

Amalgamated Bean Coffee Trading Company Limited
Environmental and Social Action Plan
Date: March 28, 2006

| Sl. No. | Proposed action | Completion Date | Responsibility |
|----------------|---|------------------------------|---|
| 1. | Inclusion of noise, congestion, traffic and other community impacts in the site selection and facility design process | July 2006 | Mr. A. Venu Madhav, Chief of Operations |
| 2. | Implementation of a companywide certifiable HACCP system | March 2007 | Mr. Hussain, Manager, Quality Systems |
| 3. | “Codex Alimentarius” certification for its Liquid Coffee Concentrate operations | March 2007 | -do- |
| 4. | Obtain authorization for handling these hazardous wastes under the Hazardous Waste Management and Handling Rules 1989 as amended up to 2003 | September 2006 | -do- |
| 5. | Provision of secondary containment and restriction of access in diesel/fuel storage areas | September 2006 | -do- |
| 6. | Provision of fire prevention, detection and control facilities in fuel storage areas | September 2006 | -do- |
| 7. | Benchmark monitoring of air emissions, ambient air quality and ambient noise at curing works to demonstrate compliance with World Bank Group (WBG) and Host Country norms | Prior to Commitment* | -do- |
| 8. | Implementation of a air emission, ambient air quality and ambient noise level monitoring program | Prior to first disbursement* | -do- |
| 9. | Acoustic treatment to the DG set rooms at curing works | September 2006 | -do- |
| 10. | Installation of water meters to monitor water consumption at all facilities | September 2006 | -do- |
| 11. | Benchmark testing of drinking water at curing works and plantations to demonstrate compliance with WHO/Indian Standards for potable water | June 2006 | -do- |
| 12. | Hazardous waste categorization, segregation, storage within areas with secondary containment and disposal only through authorized contractors | September 2006 | -do- |
| 13. | Fire and Life Safety Audit of the curing works and implementation of an action plan based on the findings of the audit | September 2006 | -do- |

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|----------------|---|------------------------|--|
| 14. | Workplace environment monitoring at curing works | June 2006 | -do- |
| 15. | Provision of PPE and enforcement of PPE use by employees, plantation workers and contract labor and provision of safety signage | September 2006 | -do- |
| 16. | Installation of dedusting units in hulling and husking operations | December 2006 | -do- |
| 17. | Targeted health surveillance program for employees and plantation workers exposed to hazardous conditions | December 2006 | -do- |
| 18. | Implementation of a environment, health and safety training program for employees, plantation workers and contract labor | December 2006 | -do- |
| 19. | Awareness building on sexual harassment and display of Supreme Court definition of sexual harassment and the recourse available to harassed employees, particularly in the curing works | June 2006 | -do- |
| 20. | Arranging for monthly visits by a women's doctor at the curing works | June 2006 | -do- |
| 21. | Implementation of an emergency response plan and communicating its contents to all relevant stakeholders | October 2006 | -do- |
| 22. | Improvement in ventilation and chimneys, in plantation workers quarters | October 2006 | -do- |
| 23. | Provision of training to labor handling pesticide together with all necessary PPE including gloves, mask, shoes, full sleeve aprons, trousers and ear defenders. | September 2006 | -do- |
| 24. | Complete feasibility assessment for obtaining Fair Trade Label for export operations | March 2007 | -do- |
| 25. | Use of ultra low volume pesticide application methods, provision of antidotes for accidental exposure to pesticides and storage/disposal of empty bags/containers as per MSDS | June 2006 | -do- |
| 26. | Development of a process for stakeholder consultation in site selection | July 2006 | Mr. A. Venu Madhav, Chief of Operations |