

Environment & Social Action Plan
JORDAN-INDIA FERTILIZER CORPORATION (JIFCO)

Issue and Task (include a short but specific description of the requirement to be met by the project proponent)	Indicator of Completion (Describe objective evidence to be supplied to IFC)	Required Completion Date (Calendar date, condition of disbursement, etc.)
PERFORMANCE STANDARD 1 – SOCIAL AND ENVIRONMENTAL ASSESSMENT AND MANAGEMENT SYSTEMS		
1. Environmental and Social Assessment Issue: Environmental and Social Impact Assessment (ESIA) was prepared two years ago. Task: Revise ESIA to ensure that the ESIA meets current IFC E&S requirements. Issue: Potential culture heritage site Task: Set up a chance find procedure	• Revised ESIA ready for IFC review and approval. • Chance find procedure read for IFC review.	• Prior to first disbursement. • Prior to the construction phase.
2. EHS Management Issue: There is no EHS management system in JIFCO. Task 1: Appoint an experienced EHS manager for the project construction and production. Task 2: Draft all the necessary EHS programs and procedures. Task 3: Set up EHS management framework. Task 4: Set up an effective EHS management system.	• EHS manager appointed. • EHS programs and procedures ready for review • EHS management organization and reporting lines set up • EHS management documents ready for review	• Three months before the project construction • Before the trial production • Six months prior to the trial production • Six months after the trial production.
3. Community Engagement Issue: There is no established procedure to engage stakeholders. Task: Develop a Stakeholder Engagement Process to communicate specific issues such as potential employment opportunities and results of the ESIA.	• The Stakeholder Engagement Process documents ready for review.	• Six months prior to mobilization
PERFORMANCE STANDARD 2 – LABOUR AND WORKING CONDITIONS		
4. Human Resources Policy		

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Issue: There is no HR procedure to emphasize local hiring. Task: Develop a framework for increasing local content in the project – employment opportunities and entrepreneurial opportunities.	• Framework ready for review.	• Prior to issuing of the EPC contract
5. Occupational Health/Safety (OHS) Issue: There are currently no OHS management programs and procedures. Task 1: Prepare the OHS operation procedures. Task 2: Train all the employees for OHS procedures based on their positions. Task 3: Develop workplace air quality/noise monitoring programs. Task 4: Track the statistical trends of near-miss and accidents..	• OHS operation procedures ready for review. • Documents showing training program and results • Monitoring program ready for review • Provide the statistical trends in Annual Monitoring Report (AMR)	• Three months prior to the trial production • Before trial production • Before trial production • On-going.
PERFORMANCE STANDARD 3 – POLLUTION PREVENTION AND ABATEMENT		
6. Gypsum Landfill Issue: Landfill design to meet best practices. Task: Construct the dikes for the gypsum landfill and construct the landfill bottom to achieve the same impermeability as one meter clay of impermeability coefficient 10^{-6} m/s.	• Landfill construction finished	• Prior to trial production
7. Operation Safety and Emergency Response Issue: Additional methods needed to be taken to ensure operation safety. Task 1: Conduct a quantitative hazard and operability (HAZOP) study. Task 2: Conduct routine safety audits Task 3: Install sufficient fire fighting equipment, especially special personal protection equipment in case of sulfur fire. Task 4: Develop an effective emergency response (ER) plan.	• HAZOP ready for review. • Report safety audit results in the AMR • Equipment ready for use. • ER Plan ready for review	• Prior to trial production • On-going • Prior to trial production • Prior to trial

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Task 5: Conduct routine onsite/offsite ER drills for potential fires or chemical release	• Report ER drill results in the AMR	production • On-going
PERFORMANCE STANDARD 4 – COMMUNITY HEALTH, SAFETY AND SECURITY		
8. Project Site Security Issue: No security personnel management plan available. Task: Prepare a security personnel management plan	• Management plan ready for review.	• Three month prior to hiring private security force.
9. Transportation Safety Issue: There is no safety management approaches for transportation contractors. Task: Only contract with transportation companies that have defensive driving programs, acceptable safe driving records, and sufficient emergency response methods	• Contract documents ready for review.	• During project implementation.
PERFORMANCE STANDARD 6 – BIODIVERSITY CONSERVATION AND SUSTAINABLE NATURAL RESOURCE MANAGEMENT		
10. Coral Protection Issue: The corals near the transportation jetty site is subject to potential impacts. Task 1: Seek appropriate approaches to renovate the jetty and improve the operation and maintenance (O&M) of the jetty and conveyor. Task 2; Monitor the sea water quality and coral community at and near the jetty.	• Renovation and O&M improvement reported in the AMR • Monitoring results reported in the AMR	• During project implementation/operation • On-going