

Dishman Pharmaceuticals and Chemicals Ltd
Environmental and Social Action Plan

Item	Description	Due Date	Deliverables	Name and Title of Responsible Party
1	Include representatives of environment team on all future six-monthly combined safety and environment audits at each operation.	Within 6 months of first disbursement and on-going thereafter	Assigned environmental representative to six-monthly safety audit teams at each operating site	Mr. V C Vishnoi, Vice President (Safety Health and Environment)
2	Review QHSE manual for Bavla site and ensure that environmental, health and safety aspects of on-going and/or upcoming construction activity are adequately identified and managed	Within 3 months of first disbursement	Revised QHSE manual for Bavla site	Mr. V C Vishnoi, Vice President (Safety Health and Environment)
3	Develop and implement QHSE policy that applies to all operations financed under the project	Within 3 months of first disbursement	Copy of policy	Mr. V C Vishnoi, Vice President (Safety Health and Environment)
4	Develop and implement QHSE systems at each new operating facility developed under the project, which meet relevant legal and IFC requirements.	Prior to commissioning each new facility financed under the project	Copies of QHSE manuals and QHSE induction training records	Mr. V C Vishnoi, Vice President (Safety Health and Environment)
5	Seek ISO 14001 and 9001 certification for each new operating facility within 12 months of commissioning	Within 12 months of commissioning each new facility financed under the project.	Copies of certifications	Mr. V C Vishnoi, Vice President (Safety Health and Environment)
6	Develop and implement HR policy that applies to all operations financed under the project	Within 6 months of first disbursement	Copy of policy	Mr. Arvind Joshi, President, HR and Administration.

7	Review and revise HR policies and procedures to ensure compliance with 2006 Social Audit findings and PS2 requirements, especially the requirement for employee grievance procedure.	Within 3 months of first disbursement	Copy of revised policies and plan for educating employees about the new procedures	Mr. Arvind Joshi, President, HR and Administration.
8	Revise plant modification procedure to ensure SHE sign-off on all design changes.	Within 3 months of first disbursement	Copy of revised procedure	Mr. V C Vishnoi, Vice President (Safety Health and Environment)
9	Review SHE induction procedure to ensure all visitors to plants worldwide receive appropriate SHE induction.	Within 3 months of first disbursement	Copy of revised procedure	Mr. V C Vishnoi, Vice President (Safety Health and Environment)
10	Comply with requirements of PS5 in any land acquisition related to the project.	As required	Land acquisition plan, as required	Mr. Bharat Padia, Executive Director
11	Develop and implement a community engagement policy that will apply to worldwide operations.	Within 6 months of first disbursement	Copy of policy	Mr. Arvind Joshi, President, HR and Administration.