

Environmental and Social Action Plan (ESAP)

A1 Group

Date: June 19, 2008

Item	Description	Due Date
1	Appoint at the Company's HQ level suitably skilled managers, responsible for environmental, occupational health and safety and food hygiene affairs	September 2008
2	Develop environmental, occupational health and safety and food hygiene management systems consistent with IFC's Performance Standard 1.	March 2010
3	Prepare and adopt Human Resources policies and procedures consistent with Belarusian requirements and IFC's Performance Standards 2.	December 2008
4	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 Standards 2, including: - implementation of an effective grievance mechanism; - ensuring that workers have a place to gather to discuss labor-related issues and undertake regular meetings with management.	December 2008
5	Provide training programs on PS2 and other labor related issues to management, supervisors and workers' representative.	December 2008 and September 2009
6	Labor assessment to be undertaken	March 2009
7	Develop and adopt a policy on land acquisition consistent with Belarusian requirements and with IFC's Performance Standard 5, Land Acquisition and Involuntary Resettlement. .	December 2008
8	Prepare, present to IFC and adopt generic specifications to ensure that stores will be compliant with IFC's life and fire safety standards. Present to IFC: (i) LFS-related staff training plans; (ii) emergency-response plans for store operations; (iii) store operation/maintenance plans, showing how systems and procedures will be managed to ensure LFS.	December 2008