

Environmental and Social Action Plan

Project Avtokran

Date: September 4, 2009

Item	Description	Due Date
1.	Develop and implement a corporate Avtokran EHS management system in compliance with national legislation, ISO 14001, OHSAS 18001, and IFC's EHS Guidelines. The future EHS management systems will include but will not be limited by development of the corporate Avtokran EHS Policy; EHS management program; OHS risk assessment, etc.	
1.1	Designate a suitably skilled EHS manager at the corporate level	Condition of disbursement
1.2	Develop a program for design and implementation of the corporate and Avtokran EHS Management Systems that will incorporate objectives and measures for their achievement; EHS performance indicators to measure progress, and indication of responsibilities and implementation time for each action	January 2010
1.3	Implement the EHS management systems in due time according to the time table developed under item 1.2.	As specified in the Program
2.	Commission an OHS expert acceptable to IFC and submit an agreement for carrying out the following:	November 2009
2.1	Training of corporate and Avtokran top management on international OHS Codes of Practices and IFC's EHS Guidelines	February 2010
2.2	Review Avtokran OHS programs and housekeeping and certify to IFC and to Avtokran that requirements of international OHS Codes of practices and IFC guidelines are met	April 2010
3.	On the conclusion of OHS expert's review agree on the scope of work if any for a Corrective Action Plan (CAP) and a time frame for CAP implementing	July 2010
4.	Implement the CAP to meet international OHS Codes of practices and IFC guidelines	According to time table given in the CAP
5.	Develop and implement a Plan for mitigation of impacts on retrenched personnel which will include but not be limited by the training on new profession or providing compensation	September 2009
6.	Estimate potential for GHG emission monitoring and reduction and adoption of energy and water use efficiency	August 2010