

Tantalizers Environmental and Social Action Plan (ESAP)

#	Action Description	Target date
Performance Standard 1		
1	Define E & S responsibilities: <ul style="list-style-type: none"> - Identify individual with responsibility for health, safety and environment (HSE) performance of the Company. To be in coordination with Marketing, which will remain responsible for community relations, and Human Resources, which will remain responsible for labor issues. - Incorporate responsibility for HSE responsibility for individual outlets into the job description for individual outlets. 	Immediate Within 3 months of IFC subscription
2	Develop an Environmental Policy Statement	Immediate
3	Develop an Environmental and Social Action Plan (ESAP) for the Company: <ul style="list-style-type: none"> - Review all EIAs done for projects and identify any outstanding actions. Incorporate these into a single Environmental and Social Action Plan for the Company. The plan should have time bound targets for completion of projects and should identify people who are responsible for the action's completion. - Incorporate the items in this Supplemental Action Plan into the ESAP - Incorporate items from the life and fire safety audit (item #11) into the ESAP. 	All items within 6 months of IFC subscription
4	Prepare an EHS Handbook for use by all the shift managers at the individual outlets. The Handbook should be adopted as an official Company document.	Immediate
5	Implement training based on the Handbook in 3 above.	Within 6 months of IFC subscription
6	Initiate Occupational Health and Safety incident record keeping and reporting	Immediate
7	Initiate Environmental incident record keeping and reporting	Immediate
8	Complete and document a comprehensive community engagement by agreeing a schedule of periodic meetings with key stakeholders. Maintain written/electronic records of the community engagement process, including dates, issues, attendance.	
Performance Standard 2		
9	Finalize HR handbook and adopt as official company document	Q2 2009
Performance Standard 3		
10	Improve Emergency Preparedness and Response Plan by placing bund walls around all fuel tanks	
Performance Standard 4		
11	Complete an independent life & fire safety audit and master plan based on IFC's General EHS Guideline.	On or before IFC subscription

	The audit should list any non-conformances in a time-bound corrective action plan to be integrated into the ESAP as described in 2.	
12	Initiate internal Food Safety Training Program	Immediate
13	Develop TOR to engage a HACCP consultant	Within 6 months of IFC subscription
14	Engage HACCP consultant	Within 12 months of IFC subscription
15	Upgrade HACCP flow-sheet to full HACCP	Within 24 months of IFC subscription.