

Jambyl Cement, Environmental and Social Action Plan (ESAP)			
	Environmental Issue/Plant Feature	Corrective Actions Required	Timetable Milestones/Events
	Management Systems		
1	Develop, maintain and continuously improve an Environmental Management System (EMS).	Develop, maintain and implement an EMS consistent with the ISO 14001 system.	ISO 14001 (Environmental management) consistent system to be operational at commissioning.
2	Develop, maintain and continuously improve a Health and Safety Management System (H&SMS).	Develop, maintain and continuously improve an H&SMS consistent with the OHSAS 18001 system.	OHSAS 18001 (health and safety) consistent system to be operational at commissioning.
3	Implement a management system addressing social aspects of operations.	Engage a qualified social expert to better assess the social impacts of the operation and optimize the corporation with the closest local villages. This expert will be responsible for the implementation of a management system to manage social aspects and monitor performance.	December 2009
4	Implement a grievance mechanism to address external complaints/concerns.	Present grievance procedure to IFC for review and comment. Present to IFC status report on current grievances and claims.	September 2008 December 2008
	Operational requirements		
5	The clinker manufacturing kiln to be equipped with continuously monitoring for particulate, nitrogen oxides, and sulfur dioxide to ensure optimal operation and continuous compliance with the emission requirements.	Install continuous monitoring for particulate, nitrogen oxides, and sulfur dioxide on the main stack of the new kiln line.	Operational at commissioning of the kiln line, and to be verified at project completion.
6	Ensure the implementation of the quarry management and reclamation plans for ensuring optimal utilization of the resources, and ensure progressive landscaping for mined out areas	The quarry management and reclamation plans for the two quarry operations (limestone and clay) to include a broad total quarry utilization plans (existing), a five years oversight plan and a detailed utilization plan for the upcoming 12 months.	Ensure progressive landscaping as mined out areas become ready.
	Labor and working conditions		

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7	Manage labor and working conditions in accordance with best practice.	Develop and implement a human resources policy and procedures. Present policy and example of procedures to IFC for review and comments.	December 2008
8	Grievance mechanism to manage workers' complaints and concerns.	Develop and implement a grievance mechanism. Present grievance procedure to IFC for review and comments.	December 2008
9	Management of labor, living and working conditions for contractors, including construction workers.	• Develop and include in contracts a code of conduct which will provide contractors with clear guidelines on labor and living and working conditions. Present code of conduct to IFC for review and comments. • Develop a system to ensure contractors are in compliance with the code of conduct requirements. Present the system to IFC for review and comments.	• September 2008 • December 2008
10	Satisfactory conditions in the worker camp for the migrant workers needs to be assured.	Assure living conditions for migrant workers as per international guidelines.	September 2008
11	Monitoring of labor, living and working conditions of contracted labor to be improved.	Develop and implement monitoring plan for contractors and migrant workers. Present plan to IFC for review and comments.	December 2008
12	Labor audit for contracted and migrant workers.	• Present to IFC audit terms of reference and report for review and comments. • Labor audit to be conducted by independent auditor. • Implement recommendations from the labor audit as per agreed timeline with IFC.	• TOR: December 2008 • Labor audit: 6 months after beginning of construction of the new project. • Agreed timeline with IFC.
	Security Personnel		
13	Clarify requirements on security personnel.	Include code of conduct (based on UK voluntary principles on security or similar) for security companies in contracts.	December 2008

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14	Performance of security personnel.	• Coordinate with security company training program for security personnel. Document all training provided. • Develop a monitoring and reporting plan to ensure contractors are in compliance with all code of conduct requirements. Present plan to IFC for review and comments.	• Report on type of training provided, and hours of training pro guard in the Annual Monitoring Report. • December 2008
	Community Engagement		
15	Jambyl Cement will engage in communications and discussions with local stakeholders in Mynaral and can benefit from structured community engagement and development plan.	Jambyl Cement to develop and implement a community engagement and development plan, to ensure consistent and considered community engagement for the benefit of improved relation with local stakeholders. Present the plant to IFC for review and comments.	December 2008.