

Jain Irrigation - (Project # 24485)

Revised ESAP and Implementation Status Report as on 16 Dec 2008 – Project #24485

Sr. No	Action	Deliverables	Completion date	Current Status	Responsible Person
1	The plastics division implement a certified OHS management system in accordance with OHSAS 18001 standards	Management System certification by external auditors for Jalgaon Plastic Park	30 Sept.09	Documentation done, system implemented. Internal audits under progress	Mr. U.V. Rao Mr. R.H. Kakade
2	Implement across all of JISL's operating facilities, EHS management system (EHSMS) certified to ISO 14001 and OHSAS 18001 standards, with IFC's Performance Standards and EHS guidelines duly embedded in the EHSMS.	Management System certification by external auditors for all the facilities in Jalgaon, Chittoor, Hyderabad, Baroda, Udumalpet and Bhavnagar	30 June 2009	Activities are at the beginning	EHS co-ordinator & respective head of plant.
3	JISL will evaluate the possibility of obtaining an appropriate and internationally recognized Fair Trade certification Nominate an Integrated Farm Quality Assurance and Food Safety Program (Good Agricultural Practices [GAP]) Management System Appropriate for Client Agriculture Operations.	Research internationally recognized integrated farm assurance/food safety programs for farming operations such as GlobalGAP, EurepGAP to achieve a certified management program for Good Agricultural Practices on all JISL farms and plantations. Submit a note on the various certification options for JISL food products with their pros and cons if any. Submit name and characteristics of proposed system to IFC together with implementation schedule / plan.	June 2008 31 January 2009	Have explored the requirement from various customers. Currently the requirement is coming for organic product certification, Rain Forest Alliance etc. Plants are already certified to make organic product such as organic Alphonso Mango Puree. The process is going to be extended to other products as per customer need.	

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4	JISL will, at each of its plant/ facilities and also at corporate level, employ fulltime and appropriately qualified EHS professionals to oversee implementation of and adherence to the EHSMS.	Submit to IFC the names, bio data, terms of reference and proof of employment (contract copy etc.) for the EHS coordinators for all the plants	June 2008 March 2009	EHS teams available at Jalgaon and Chittoor. For other plants - work under progress and to be completed by March 2009.	Mr. U.V.Rao & Respective head of Plant.
5	JISL will upgrade the incident monitoring and investigation process to include contractors'/ contract labor as well	Submit to IFC a copy of revised operational procedure and sample copies of accident / incident register	June 2008	Completed	Respective EHS co-ordinator & Head of the Plant
6	JISL will implement the joint works council process across all of its facilities.	Submit to IFC copies of the lists of members of Joint Works Councils for each plant. Also submit sample related documents such as minutes of meetings etc.	Sep. 2008	Completed Documents are ready to be sent.	Head – HRD & Respective Plant Head.
7	JISL will engage a third party to: (a) review the existing HR policies, procedures and practices against PS2 provisions; and (b) develop an action plan, for development and implementation of policies and procedures where required, that are consistent with	CV of the external consultant hire together with his / her ToR	Dec. 2008	Completed.	--
8	Develop and implement an occupational health and safety program as detailed in the ESRS under PS2.	Copies of documented procedures. Manuals, Audit report etc.	June 2008	Completed For Plastic Park & Agri Park. Documents are ready	Mr.U.V.Rao Mr. R.H. Kakade, S.D. Jain, S.D.Gupta
9	Put in place a plant level safety committee comprised of both management and worker representatives at all of its manufacturing facilities.	Names of safety committee members, copies of minutes of meetings, safety reviews, training records etc.	June 2008	Completed	Mr. U.V. Rao & Respective Plant Head.

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10	The Company will implement a company wide safety training program and EHS induction training for all new employees, labor (including contract labor), entering a company facility.	Training records, Relevant sections from HR manual.	Sep. 2008	Completed Records are ready to be sent.	Mr. U.V.Rao Head HRD Respective Plant Head.
11	JISL will undertake a benchmark workplace air quality monitoring program at its plastic plant, to demonstrate compliance with IFC's EHS guidelines	Workplace air quality monitoring records	Oct. 2007	Completed	Mr. U.V. Rao
12	JISL will implement company wide procedures and measures to ensure that: facility emissions and discharges; ambient air quality and noise levels; management of hazardous materials, hazardous wastes and other wastes; specific water and energy consumption;	Wastes and Emission monitoring procedures from the EMS manual, Monitoring records	Dec. 2008	Completed	Mr. U.V. Rao Respective EHS coordinator, Respective Plant Head
13	JISL will implement procedures to ensure that pesticides under WHO hazard class Ia, Ib and II are not used in its contract farming operations or on its premises	List of pesticides used by JISL and contract farming. Undertaking by JISL about no use of pesticides under WHO hazard class Ia, Ib and II	Mar. 08	Completed	Mr. U.V. Rao Dr. Dhake

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14	JISL will, develop and implement an Integrated Pest Management (IPM) and Integrated vector Management (IVM) program in its contract farming operations (as also on its own premises) Develop Program by June 2008 Implement Program by June 2009	Program related documents such as work plan, operational procedures, monitoring records etc.	Development Program by June 2008 Implement Program by June 2009	Completed	Mr. U.V. Rao Dr. Dhake
15	JISL will implement a program to build farmer awareness and to encourage farmers, to adopt IPM, IVM and safe pesticide handling techniques.	Program related documents such as work plan, operational procedures, monitoring records etc.	June 2008	Completed	Mr. U.V. Rao Dr. Dhake
16	JISL will develop and disseminate to contract farmers a Pesticide Handling/ Management Guideline consistent with IFC Performance Standard 3 requirements.	Dissemination materials for farmers	June 2008	Completed	Mr. U.V. Rao Dr. Dhake
17	JISL will implement procedures, in accordance with international good practices, to mitigate risk of occupational exposure to these fumigants.	Operational procedure for fumigation.	Oct. 2008	Completed	Mr. U.V. Rao Dr. Dhake

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18	JISL will develop and implement a Security Personnel procedure, consistent with IFC Performance Standard 4 requirements Evaluate adoption of the UK Voluntary Principles on the Use of Security Forces and modify its existing procedures so that armed security personnel are trained in avoidance of human rights violations and the use of fire arms to comply with IFC's PS4	Revising Security personnel procedure addressing the issue of armed security guards Summary note on the JISL's plan for adopting UK Voluntary Principles on the Use of Security Forces and necessary amendments needed in the existing JISL documents such as HR manual etc.	June 2008 → Revision of Security Guards procedure by 15 January 2009 Submission of summary note on UK Voluntary Principles by 15 February 2009	Procedure is being modified	Mr. U.V. Rao Mr. C.S. Naik Mr. P.R. Nair
19	Prepare and implement an onsite and offsite disaster management plan and link it to the district emergency response plan.	Copies of disaster management plan	June 2008	Completed	Mr. U.V.Rao
20	JISL will develop, implement and communicate to the contract farmers, a formalized grievance redress process, for receiving and responding to contract farmers grievances.	Copy of grievance procedure for contract farmers. Copies of communication to farmers informing them about the grievance procedure.	June 2008	Completed	Mr. U.V. Rao Dr. Dhake