

ENVIRONMENTAL AND SOCIAL ACTION PLAN FOR KAMANI OILS

No.	Description	Person Responsible	Due Date
1.	Submit the Consent to Establish and other necessary permissions to IFC within 30 days of its receipt from the relevant authorities	Mr Deshpande	By 30 JUNE 2008
2.	Develop environmental, social, occupational health and safety management system(s) and documentation (manuals, SOPs etc.) for the new plant in Khalapur.	Dr Yadav	Prior to first disbursement.
3.	Implement environmental, social, occupational health and safety management system in the new plant	Dr Yadav	Within 6 months of commencing operations at new plant
4.	Establish Food Safety Management System according to ISO 22000:2005 including third-party certification.	Dr Yadav	Within 18 months of commencing the operations of new plant
5.	Develop and implement a comprehensive environmental monitoring program (air, water, solid waste emissions, noise, ambient environmental quality etc.) specifying the parameters and frequency of monitoring.	Dr Yadav	Prior to first disbursement
6.	Include specific clauses related to harmful child labor, workers occupational health and safety in standard contracts for various services (e.g., construction, fleet operations, security, casual labor, tin making).	Mr Deshpande	Prior to first disbursement
7.	Develop and implement a safety management program for the suppliers / contractors (specifically tin making operations and drivers of the fleet) including training, provision of PPE, monitoring results and corrective actions.	Mr Deshpande	Prior to first disbursement for the existing plant. Within 3 months of commencing operations at new plant
8.	Develop and submit retrenchment compensation plan and workers relocation policy in line with the IFC's PS2 and Guidance Note on Retrenchment.	Mr Deshpande	* NOTE ATTACHED
9.	Establish SOPs for waste management (collection, handling, storage, treatment and disposal) covering solid/hazardous wastes, wastewater and air emissions.	Dr Yadav	Within 6 months of commencing operations
10.	Develop and implement a documented procedure and mechanism to address queries from the community about project activities, including during construction.	Mr Deshpande	Prior to first disbursement

Date: 7 April 2008

NOTE ON POINT NO 8: The company is transferring the services of all employees to the new location without changing their terms & conditions of employment, however, in case the employees who are not interested in dislocating their services will be offered voluntary retirement benefits.