



Prestige commits to increasing its IFC PS compliance levels year on year and achieve a minimum of 90% compliance with all applicable Performance Standards three years after signing the loan agreement. Recommended actions, derived from the IFC PS gaps assessment, are provided in the IFC PS Compliance Matrix and serve as a guidance to the company in its compliance processes.

The annual verification will comprise a full review of Prestige's compliance against the IFC PS, resulting in an updated IFC PS Compliance Matrix.

Table 2. ESAP: Targets on IFC PS Compliance

THEME	BSL 2023	2024	2025	2026	2027 – END LOAN TENOR
IFC PS1: ESMS	23%	50%	70%	90%	90%
IFC PS2: Health, safety, labour	51%	65%	75%	90%	90%
IFC PS3: Water, air, land	40%	55%	70%	90%	90%
IFC PS4: Communities	25%	50%	70%	90%	90%
IFC PS5: Displacement	50%	65%	75%	90%	90%
IFC PS6: Biodiversity	49%	65%	75%	90%	90%
IFC PS7: Indigenous Peoples	75%	80%	90%	90%	90%
IFC PS8: Cultural Heritage	75%	80%	90%	90%	90%