

PORR Jagodina Landfill # 27986

Environmental and Social Action Plan (ESAP)

	Environmental Issue/Plant Feature	Completion Indicator	Timetable Milestones/Events
	Management Systems		
1	PWW Deponija Jagodina will develop Environmental and Social Management Plan (ESMP) that will define the implementation of the mitigation measures and will include an environmental monitoring plan.	Present Environmental and Social Management Plan to IFC for review and comments	September 2009
2	Prepare a Regional Waste Management Plan (RWMP) as a precondition for obtaining environmental licence.	Present draft RWMP to IFC for review and comments	December 2009
3	PWW Jagodina will develop a formal Human Resource Policy consistent with Serbian labor law and IFC's Performance Standard 2. These procedures will be communicated to all employees in an appropriate manner.	Present policy and example of procedures to IFC for review and comment	December 2009
4	PWW will develop OHS program which will include a set of operating objectives based on the identification and quantification of workplace risks coupled with applicable legal and other requirements. As part of the OHS program PWW Deponija Jagodina will develop a Code of Conduct that outlines the labor and working conditions requirements that it requires third parties to meet. This Code of Conduct will be included in all contracts provided to third parties.	<ul style="list-style-type: none"> • Present OHS Program, Code of Conduct for contractors and Supervision and Monitoring plan to IFC for review and comments • PWW will draft OHS Manual for workers at recycling centre and disposal site. 	<ul style="list-style-type: none"> • December 2009 • December 2009

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	The Group will develop a Supervision and Monitoring plan to ensure that all contractors are in compliance with the defined Code of Conduct.		
5	PWW Deponija Jagodina will obtain ISO 14001 and OHSAS 18001 certification.	Present certification copies to IFC	September 2011
	Operational upgrades of new facility		
6	<p>PWW will organize its own monitoring of landfill gas emission.</p> <p>PWW Deponija Jagodina will perform regular testing of the quantity and content of landfill gas.</p>	Present Detailed Action Plan with technical details of the proposed monitoring system and timeline for implementation to IFC for review and comments.	<p>September 2009</p> <p>Present landfill gas emission testing results in AMR</p>
7	PWW will treat leachate and other waste water in on-site treatment facility to satisfy effluent guidelines as applicable for direct discharges of treated effluents to municipal waste water treatment plant of Jagodina. All waste water from the paved areas will be collected in surrounding channels and ducted to the waste water treatment plant.	<ul style="list-style-type: none"> • Present Detailed Action Plan with technical details of the proposed treatment technology and timeline for implementation to IFC for review and comments. • Put in place measures to treat leachate to appropriate standards. • Reporting of treated leachate quality 	<ul style="list-style-type: none"> • September 2009 • Before landfill operation • Present effluent testing results in AMR
8	As per ESMP PWW will monitor and use its	<ul style="list-style-type: none"> • Present Detailed Action Plan with 	<ul style="list-style-type: none"> • September 2009

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	reasonable endeavors to ensure that any used oils, and any equipment containing PCBs and CFCs that may be identified in the incoming waste is correctly temporarily stored on site and consequently disposed of by reputable and legitimate contractors, licensed by the relevant regulatory agencies following good international industry practice for the waste being handled.	<p>timeline for implementation to IFC for review and comments by.</p> <ul style="list-style-type: none"> PWW will draft OHS Manual for workers at recycling centre and disposal site. 	<ul style="list-style-type: none"> December 2009 <p>Ongoing monitoring activity</p>
9	Develop Emergency Preparedness and Response Plan.	Present draft Emergency Preparedness and Response Plan for IFC for review and comments.	December 2009
	Security Personnel		
10	Performance of security personnel. Clarify requirements on security personnel.	Coordinate with security company training program for security personnel. Document all training provided.	Report on type of training provided, and hours of training per guard in the Annual Monitoring Report.
	Community Engagement		
11	PWW to develop and implement a community engagement and development plan, to ensure consistent and considered community engagement for the benefit of improved relation with local stakeholders. PWW to engage in communications and	Present the Plan to IFC for review and comment.	December 2009.

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	discussions with local affected stakeholders The Group will develop grievance mechanism to receive and facilitate resolution of the affected communities' concerns and grievances regarding the Group environmental and social performance	Present the Plan to IFC for review and comment.	December 2009