

Environmental and Social Action Plan (ESAP)

Home Center Russia (“HC Russia”)

Date: February 11, 2008.

Item	Description	Due Date
1	Recruit or commission a suitably-qualified manager for environmental, health and safety affairs	May 2008
2	Develop environmental, social, occupational health and safety (“ESHS”) management systems consistent with IFC’s Performance Standards and to the requirements of ISO 14001 and OHSAS 18001 respectively or equivalent, including: • environmental and social screening of new business opportunities such that all relevant environmental and social impacts and risks are considered; • comprehensive ESHS performance monitoring for all its operations and those of its subsidiaries; • life and fire safety (“L&FS”) of employees and visitors; • occupational health and safety of employees; • waste and hazardous materials management.	December 2010
4	A) Prepare a corporate L&FS Master Plan and commission a fire safety expert acceptable to IFC to review L&FS Master Plan and aspects of HC Russia’s operation and certify to IFC and to HC Russia that requirements of IFC guidelines are met. B) On the conclusion of fire safety expert, agree on the scope of work for a Corrective Action Plan (“CAP”) and a time frame for CAP implementing to meet the requirements of IFC’s L&FS guidelines. C) Implement CAP to meet IFC’s L&FS guidelines.	(A, B) August 2008 (C) In accordance with the CAP timing