

## Environment & Social Action Plan JPMC Terminal

The BORROWER commits to the actions as specified below, within the specified deadlines, and declares that the resources specified below have been allocated

| <u>Issue</u>                                                          | <u>Proposed Actions</u><br>(Mitigation, Management, Monitoring, and Institute Methods)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <u>Target Completion Date</u>    |
|-----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| Social and Environmental Assessment and Management System             | <p>Conduct additional environmental and social impact assessment to ensure the project meet the requirements of IFC Performance Standards and applicable World Bank Group (WBG) EHS guidelines. The additional works should include:</p> <ul style="list-style-type: none"> <li>- Environmental baseline for the marine jetty area, including coral mapping</li> <li>- Risk identification and mitigation methods for the construction phase</li> <li>- Risk identification and mitigation methods for the operation phase</li> <li>- Environmental management system and monitoring program</li> </ul> | One month prior to construction  |
| Labor and Working Conditions                                          | Hire female employees as priority for positions feasible for women                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | On-going                         |
|                                                                       | Monitor the fugitive dust levels at the workplace of phosphate storage and jetty once the new terminal is put into operation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Within three months of operation |
|                                                                       | Monitor the occupational health/safety statistical trends for terminal, chemical complex, and mine operations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | By January 2009                  |
| Pollution Prevention and Abatement                                    | Monitor the ambient particulate matter and seawater quality during the new terminal operations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Within three months of operation |
|                                                                       | Require field employees to wear masks and goggles at phosphate mines.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | By December 2009                 |
| Biodiversity Conservation and Sustainable Natural Resource Management | Contract external consultants to conduct detailed coral mapping in cooperation with the Marine Science Station (MSS).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Three months before construction |
|                                                                       | Contract external consultants to propose coral protection mitigation methods for both construction and operations, including on-site coral rehabilitation activities and coral rehabilitation at the old phosphate jetty area in the north port, as necessary                                                                                                                                                                                                                                                                                                                                           | One month before construction    |
|                                                                       | Contract external consultants to conduct coral transplantation if hard corals of importance to marine biodiversity are identified during the coral mapping.                                                                                                                                                                                                                                                                                                                                                                                                                                             | Two month before construction    |

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|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
|              | Work with Marine Science Station (MSS) to develop coral conservation plan for the proposed jetty area in north port, which should include activities to enhance marine habitat and protect and conserve marine biodiversity in Aqaba's larger coastal zone. | On-going                      |
|              | Conduct monitoring of coral health in the vicinity of the phosphate terminal and on the effectiveness of on-site rehabilitation in cooperation with the MSS.                                                                                                | On-going                      |