

<i>DBBC CORRECTIVE ACTION PLAN (CAP)</i>	
Environmental, Health and Safety Action Item	Required Completion Date
1. <u>Conduct occupational health and safety management system audit for DBBC operations.</u> Audit existing occupational health and safety management activities and practices to identify gaps between current practices and the requirements of IFC Occupational Health and Safety guideline.	Condition of First Disbursement
2. <u>Institutionalize occupational health and safety management systems.</u> Implement programs and activities required closing identified gaps between existing operations and IFC guideline requirements. Implement required programmatic aspects including appointment of qualified staff, preparation of a statement of policy, operating procedures, assigned responsibilities and a monitoring and reporting framework. Develop program to meet the requirements for certification to an internationally recognized occupational health and safety management systems (e.g. OHSAS 18001 or equivalent).	18 Months After First Disbursement
3. <u>Define optimal water and liquid waste management program.</u> Undertake engineering studies to define specific, technical remedial measures to minimize the amount of water (water demand) required for malting and brewing operations, to minimize the production of wastewater from operations, and to develop a long term solution for storm water and wastewater collection, treatment and discharge to minimize operations costs and to ensure compliance with Belarus regulatory and IFC guideline requirements.	18 Months After First Disbursement
4. <u>Implement optimal water and liquid waste management program.</u> Implement previously defined technical measures required to minimize water use and waste production. Implement optimal waste treatment management system for DBBC malting and brewing operations.	18 Months After First Disbursement

<i>DBBC CORRECTIVE ACTION PLAN (CAP)</i>		
Environmental, Health and Safety Action Item		Required Completion Date
5. <u>Define optimal spent grain waste management program.</u> Undertake engineering studies to define specific, technical programs required to effectively manage spent grain from brewing operations, ensure compliance with Belarus regulatory and IFC guideline requirements, and preferably produce a byproduct that may be sold to others.		18 Months After First Disbursement
6. <u>Implement optimal spent grain waste management program.</u> Implement facility and operations construction required to effectively manage spent grain from malting and brewing operations, and to ensure compliance with Belarus regulatory and IFC guideline requirements.		18 Months After First Disbursement
7. <u>Upgrade Ammonia Refrigeration system.</u> Upgrade existing ammonia refrigeration systems to comply with internationally recognized norms such as those promulgated by the International Institute of Ammonia Refrigeration or European Union or similar international standards.		18 Months After First Disbursement

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