

VINTE – ENVIRONMENTAL AND SOCIAL ACTION PLAN
October 12, 2007

	Action	Deliverable	Deadline
Environmental and Social Management System			
1.	<p>Implement an Integrated Management System (ESMS) for Environment, Social, and Health and Safety matters at company and subsidiaries</p> <p>Vinte will consolidate all current systems into an integrated management system, according to ISO 14001 and OHSAS 18001 standards, that will incorporate the following elements: (i) staff responsible for EHSS issues; (ii) training on EHSS issues (e.g. effluent management, occupational health and safety at work; working conditions at plantations, solid waste management; etc); (iii) community engagement, including clear procedures on disclosure and consultation with affected communities; (iv) monitoring; and (v) reporting. The management system will address identified environmental, health and safety, and social impacts and risks of all existing and future acquisitions and operations at the company and subsidiaries. As part of the implementation, Vinte will develop management programs, procedures, monitoring and reporting protocols, and provide training to employees.</p>	Documentary Evidence to IFC's satisfaction	December 2008
2.	<p>Human Resources Policy at company and subsidiaries</p> <p>Update Company's Human Resource Policy in order to include all requirements of IFC Performance Standard on labor and working conditions (PS2), focusing on disclosure of a written human resources policy to all staff; enhanced training for sub-contractors on human resource issues, and a clear procedure for handling any future downsizing of the work force.</p>	Documentary Evidence	September 2007
3.	<p>Grievance mechanism at company and subsidiaries</p> <p>Vinte will develop a system to deal with external queries, concerns, and grievances that is used and well understood locally. In keeping with best practice, they will write this process up formally and include it in relevant written public communications.</p>	Provide IFC with a copy of the written procedure.	July 2007
4.	<p>Social Investment Program</p> <p>Vinte currently has a number of dissociated social investments. The company will establish a program to handle such investments in a systematic manner, in two stages:</p> <ul style="list-style-type: none"> i) collection and analysis of investment data, planning and budgeting action plans, determining the applicable Ethos indicators, and prepare a Social Balance Report. ii) with IFC support, strengthen social projects in relation to income generation for small suppliers for Vinte 	<p>Provide IFC copy of the Social Balance Report</p> <p>Report progress on implementation of social projects</p>	<p>With first AMR April 2008</p> <p>With second AMR April 2009</p>

Pollution Prevention and Control			
5.	<p>Environmental design and construction</p> <p>Vinte will include the following criteria into design and construction phases for all projects:</p> <ul style="list-style-type: none"> • Energy efficiency: Ensure that the building's use of energy is minimal. Cooling, heating and lighting systems are to use methods and products that conserve or eliminate energy use. • Building materials: Ensure that building materials used reduce use of energy. Ensure that materials used do not emit toxic substances and gasses into the atmosphere. • Reduce water consumption and waste generation: Ensure treatment and reuse of water and recycling of waste. 	Report with performance indicators	July 2008
Land Acquisition and Involuntary Resettlement			
6.	<p>Procedure for Land Acquisition</p> <p>Develop a procedure for land acquisition based on the “willing buyer, willing seller” principle, and compliant with IFC Performance Standard 5 and include as a procedure in the ESMS.</p>	Written procedure submitted to IFC	September 2007
Cultural Property			
7.	<p>Procedure for chance findings</p> <p>Develop a procedure for chance findings of cultural and include as a procedure in the ESMS. .</p>	Written procedure submitted to IFC	