

Jain Irrigation Systems Ltd
Environmental And Social Action Plan
Date: August 10, 2007

#	Action	Completion date
1.	The plastics division implement a certified OHS management system in accordance with OHSAS 18001 standards	June 2008
2.	Implement across all of JISL's operating facilities, EHS management system (EHSMS) certified to ISO 14001 and OHSAS 18001 standards, with IFC's Performance Standards and EHS guidelines duly embedded in the EHSMS	June 2009
3.	JISL will evaluate the possibility of obtaining an appropriate and internationally recognized Fair Trade certification	June 2008
4.	JISL will, at each of its plant/facilities and also at corporate level, employ fulltime and appropriately qualified EHS professionals to oversee implementation of and adherence to the EHSMS	June 2008
5.	JISL will upgrade the incident monitoring and investigation process to include contractors'/contract labor as well	June 2008
6.	JISL will implement the joint works council process across all of its facilities.	June 2008
7.	JISL will engage a third party to: (a) review the existing HR policies, procedures and practices against PS2 provisions; and (b) develop an action plan, for development and implementation of policies and procedures where required, that are consistent with PS2 provisions	March 2008
8.	Develop and implement an occupational health and safety program as detailed in the ESRS under PS2	June 2008
9.	Put in place a plant level safety committee comprised of both management and worker representatives at all of its manufacturing facilities	June 2008
10.	The Company will implement a company wide safety training program and EHS induction training for all new employees, labor (including contract labor), entering a company facility	March 2008
11.	JISL will undertake a benchmark workplace air quality monitoring program at its plastic plant, to demonstrate compliance with IFC's EHS guidelines	October 2007
12.	JISL will implement company wide procedures and measures to ensure that: facility emissions and discharges; ambient air quality and noise levels; management of hazardous materials, hazardous wastes and other wastes; specific water and energy consumption; use of refrigerant gases; and monitoring as also reporting program, are in accordance with IFC norms	June 2008
13.	JISL will implement procedures to ensure that pesticides under WHO hazard class Ia, Ib and II are not used in its contract farming operations or on its premises	March 2008
14.	JISL will, develop and implement an Integrated Pest Management (IPM) and Integrated vector Management (IVM) program in its contract farming operations (as also on its own premises)	Develop Program by June 2008 Implement Program by June 2009

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15.	JISL will implement a program to build farmer awareness on and to encourage farmers, to adopt IPM, IVM and safe pesticide handling techniques.	June 2008
16.	JISL will develop and disseminate to contract farmers a Pesticide Handling/ Management Guideline consistent with IFC Performance Standard 3 requirements	June 2008
17.	JISL will implement procedures, in accordance with international good practices, to mitigate risk of occupational exposure to these fumigants	October 2008
18.	JISL will develop and implement a Security Personnel procedure, consistent with IFC Performance Standard 4 requirements	June 2008
19.	Prepare and implement an onsite and offsite disaster management plan and link it to the district emergency response plan	June 2008
20.	JISL will develop, implement and communicate to the contract farmers, a formalized grievance redress process, for receiving and responding to contract farmers grievances	June 2008