Environmental and Social Action Plan (updated in June 2010)

MINDORO - ENVIRONMENT AND SOCIAL ACTION PLAN

#	Action	Entity Responsible	Deadline (requested in May 2008)	Update (June 2010)
1	Develop a Health, Safety, Environment and Community Policy (HSEC)	Mindoro with IFC input	Prior to Disbursement	Completed.
2	Complete and document free prior informed consultation	Mindoro	Prior to Disclosure	Completed.
3	Complete a Stakeholder Engagement Plan	Mindoro	Prior to the start of any substantive (e.g.: DSO) mining operations	No change in requirements.
4	Prior to the commencement of substantive mining operations, engage a suitably experienced independent HSEC consultant to complete and disclose ESIA update (with appropriate consultation) which describes in detail the proposed mining operations and how these will meet IFC Performance Standards. ESIA to include alternatives analyses and cumulative impact assessment.	Mindoro / Consultants	Prior to the start of any substantive (e.g.: DSO) mining operations	No change in requirements.
5	Develop with support from qualified professional a corporate EHSMS which covers all stages in development from exploration to mining along with a mutually acceptable time frame for implementation, including allocation of adequate E&S staff and resource for implementation	Mindoro / Consultants	Framework document prior to the start of any substantive mining operations, fully implemented within a further 12 months	No change in requirements.
6	Develop draft of HR policies and Labor and Training Plan	Mindoro	Prior to the start of any substantive (e.g.: DSO) mining operations	No change in requirements.
7	Develop draft Emergency Preparedness and Response Plan (that also includes the Construction period)	Mindoro	Prior to the start of any substantive (e.g.: DSO) mining operations	No change in requirements.

8	Develop Sustainable Development Plan to cover community development, community health, local employment strategy and revenue management	Mindoro / Consultants	Prior to the start of any substantive (e.g.: DSO) mining operations	No change in requirements.
9	Carry out regular independent monitoring of Mindoro assets and management plan implementation as well as compliance with Philippines and IFC requirements	Mindoro	Monitoring frequency: Annual	If Mindoro commences DSO, it is required to carry out regular independent monitoring to cover the mining operation every six months.
10	Provide to IFC annual monitoring reports. Mindoro will facilitate an annual supervision visit from IFC to review project performance due to the potential for quickly changing project parameters.	Mindoro	Monitoring frequency: Annual	No change in requirements.
11	A Resettlement Action Plan (RAP) to be developed in compliance with IFC's	Mindoro / Consultants	Not applicable	RAP to be finalized and approved prior to any mining operations.