

PRAN #27005 – FINAL ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP) - Dated 9 June 2008

#	Action	Person Responsible whom	Deadline
1	Provide copy of all Government consents and authorizations required to establish and operate the facilities.	Mr. Eleash Mridha Executive Director	Prior to first disbursement
2	Develop and implement procedures and procurement guidelines to comply with all PS2 requirements on child labour in supply chain.	Mr. Mahmudul Hassan Chowdhury General Manager (Supply Chain Management)	Within three months of first disbursement
3	Develop and implement a certifiable integrated management system covering ISO 9001-2000, ISO 14000, and OHSAS 18000 standards, and a certified HACCP system for food safety and obtain HACCP certification.	Mr. Sazzad Mahmud Manager (Quality Management System)	Within a thirty months of first disbursement
4	Develop and implement a comprehensive environmental monitoring programme (air, noise, workplace temperature, water, wastewater, etc.) specifying the parameters and frequency of monitoring.	Engr. A. S. M. Shafiqur Rahman Senior Development Engineer	Provide the monitoring plan prior to first disbursement and subsequently, include the monitoring results in Annual Environmental & Social Monitoring Report (AMR)
5	Strengthen and formalize human resources policy to comply with all PS 2 requirements on all aspects of human resources, including a formal system of grievance redressal.	Mr. Md. Nurul islam Chief (Human Resources Management)	Within three months of first disbursement
6	Report to IFC on efforts to reduce and comply with IFC/WBG Guideline limits on waste water quality.	Engr. A. S. M. Shafiqur Rahman Senior Development Engineer	Include results in Annual Environmental & Social Monitoring Report (AMR)
7	Develop a land acquisition policy to comply with all PS 5 requirements for any future land acquisition.	Mr. Eleash Mridha Executive Director	Within three months of first disbursement
8	Report to IFC on efforts to disseminate information and educate contract farmers on appropriate use and management of pesticides.	Mr. Mahtab Uddin Manager (Contract Farming)	Include in Annual Environmental & Social Monitoring Report (AMR)