

ZMZ BEARINGS
ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)

#	Task Description	Indicator that Task is Complete	Required Completion Date
1.	<u>Environment, Health and Safety Policy</u> To develop environment, health and safety policy that will be endorsed by top management and communicated to all employees	Policy is provided (in English or Russian)	3 months after acquiring the plant
2	<u>Environment, Health and Safety Management System</u> To develop environment, health and safety management system that will integrate environment, occupational health and safety management procedures into company's management system.	Program is provided (in English or Russian)	6 months after acquiring the plant
3.	<u>Environment, Health and Safety Manager</u> To retain a full-time qualified Environmental, Health and Safety (HSE) Manager that will develop and oversee implementation of EHS management system	Employment contract and Manager's resume is provided (in English or Russian)	3 months after acquiring the plant
4.	<u>Workplace noise study and noise reduction plan</u> To conduct workplace noise study and develop a noise reduction plan that will ensure achieving acceptable noise level in all workplaces	Results of the study and noise reduction plan are provided (in English or Russian)	6 months after acquiring the plant
5.	<u>Sanitary waste water discharge agreement</u> To conduct negotiations with OAO "ZMZ" and to revise the requirements to sanitary discharged water quality based on the conventional quality of such discharges.	Agreement and technical specifications are provided (in English or Russian)	3 months after acquiring the plant
6.	<u>Environment Management System Certification</u> To complete preparation process and obtain international certification of Environment Management System (ISO 14001)	Certification documents are provided (in English or Russian)	12 months after acquiring the plant
7.	<u>Phasing out of PCB-containing capacitors</u> To develop a plan for phasing out remaining PCB-containing capacitors and allocate sufficient resources for their replacement with non-PCB-containing capacitors	Plan is provided (in English)	6 months after acquiring the plant