

BOSTAVAN
ENVIRONMENTAL AND SOCIAL ACTION PLAN

#	Task Description	Indicator that Task is Complete	Required Completion Date
1.	<u>Land Acquisition Policy and Plans</u> To develop a corporate land acquisition policy that will describe the procedures for acquiring agricultural and other types of land. Based on the policy to develop and implement Land Acquisition Plans for different vineyards to ensure that land acquisition process complies with IFC's Performance Standards 5.	Policy and plans for each vineyard are provided (in English or Russian)	Before first disbursement
2.	<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)	Before first disbursement
3	<u>Environment, Health and Safety Management System</u> To develop environment, health and safety management system (EHSMS) that will integrate environment, occupational health and safety management procedures into company's management system.	Program is provided (in English or Russian)	Before first disbursement
4.	<u>Environment, Health and Safety Manager</u> To appoint a key qualified manager with full responsibility for development and implementation of EHSMS.	Employment contract, TOR and HSE Manager's resume is provided (in English or Russian)	Before first disbursement
5.	<u>Community Development Policy (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.	Policy and plans for each vineyard are provided (in English or Russian)	Before second disbursement
6.	<u>Pesticides Management Plans (PMP)</u> Develop a PMPs for all vineyards that will describe procedure used for transportation, storage, application and removal of pesticides including contractually defined responsibilities of pesticide suppliers and any other third parties involved in utilization of pesticides by Bostavan operations.	Pesticides Management Plan is provided (in English or Russian)	Before second disbursement
7.	<u>Integrated Nutrient Management</u> Develop an Integrated Nutrient Management Plan for the vineyards that will describe the use of nutrients, and include considerations for minimization of potential health and environmental impacts during their application, storage and handling.	Integrated Nutrient Management Plan is provided (in English or Russian)	Before second disbursement
8.	<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 first disbursement