

ANTARA (27091)
Environmental and Social Action Plan (ESAP)

	Action	Deliverable	Deadline
Environmental and Social Management System			
1.	EH&S Position at Corporate Level Antara will either designate an individual within the organization or hire a new person with responsibility and authority for all environmental, social, health and safety (ESH&S), and labor matters at the company. The individual's role will be clearly defined, including a written job description, and sufficient management authority and resources will be provided to ensure compliance with relevant and applicable laws and regulations.	Documentary Evidence - position creation - reporting line - hiring notice	Condition of First Disbursement
2.	Environmental and Social Impact Assessment Finalized Environmental and Social Impact Assessment (ESIA) for the cold storage facility in Ho Chi Minh City, including remedial action / implementation plan for addressing any gaps that may have been identified in the ESIA.	Documentary Evidence ESIA	Condition of First Disbursement
3.	Integrated Management System and Environmental and Social Management System (ESMS) Implement an integrated management system consistent with acceptable international management system standards such as those for ISO 14001 / OHSAS 18001, and HACCP to provide oversight of all its operations and those of its subcontractors. Specifically, the ESMS element must include (but not limited to): (i) Integrated ESH&S and labor functions – training, monitoring, and reporting. (ii) Procurement procedures to provide oversight and contractually require that its suppliers and subcontractors comply with national regulatory requirements and Antara's ESH&S and labor policies. (iii) Procedures for communicating environmental and social aspects to external interested parties, including clear procedures for receiving, documenting and responding to concerns from any external interested parties relating to the project. (iv) Achieve Certification – ISO or equivalent and HACCP.	Documentary Evidence Operating Procedure and Policy	(i), (ii) and (iii) Loan signature + 180 days (iv) December 2009
4.	Management Endorsement of Corporate Policy Obtain senior management endorsement of the policy statement; announce the existence of the management approved corporate policy and distribute the corporate policy to all employees and management staff and contractors.	Documentary Evidence	Loan signature + 180 days