

CONCORDIA, LLC
ENVIRONMENT AND SOCIAL ACTION PLAN (ESAP)
NOVEMBER 15, 2006

#	Task Description	Indicator that Task is Complete	Required Completion Date
1	<u>Enhancing environmental and social management system</u> To hire environmental and social coordinator for the project and provide necessary financial resources for enhancing environmental and social performance of the project.	Signed employment contract and TOR for environmental and social coordinator are provided	Condition of first disbursement
2	<u>Public Consultation and Disclosure Plan (PCDP)</u> To develop strategic approach and management system for communication with the local communities, consultations on project issues and disclosing project information on environmental and social impacts.	Public Consultation and Disclosure Plan (PCDP) is provided	Condition of first disbursement
3	<u>Community Development Plan (CDP)</u> To develop strategic approach and management system for Company's contribution to the local communities. This document should include responsibilities and procedures for planning, implementing, monitoring and reporting on social investments by the Company.	Community Development Plan (CDP) is provided	Condition of first disbursement
4	<u>Wastewater treatment plan</u> To complete renovation of a municipal wastewater treatment plant for treating discharge from the plant.	Commissioning documents for the plant are provided	Commencement of production in the plant
5	<u>Solid waste removal and recycling</u> To make necessary arrangements for subcontracting the removal and utilization of the main types of production waste (plastic, carton, meat waste).	Contracts for waste removal/processing are provided	Commencement of production in the plant
6	<u>HACCP Certification</u> To obtain HACCP certification for the plant.	Documents demonstrating certification are provided	18 months after starting production in the plant