

ERS ATTACHMENT

**PAUL MAITLAND INTERNATIONAL
ENVIRONMENTAL, HEALTH AND SAFETY ACTION PLAN**

#	Task Description	Indicator of Task Completion	Responsible	Required Completion Date
1	<p>Develop a plan and implementation schedule for certification sustainable management of the Dac Lac Acacia plantations.</p> <p>(Collaboration w/ a responsible forest management organization such as the WWF/Global Forest and Trade Network may serve as a strategy for carrying out this task).</p>	<p>1) Management commitment to develop a plan and schedule.</p> <p>2) Measurable progress toward certification demonstrated.</p>	<p>PMI Management (w/facilitation support from IFC)</p>	<p>1) Prior to disbursement of loan</p> <p>2) Within one year of loan disbursement</p>
2	<p>Develop a system to establish legal compliance and chain of custody integrity in the Company's wood supply procurement based on established international practice.</p> <p>(Collaboration w/ a responsible forest management organization such as the WWF/Global Forest and Trade Network may serve as a strategy for carrying out this task).</p>	<p>1) Management commitment to develop a system.</p> <p>2) The implementation of a system to monitor and verify legality of wood supply.</p> <p>2) 100% of wood supply procured from verifiably legal sources.</p>	<p>PMI Management (w/facilitation support from IFC)</p>	<p>1) Prior to signing of the loan agreement</p> <p>2) Prior to disbursement of loan</p> <p>3) Within five years of loan disbursement</p>
3	<p>An internal audit of sanding, finishing and antiquing units within TA1 and SFF to determine improved air quality monitoring procedures and recommend action to mitigate any health risks related to prolonged exposure, inclusive of capital improvements.</p> <p>(IFC's Environmental Guidelines for Occupational Health and Safety will be referred to for benchmarking purposes.)</p>	<p>1) Audit report w/ recommendations.</p> <p>2) Action Plan endorsed by Management.</p> <p>3) Confirmation of Action Plan implementation including budgeted capital expenditure as required.</p>	<p>PMI Human Resources Division</p>	<p>1) Prior to disbursement of loan</p> <p>2) Prior to disbursement of loan</p> <p>3) Within one year of loan disbursement</p>

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4	<p>An internal audit of pressurized dust control systems to evaluate life and fire safety risk and recommend action to mitigate those risks, inclusive of capital improvements.</p> <p>(The relevant US National Fire Prevention Association, or equivalent industry guidelines will be referred to for benchmarking purposes)</p>	<p>1) Audit report w/ recommendations.</p> <p>2) Action Plan endorsed by Management.</p> <p>3) Confirmation of Action Plan implementation including budgeted capital expenditure as required.</p>	<p>PMI Human Resources Division</p>	<p>1) Prior to disbursement of loan</p> <p>2) Prior to disbursement of loan</p> <p>3) Within one year of loan disbursement</p>