

THE AGA KHAN FUND FOR ECONOMIC DEVELOPMENT (AKFED) AVIATION SERVICES DIVISION  
ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)

ACTION	DELIVERABLE	DEADLINE
<b>INTEGRATED MANAGEMENT SYSTEM</b>		
<p><b>Implement an Integrated Management System (ESMS) for Environment, Health &amp; Safety, Human Resources and Social matters at company</b> AKFED Aviation Services Division will consolidate and standardize all current systems into an integrated management system that will incorporate the following elements: (i) staff responsible for Environmental, Health, Safety, Security and Quality Assurance issues; (ii) training on EHSS issues (e.g. permitting; occupational health and safety; operational procedures, life and fire safety; working conditions and terms of employment); (iii) community engagement; (iv) monitoring; and (v) reporting. The management system will identify and address environmental, health, security, safety, human resources and social impacts.</p>	<ul style="list-style-type: none"> <li>Part I: Submission of the integrated ESMS documentation as well as training schedule.</li> <li>Part II: International certification of the Management System.</li> </ul>	<p>January 30, 2011.</p> <p>July 30, 2012.</p>
<p><b>Action Plan Status from IATA and HART Aviation Audits</b> AKFED Aviation Services Division will develop an action plan which will include outstanding recommended actions from these past audits or new audits replacing in full or partially the past ones, as well as a timeline for implementation</p>	<ul style="list-style-type: none"> <li>Report implementation status to IFC as part of the Annual Monitoring Report.</li> </ul>	<p>First Annual Monitoring due date.</p>
<p><b>Operating Permits</b> AKFED Aviation Services Division will ensure that Finaircraft keeps current all Airline Operating /Air Worthiness Certificates.</p>	<ul style="list-style-type: none"> <li>Provide to IFC copies of certificates, and inform IFC of any suspension or special conditions attached to the certificates.</li> </ul>	<p>At renewal of each certificate.</p>
<p><b>External Auditor</b> AKFED Aviation Services Division will retain an independent auditor to assess adequacy and implementation of AHC</p>	<ul style="list-style-type: none"> <li>Submission of audit outcome and timeline for corrective action implementation.</li> </ul>	<p>November 30, 2010</p>

existing management system.		
<b>LABOR AND WORKING CONDITIONS</b>		
<b>Human Resource Policy</b> <ul style="list-style-type: none"> <li>AKFED Aviation Services Division will formulate a Human Resource Policy Statement common to all its operating units.</li> <li>AKFED Aviation Services Division will harmonize the human resource practices and procedures across the operating units to the extent possible.</li> </ul>	<ul style="list-style-type: none"> <li>Provide IFC with the Human Resource Policy Statement.</li> <li>Provide IFC with updated Human Resource Procedure.</li> </ul>	<b>Prior to disbursement.</b>  January 30, 2011.
<b>Screening mechanism for outsourcing operations</b> <ul style="list-style-type: none"> <li>AKFED Aviation Services Division will develop a screening mechanism for the airlines of the group in order to ensure that outsourced companies comply with national regulation regarding environmental, health and safety (including food safety).</li> <li>AKFED Aviation Services Division will ensure with its airlines that EHS and terms of employment provisions are included in contracts with these companies, and that these companies implement these provisions to address these issues consistent with PS2.</li> </ul>	<ul style="list-style-type: none"> <li>Provide IFC with example of Screening mechanism implemented.</li> <li>Provide IFC with a sample contract.</li> </ul>	January 30, 2011.  January 30, 2011.