

Action Plan
SALAMANDER # 27318: Lao and Thailand

SALAMANDER commits to the actions as specified below, within the specified deadlines, and declares that the resources specified below have been allocated

<u>Issue</u>	<u>Proposed Actions</u>	<u>Target Completion Date</u>
HSE Management Systems: Thailand and Laos	- Complete HSE Management System for Thailand and Laos - Provide supporting information on the full implementation of HSE MS in Laos and Thailand annually.	- Prior to recommencement of exploration activities - Annually starting April 2009.
HSE Performance Management: Laos	Appoint an E&S Liaison Officer to coordinate HSE and community relations issues in Lao field operations	1 December 2008
Corporate Labor and Working Conditions Standard:	Salamander will develop a Corporate Labor and Working Conditions Standard that outlines minimum requirements for labor and employment practices and living conditions in accordance with the laws of the country, Performance Standard 2 and international best practice. The Standard will be included in all contractual agreements with contractors	Prior to recommencement of exploration activities
Labor and working conditions monitoring : Thailand and Laos	- Salamander will develop a schedule for Labor Audit to monitor contractor compliance with the Corporate Labor and Working Conditions Standard - Labor audit to be verified by a qualified labor auditor - Corrective actions presented in the audit report to be implemented within an agreed timeline	- Prior to recommencement of exploration activities 3 months after recommencement of exploration activities
Community Health and Safety: Thailand and Laos	Salamander will incorporate a community health and safety section as part of its Project HSE plan to assess potential risks and impacts of the proposed project activities and communicate to nearby communities as appropriate.	Prior to recommencement of exploration activities
Land Acquisition and Compensation Plan (LACP): Thailand and Laos	SALAMANDER will prepare a Framework Land Acquisition and Compensation Plan (LACP) for exploration activities	Prior to recommencement of exploration activities
Community Engagement and Public Consultation and Disclosure Plan (PCDP): Thailand and Laos	SALAMANDER will prepare a Public Consultation and Disclosure Plans (PCDP) for on-going activities in Thailand and Laos respectively. SALAMANDER will engage with the effected communities though disclosure of information, consultation and informed participation.	Prior to recommencement of exploration activities
Protected Forest Areas : Thailand and Laos	Salamander will prepare guidelines for working in protected forest areas	Prior to recommencement of exploration activities