

Environmental and Social Action Plan (ESAP)

RTL Holdings

Date: December 19, 2007

Item	Description	Due Date
1	Develop environmental, social, occupational health and safety and food hygiene management systems consistent with IFC's Performance Standards and to the requirements of ISO 14001, OHSAS 18001 and ISO 22000 respectively or equivalent, including: • environmental and social screening of new business opportunities such that all relevant environmental and social impacts and risks are considered; • comprehensive ESHS performance monitoring for all its operations and those of its subsidiaries; • a mechanism to receive and respond to affected community concerns and complaints; • life and fire safety of workers and visitors; • food safety; • occupational health and safety of workers; • waste and hazardous materials management.	December 2008
2	Prepare and adopt means for workers to express their grievances and protect their rights regarding working conditions and terms of employment consistent with Belarusian requirements and IFC's performance Standard 2, including: - implementation of an effective grievance mechanism; - ensuring that workers have a place to gather and discuss labor-related issues.	July 2008
3	Provide training programs on PS2 and other labor related issues to management, supervisors and workers' representative.	December 2008
4	Labor assessment to be undertaken	March 2009
5	Include labour and employment requirements in construction contracts for non-employees workers who fall into the scope of PS 2 (EPC contractors, security personnel, etc.) as per IFC requirements.	March 2008
6	A) Prepare a corporate L&FS Master Plan and commission a fire safety expert acceptable to IFC to review Life and Fire Safety (L&FS) aspects of Group's operation and certify to IFC and to the Group that requirements of IFC guidelines are met. B) On the conclusion of fire safety expert agree on the scope of work for a Corrective Action Plan (CAP) and a time frame for CAP implementing to meet the requirements of IFC L&FS guidelines. C) Implement CAP to meet IFC L&FS guidelines.	(A) March 2008 (B) May 2008 (C) In accordance with CAP timing