

TURKEY/MAY SEED/27378
ENVIRONMENTAL AND SOCIAL ACTION PLAN

<i>Task</i>	<i>Indicator of Completion</i>	<i>Required Completion Date</i>
<u>Integrated Management System</u>		
1. <u>Nominate and Plan Integrated Management System.</u> Plan company-wide implementation of an internationally recognized, integrated management system encompassing quality, occupational health and safety, food safety and environmental affairs management for all Client operations. (For example, ISO 14001)	Submit adequate evidence to IFC that an adequate plan and appropriate staffing, budgeting, management endorsement, vision and mission statements and associated documentation is in place to implement integrated management system	Condition of Equity Subscription
2. <u>Implement Integrated Management System.</u> Fully implement an internationally recognized, integrated management system encompassing quality, occupational health and safety, food safety and environmental affairs management for all Client operations.	Submit adequate evidence to IFC that system implementation is complete.	Equity Subscription signature + 24 months
3. <u>Plan Community Engagement Program.</u> Design a community engagement program including a grievance mechanism for the communities in the vicinity of agriculture and processing operations.	Provide IFC with organization chart, funding information and activities schedule.	Condition of Equity Subscription
4. <u>Implement Community Engagement Program.</u> Implement a community engagement program including a grievance mechanism for the communities in the vicinity of agriculture and processing operations.	Provide IFC with organization chart, funding information and activities schedule.	Equity Subscription + 12 months
<u>Labor and working conditions</u>		
5. <u>Revise Human Resources Policy/Procedures.</u> Modify existing procedures to fully comply with the requirements of IFC's Performance Standard 2 Labor and Working Conditions. Include non-discrimination and freedom of	Provide copy of new and/or revised procedures demonstrating full transparency in accordance with PS2.	Condition of Equity Subscription

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association provisions.		
6. <u>Distribute Revised Human Resources Policy/Procedures; Conduct Employee Training.</u>	Provide evidence to IFC that the revised procedures/policy have been distributed/made available to employees, and awareness programs are complete.	Equity Subscription signature + 6 months
7. <u>Implement a worker grievance mechanism.</u> Draft a grievance mechanism and implement in all operations. Specify process, responsible person and channels.	Provide copy of new and/or revised procedures demonstrating full transparency in accordance with PS2.	Equity Subscription signature + 3 months
8. Labor and Occupational Health & Safety at plantations (i) Develop and implement a labor and health screen for direct and contracted workers in plantations. (ii) May Seed will monitor and report accident statistics at all their operations for direct and contracted workers.	(i) Procedure and implementation schedule (ii) Monitoring data in AMR	(i) Equity Subscription signature + 6 months (ii) Included in annual AMR
<u>Pollution Prevention and Abatement</u>		
9. <u>Plan Integrated Pest Management Program for all Client Operations.</u> Develop a scientific program to control pest infestations that relies upon monitoring and investigation of root causes, and prescribes preventive and non chemical actions as a first resort. The program shall: introduce biological controls; crop management practices; monitoring of pest/disease incidence; a protocol for monitoring health and physiological impact of pesticide handling and application staff; create and institutionalize IPM guidelines, procedures, and training programs; and eliminate as feasible WHO Class 1a and 1b chemical formulations. Chemical controls shall be limited and used as a last resort after elimination of non chemical means.	Provide evidence to IFC of the formulation of a pest management program, , strong controls for purchase, storage, distribution, and application of chemical control compounds, and continuous training of staff in Integrated Pest Management (IPM) techniques to be applied to Client agriculture operations.	Condition of Equity Subscription
10. <u>Implement Integrated Pest Management Program fully for all Client Operations.</u>	Submit evidence to IFC that the planned program has been fully	Equity Subscription signature + 12 months

<i>Task</i>	<i>Indicator of Completion</i>	<i>Required Completion Date</i>
	implemented.	