

Environmental and Social Action Plan
Samson Maritime Limited
Samson Project # 26817
Date: March 10, 2008

#	Environment/Social Action Plan	Deadline
1.	Develop a HR policies and procedures manual, which is consistent with IFC's Performance Standard 2 provisions	April 2008
2.	Complete implementation of the HR Policies and Procedures articulated in the above manual	July 2008
3.	Implement a Companywide applicable Environment Management System based on ISO 14001 standards	June 2009
4.	Develop and implement an upgraded Safety Management System	September 2008
5.	Develop and implement, detailed standard operating procedures for waste management in accordance with MARPOL provisions	Prior to first disbursement