

Salala Rubber (26510)

Environmental and Social Corrective Action Plan

Environmental and Social Action		Implementation Period
PS 1 Measures		
1	Appointment of Community Relations/Development Officer	60 days after Commitment
2	Training in environmental monitoring for the designated environmental officer	90 days after Commitment
3	In consultation with the local communities, put in place a documented grievance resolution procedure (including security personnel, compensation and cultural issues)	120 days after Commitment
4	Disclose ESIA for the planned expansion program	At final draft stage, but no later than August 29, 2008
5	Publicly disclose provisions of the plantation management concerning natural resources used by local communities	December 2008
6	Develop and publicly release an Environmental and Social Action Plan (ESAP)	Beginning December 2008 and annually thereafter
PS 2 Measures		
7	Develop and document assessment of health and safety measures in all operational areas with respect to: - appropriate personal protection gear/wear - signage - fire extinguishers	Prior to first Disbursement
8	Train/retrain relevant workers on measure 6 above	60 days after completion of item #7
9	Form joint worker/management committee on occupational health and safety	30 days after completion of item #7
10	Implement policy of incorporating in out-grower contracts requirement to meet Liberian labor law, with specific reference to child labor provisions	Prior to first Disbursement
11	Develop and make accessible to workers a human resources policy	60 days after Commitment
12	Identification of training program for out-growers on child labor and initiate delivery	90 days after Commitment
13	Complete CAPEX program for worker housing	December 2009
PS 3 Measures		
14	Complete construction of new wastewater treatment pond	June 2008
15	Documented procedure for fuel and chemical handling and storage	60 days after Commitment
16	Implement monitoring program for waste water	90 days after completion of item #14
17	Develop and implement a fire suppression management plan for the Weala factory	120 days after

		Commitment
18	Institute, document and measure policies, procedures and practices to implement the integrated pest control measures detailed in the ESRS	November 2008
19	Identify and implement any measures necessary to bring effluent quality in line with IFC standards	January 2009
PS 4 Measures		
20	Develop documented security policy	90 days after Commitment
PS 5 Measures		
21	Develop and disseminate a documented compensation framework.	90 days after Commitment
22	Establish and maintain land acquisition database for the Salala Plantation, incorporating available data from past compensation.	October 2008
PS 6 Measures		
23	Put in place a document sustainable management plan for the plantation containing the following elements: - Operating procedures documented; - Soil surveys and topographical information are carried out of the plantation area; - Maintain soil fertility through monitoring nutrient status of soils; - Minimize and control erosion of soil; - Avoid extensive planting on steep slopes/marginal soils; - Maintain quality and availability of surface and ground water; - Maintain ecosystem integrity and provide environmental services within plantation stands, including protecting riparian zones of native vegetation and possible conservation corridors; - Identify any rare/threatened/endangered species, high conservation value habitats, if such exist - and incorporation of protective measures for them into management plans; - With the local communities, identify and map socially important natural features in the plantation area or affected by the plantation that provide resources to local communities - and incorporate protective measures into the management plans.	November 2008
PS 8 Measures		
24	Document all cultural heritage issues to date – cultural sites/objects, customary and cultural demands/rites encountered and performed	90 days after Commitment