

Environmental and Social Action Plan

Peru: Maple

Maple commits to the actions as specified below, within the specified deadlines, and declares that the resources specified below will be allocated.

<u>Issue</u>	<u>Proposed Actions</u>	<u>Target Completion Date</u>
Environmental and Social Assessment and Management Systems	At the Corporate Level: Develop an Integrated Environment, Health, Safety and Social (EHSS) Management System taking into consideration IFC's Performance Standards. The (EHSS) will include a Corporate Public Consultation and Disclosure Plan.	- EHSS by October 2007 - Corporate PCDP by September 2007
Labor and Working Conditions	Complete Maple's Draft Human Resources Policy (HRP). The Policy should include procedures for hiring and recruiting, probation periods, training, performance review, promotions, insurance, salary and compensation, resignation, leave and vacation, and retirement	HRP by October 2007
Land Acquisition and Resettlement	Formalize the procedures for land acquisition and compensation into a Land Acquisition and Compensation Framework Plan (LACP) to form part of the overall Management System, which will incorporate the Government of Peru regulations and IFC's Performance Standards 5 on Land Acquisition and Resettlement. The LACP will be used for any future land acquisition.	LACP by October 2007
Public Consultation and Disclosure	Develop and implement a Public Consultation and Disclosure Plan (PCDP) for the construction, operations and closure phases of Maple projects. The plan will include a grievance mechanism. The plan will also include mechanisms for on-going consultation with key stakeholders The Public Consultation and Disclosure Plan will be utilized by Maple's contractors and Maple will assume responsibility for ensuring contractors' compliance.	- PCDP by September 2007 - Throughout project execution

<u>Issue</u>	<u>Proposed Actions</u>	<u>Target Completion Date</u>
Indigenous Peoples Consultation and Development Plan	Maple will build on existing plans to develop an Indigenous Peoples Consultation and Disclosure Plan (IPCDP), which will include a process to achieve free, prior an informed consultation concerning any further developments, and will also include a culturally appropriate grievance mechanism. Maple will also build on existing plans to develop an Indigenous Peoples Development Plan (IPDP) for communities whose traditional land and resources are affected by the project	• IPCDP by October 2007 • IPDP by October 2007
Community Development Plan (CDP)	Maple will build on existing development plans for other communities affected by the project(s) and develop detailed site specific community development plans [CDPs] (including oil and gas, and ethanol projects)	• CDPs by September 2007
Biodiversity Policy	Maple will develop a Biodiversity Policy in accordance with IFC's Performance Standard 6 Biodiversity Conservation and Sustainable Resource Management.	• October 2007
Archeology and cultural resources	Develop and implement an Archeological Resource Plan (ARP) in accordance with national legislation and taking into consideration IFC Performance Standard 8. Include a chance find procedure for project construction and operation phases.	• October 2007
Transportation Contingency Plan (crude transportation in the Ucayali River)	The Contingency plan will include training for employees in the handling of crude and procedures to handle a spill, training in the appropriate use of spill equipment and conduct drills.	• October 2007

Approved on (date) June 1, 2007
By (Maple Representative): 
Rex W. Canon