

**Newko Balkan #27038, Environmental and Social Action Plan (ESAP) January 2010**

Item	Action	Completion Indicator	Timetable
<b>PS1: Social and Environmental Assessment and Management Systems</b>			
1	Newko Balkan to obtain the environmental permit / authorization from the Environmental Ministry.	The Company has provided to IFC copy of the environmental permit / authorization.	As obtained.
2	<p>The Company is committed to develop ISO 14001 and OHSAS 18001 systems.</p> <p>Newko Balkan will conduct Environmental Audit of the existing operations, and based on that will determine an Environmental Management Plan (EMP) and OHS management plan. The plans will define the implementation of the mitigation measures and will include an environmental monitoring plan and identified EHS management training needs..</p> <p>The Company achieved ISO 14001 and OHSAS 18001 certifications.</p>	<ul style="list-style-type: none"> <li>(i) The Company has hired consultants to undertake the audits.</li> <li>(ii) The Company has submitted the EMP and audit reports and plan to achieve certifications for ISO 14001 and OHSAS 18001</li> <li>(iii) The Company has provided to IFC copies of the ISO 14001 and OHSAS 18001 certifications.</li> </ul>	<ul style="list-style-type: none"> <li>(i) Condition of disbursement</li> <li>(ii) July 31<sup>st</sup>, 2010.</li> <li>(iii) July 31<sup>st</sup>, 2011</li> </ul>
3	Newko Balkan will appoint staff in charge of environmental management, occupational health and safety and fire protection in the Project's organization structure.	The Company has appointed the staff	July 31 <sup>st</sup> , 2010.

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<b>PS2: Labor and Working Conditions</b>			
4	Newko Balkan will ensure that its Human Resource policy is fully compliant with IFC PS2 and new Kosovo Labor law.	The Company has submitted the HR Policy acceptable to IFC.	Dec 30 <sup>th</sup> , 2010.
5	Labor grievance procedure	The company will draft retrenchment plan to mitigate the adverse impacts of retrenchment on employees. The plan will be based on the principle of non-discrimination and will reflect the client's consultation with employees, their Union and, if appropriate, the government.	July 2010
<b>PS3: Pollution Prevention and Abatement</b>			
6	(a) The Company will develop and install pretreatment of wastewater (sanitary waste water and waste water from the workshops) to meet regulatory requirements before discharge from the Project site.  (b) The Company will develop and install pretreatment of storm water as well as waste water from refuelling facilities, workshops, parking areas, fuel storage to meet regulatory requirements before discharge from the Project site.	The Company to hire the consultants to do the study	Condition of Commitment.
	Action under No 6 above	The Company has submitted study which will confirm that the proposed technical solution is acceptable to	Dec 31 <sup>th</sup> , 2010

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		<p>IFC.</p> <p>The Company has confirmed, with the relevant authorities, the pretreatment and monitoring requirements of the sewage treatment system into which it discharges, and submitted them to IFC.</p> <p>The Company has confirmed, with the relevant authorities, the pretreatment and monitoring requirements of the storm water treatment system into which it discharges, and submitted them to IFC.</p>	
	Action under No 6 above	Works under No 6 implemented	Dec 31 <sup>st</sup> 2011
7	During operations, Newko Balkan will monitor wastewater discharge and quality, to ensure that it meets the pretreatment and monitoring requirements of the sewer treatment system into which it discharges.	The Company has provided data on wastewater discharge and quality in the Annual Monitoring Reports (AMRs) to IFC.	Results submitted annually in the AMR.
8	Newko Balkan will develop a Solid Waste Management Plan	The Company has submitted the plan acceptable to IFC.	July 31 <sup>st</sup> , 2010.
9	Newko Balkan will monitor and use its reasonable endeavors to ensure that used oils and any other hazardous waste, if any, (PCBs, CFC) are correctly stored and/or disposed of using reputable and legitimate contractors, licensed by the relevant regulatory agencies and following good	The Company has submitted a monitoring report, documenting that contractors are reputable and legitimate, and treatment and disposal facilities are licensed and follow good international industry practice.	Before waste disposal.

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	international industry practice for the waste being handled.		
10	Newko Balkan will ensure that all rubber waste and other non-hazardous waste is stored on site according to best practice, during the time until the final solution for treatment and safe disposal of various wastes is selected.	The Company has provided relevant evidence in the AMRs.	Results submitted annually in the AMR.
11	Newko Balkan will finalize and implement the following: (a) Provide MSDS list (b) Hazardous materials management procedure (c) Fuel management plan (d) Spill control, prevention, and countermeasure plan.	The Company has submitted the plans acceptable to IFC.	July 31 <sup>st</sup> 2010
12	(a) Newko Balkan will measure point source air emission. (b) If quality data exceed max allowable limits as per Kosovo and IFC relevant emission guidelines Newko Balkan is to install emission control equipment (c) In addition the Company will implement an ambient air quality monitoring	(a) The Company has submitted the measurement results to IFC. (b) Provide quality data that shows compliance to Kosovo and IFC relevant emission guidelines  (c) provide ambient air quality data to IFC and to the	July 31 <sup>st</sup> 2010  July 31 <sup>st</sup> 2011  July 31 <sup>st</sup> 2010

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		local authorities.	
<b>PS4: Community Health, Safety and Security</b>			
13	An Emergency Preparedness and Response Plan will be updated to include an on-site emergency response team and equipment.	The Company has submitted the plan acceptable to IFC.	July 31 <sup>st</sup> 2010
14	Newko Balkan will prepare a Life and Fire Safety Master Plan identifying major fire risks, applicable codes, standards and regulations, and prevention and response measures.	The Company has submitted the plan acceptable to IFC.	July 31 <sup>st</sup> , 2010
15	Newko Balkan will develop procedures to control manoeuvring of the contractors' vehicles with specific focus on truck fleet maintenance and driving behavior and training and to regularly monitor ambient noise at nearest receptors.	The Company has submitted the procedures acceptable to IFC.	July 31 <sup>st</sup> , 2010.
16	The Company will establish formal procedures and codes of conduct for its Security service that define the conduct of its security forces to be maintained in all situations	The Company has submitted the procedures acceptable to IFC.	July 31 <sup>st</sup> , 2010

\* - ESAP may be modified to cover the EHS issues that may be identified during the project implementation.