

CIMOS d.d. #26693 - ENVIRONMENT AND SOCIAL ACTION PLAN (ESAP) *			
#	Action	Completion Indicator	Deadline
1	Provide copy of Environmental Permits issued by National Ministry of Environment;	IFC has received copy of the licenses and the disclosure confirmation	October 2008.
2	CIMOS to establish adequate EHS structure in its regional projects Zenica and Gradacac responsible for ensuring compliance with national laws and IFC requirements with respect to social and environmental performance, and for reporting on the same.	CIMOS written confirmation that persons in charge of EHS monitoring and reporting are appointed	Prior to the first disbursement.
3	Implementation of the ESMS - Production plants that are part of the project to achieve ISO 14001 certification.	ISO 14001 certification obtained and retained.	Gradacac (October 2008) and Zenica (October 2009)
4	Cimos d.d will commission an experienced consultant to prepare a draft OHS risk assessment at each production plant Zenica and Gradacac, and to develop draft OHS action plan which will provide technical control of risks identified	IFC has reviewed and accepted the consultant's written report	Prior to the first disbursement.
5	Cimos d.d will commission an experienced consultant to undertake a final report on OHS risk assessment at each production plant Zenica and Gradacac, and to develop OHS action plan which will provide technical control of risks identified.	IFC has reviewed and accepted the consultant's written report	Prior to the second disbursement.
6	Implementation of the OHSAS system.	Gradacac, Zenica to obtain and retain OHSAS 18001 certification.	Gradacac, Zenica (October 2009)
7	Submit draft of HR policies, procedures and manuals for each company Gradacac, Zenica to IFC for review.	IFC has reviewed and accepted the document	Prior to second disbursement.
8	Reconstruction, construction and commissioning of the industrial waste water (pre) treatment plants in Gradacac	IFC has received confirmation that the plant is put in the operation, and discharged effluent quality meets IFC and local requirements.	end of 2009 / After physical completion of each project
9	Reconstruction, construction and commissioning of the sanitary waste water treatment plants - where there is a functional sanitary waste water collection and treatment system, project sanitary effluents will be discharged to this system for further treatment. If such infrastructure is absent, or if there is sewage collection but not treatment, then appropriate pre-treatments will be incorporated into project design to ensure that project effluents meet IFC guidelines for discharge to surface water (Gradacac, Zenica)	IFC has received confirmation that the plant(s) are put in the operation, and discharged effluent quality meets IFC and local requirements.	end of 2009 / After physical completion of each project
10	Zenica foundry plant will have off-gas treatment system for all production processes starting from melting, molding, casting, forming/sand blasting.	IFC has received confirmation from the company that this action is implemented and discharges to air meet IFC and local requirements.	start of the operations 05/01/2008
11	Improvements in health and safety conditions at the workplace, with provision of training and adequate personal protective equipment PPE in Zenica and Gradacac according to the OHS plans from item (5)	IFC has received confirmation that the new equipment is put in the operation	prior to second disbursement

* - ESAP may be modified to cover the EHS issues that may be identified during the project implementation.

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