

UKPF (project #28112), Environmental and Social Action Plan – May 21, 2010

Item	Action	Completion Indicator	Timetable
PS1: Social and Environmental Assessment and Management Systems			
1.	<p>Complete a new Environmental Impact Assessment and Audit Study, which will consider potential social and environmental risks and impacts of its current and planned operations and submit it to IFC in English language for review.</p> <p>Revise with IFC comments and resubmit, if necessary.</p>	EIA Study is developed and submitted to IFC.	December 2010
2.	<p>Hire an environmental officer. The environmental officer will develop an environmental policy, environmental management program and action plans, including Waste Management Plan, Environmental and Social Management Plan, and other documents instrumental in managing company's environmental issues, will organize and carry out training on environmental issues, will ensure regular monitoring and reporting of company's environmental performance, and will, in general, systematize the work on improving UKPF's social and environmental performance.</p>	<p>(i) Environmental officer is hired and introduced to IFC.</p> <p>(ii) All the necessary environmental programs and documents developed and presented to IFC.</p> <p>(iii) Environmental monitoring data and training activities are reported in AMR.</p>	<p>(i) Condition of first disbursement</p> <p>(ii) Within 6 months after disbursement</p> <p>(iii) Annually, on the date of AMR submission</p>
3.	<p>Permanently appoint an OHS manager to manage the OHS system.</p>	New OHS manager is introduced to IFC; any rotation is reported.	Ongoing
PS2: Labour and Working Conditions			
4.	<p>Develop a Human Resources Policy, which sets out its approach to managing employees in a manner consistent with the requirements of national legislation and IFC Performance Standard 2.</p> <p>Formalize its grievance mechanism for workers to raise reasonable workplace concerns. The client will inform the workers of the grievance mechanism at the time of hire, and make it easily accessible to them.</p>	<p>(i) UKPF has developed and submitted draft HR Policy to IFC for review.</p> <p>(ii) Formal grievance mechanism is developed and introduced throughout the facility. Workers are informed.</p>	3 months after first disbursement
5.	<p>Complete OHS risk assessment and certification of working places for the new Slaughterhouse and Meat Processing Facility and the operations to be financed under the new</p>	(i) Risk assessment and certification of working places is complete, and corresponding	(i) 31 December 2010

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	<p>project with IFC, and maintain the standards set by the attestation of working places in other poultry operations to make sure that the workers have a safe and healthy working environment, and all poultry sector specific risks, including the bio-security requirements, are accounted and sufficiently mitigated. OHS engineer will continuously monitor OHS and fire safety risk management.</p>	<p>documentation submitted to IFC. (ii) OHS action plans, trainings, accident statistics and other related issues are reported annually in AMR.</p>	<p>(ii) On-going</p>
PS3: Pollution Prevention and Abatement			
6.	<p>Remediate and rehabilitate the spontaneous waste landfill, which has been formed over the past year of its operations. Waste will be transported to facilities specially designed, permitted and operated to receive the waste by reputable and legitimate enterprises licensed by the relevant regulatory authorities.</p> <p>Plan and institutionalize a solid waste management system to make sure that the waste generated by poultry operations, auxiliary facilities, canteen and administration building is managed accordingly. Waste disposal contracts are updated regularly. Waste Management Plan is developed for all types of waste.</p> <p>Maintain management programs for special categories of waste (e.g. medical waste, chemical waste, fluorescent bulbs, car batteries, tires, etc.) and contracts with specialized facilities on proper disposal of such categories of waste, and make sure they are regularly updated in a timely manner. Develop a separate medical and laboratory waste management policy, which among other issues will also cover the options for disposal of infected poultry carcasses.</p> <p>Plan, implement and institutionalize waste reduction at source and waste compressing and proper long duration storage options in case of emergencies. The company will conduct</p>	<p>(i) Landfill is cleared and rehabilitated. Photos are submitted.</p> <p>(ii) Copies of contracts for solid waste and special categories of waste disposal are provided to IFC.</p> <p>(iii) Medical and laboratory waste management policy is developed, cleared with the authorities and provided to IFC.</p> <p>(iv) Waste disposal information is regularly provided with AMR. Photos of waste collection sites are attached.</p>	<p>Condition of disbursement</p> <p>Condition of disbursement</p> <p>Three months from disbursement</p> <p>Ongoing</p>

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	training for employees on waste management issues and will carefully monitor the waste management implementation.		
7.	<p>Eliminate stocks of manure, which were placed in an inappropriate location outside of the designated manure storage facility, which was specifically designed to hold manure and waste water sludge. To achieve this UKPF will:</p> <p>(i) Relocate manure currently stored on the ground to the available manure storage.</p> <p>(ii) Provide the manure to local farmers either for a price or for free, and develop a plan with the local farmers to regularly move the manure.</p> <p>(iii) Develop a plan/project to compost company's residues, i.e. chicken manure and bedding material, wastewater sludge.</p>	<p>(i) The manure is relocated accordingly. Photos are presented.</p> <p>(ii) Contracts with local farmers signed.</p> <p>(iii) The project is developed and presented to IFC.</p>	<p>(i) Condition of disbursement</p> <p>(ii) Within 3 month from disbursement</p> <p>(iii) Within 9 month from disbursement</p>
8.	<p>Reduce accumulation of ash generated during the coal combusting process in boilers and dispose of it properly through:</p> <p>(i) Collecting and transporting the ash from inappropriate storage locations to the ash dump, reclaiming the ash dump, covering it with soil, planting it with vegetation, and providing for leachate collection system to avoid ash spreading throughout the territory, and ensuring it is stored safely and does not harm people's health and environment, all in accordance with the plan approved by the local environmental authorities.</p> <p>(ii) Selling ash to construction/cement/road companies / individuals involved in construction in a timely manner, avoiding its accumulation in large quantities at inappropriate storage locations, or finding another alternatives to safely dispose of ash.</p> <p>(iii) Conduct energy efficiency audit with IFC Energy Efficiency Unit, and develop plan for energy efficiency.</p>	<p>(i) Ash relocation to the ash dump is completed. Supporting documents and photos submitted.</p> <p>(ii) Contracts with construction companies buying ash or alternatives are submitted</p> <p>(iii) Submit energy efficiency audit and plan</p>	<p>(i) Within 6 month of disbursement, and regularly with AMR by the due date. Condition of second disbursement.</p> <p>(ii) During project implementation</p> <p>(iii) Within six months of disbursement</p>

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	<p>(iv) Decommission two small boilers connecting the parent stock rearing facilities, supplied with heat from the boilers to the main power plant or finding another source of energy for the facilities as the Energy Efficiency Audit might suggest, to improve the ash handling and storage practice and OHS conditions for company's workers.</p>	<p>for energy efficiency.</p> <p>(iv) Two old boilers are decommissioned, and all the appropriate support documentation presented.</p>	<p>(iv) Within one year from the completion of the energy efficiency audit</p>
9.	<p>Achieve operational design of its current wastewater treatment facility, perform all necessary maintenance and improvement works, and monitor waste water parameters in accordance with EIA requirements.</p> <p>Revise and reduce water consumption and separate run-off water from the wastewater stream by building a run-off water collection system.</p> <p>Negotiate separation of its wastewater from the facility, which presently treats waste water from both, the village and the UKPF, and undertake measures to build its internal on-site waste water pre-treatment facilities.</p>	<p>(i) Information on performed maintenance and improvement works and waste water measurements against the Action Plan on Waste Water Facilities Management and Effluents Reduction included in the new EIA is submitted to IFC regularly with AMR.</p> <p>(ii) Design of water consumption reduction scheme and run-off water collection presented to IFC. Construction of the systems is included in investment plans.</p> <p>(iii) Design of the on-site waste water pre-treatment facilities submitted to IFC. Action plan on project implementation is developed and presented to IFC.</p>	<p>(i) Ongoing</p> <p>(ii) 6 months after disbursement</p> <p>(iii) 12 months after disbursement</p>
10	<p>Ensure adequate operation and treatment of its potable water supply system at the current level, ensuring all necessary maintenance work. UKPF will conduct water usage audit and attempt to recycle water.</p> <p>Monitor water quality (chemical parameters once/year; all other bacteriological, chlorine or other disinfectants on a daily basis) and report.</p> <p>Negotiate an operation contract for local government to take the facility over. Insert quality assurance (QA) monitoring into</p>	<p>Audit documents submitted to IFC.</p> <p>Water quality measurements submitted to IFC annually with AMR.</p> <p>The contract or other documents related to contract negotiation process are submitted.</p>	<p>Within 12 months from disbursement</p> <p>Ongoing</p> <p>The progress is regularly reported in AMR.</p>

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	the contract.		
11	<p>Monitor air emissions from the boiler houses, a feed mill, a rendering plant, maintenance shops and other point sources to make sure they comply with the levels set up in EIA, with IFC guidelines parameter limits and will reduce them, as needed.</p> <p>Decommission two coal fired boilers, which supply heat to parent stock premises according to point 8 (iii).</p>	Information is reported in AMR	Ongoing
PS4 Community Health, Safety and Security			
12	<p>Maintain HACCP and ISO 22000 certification and continuously improve its performance in food safety and bio-safety according to the separate action plan developed with the assistance of IFC experts.</p> <p>Maintain emergency response equipment and procedures to respond to emergencies and to mitigate any resulting safety, health and environmental impacts.</p>	Evidence is presented annually in AMR.	Ongoing