

Environmental and Social Action Plan (ESAP)

Evrotek

Date: September 2, 2008.

Item	Description	Due Date
1	Prepare and approve a procedure to support the existing grievance mechanism consistent with Ukrainian requirements and IFC's Performance Standard 2.	October 15, 2008.
2	Prepare and approve a procedure to effectively discuss and negotiate the conditions of collective bargaining agreement with employees	October 15, 2008.
3	A) Commission a fire safety expert acceptable to IFC to review L&FS Master Plan and aspects of Evrotek's operation and certify to IFC and to Evrotek that requirements of IFC guidelines are met. B) On the conclusion of fire safety expert, agree on the scope of work for a Corrective Action Plan ("CAP") (if any) and a time frame for CAP implementing to meet the requirements of IFC's L&FS guidelines. C) Implement CAP to meet IFC's L&FS guidelines.	(A,B) January 2009 (C) In accordance with the CAP timing