

ANTARES MINERALS
 ENVIRONMENTAL AND SOCIAL ACTION PLAN
 May 13, 2009

#	Action Description	Indicator of Completion	Timeframe
1	<p>Sustainability Organization and Management</p> <p>a) Revise Antares' existing E&S Policy to include a commitment to meet IFC Performance Standards</p> <p>b) Develop Health, Safety, Environment and Community (HSEC) Policy documentation with commitments appropriate to the level of activities, including a commitment to undertake a Soils and Land Capability Survey and prepare a Land Use Plan that will inform the Feasibility Study.</p> <p>c) Develop a Human Resources Policy (that also covers management of contractors and sub-contractors) in line with PS2 and summarize policy, planning, procedures and implementation into a Corporate Policy Statement (2-3 pages)</p> <p>d) Disclose key HSEC/Labor documents on Antares website after they are reviewed and agreed with by IFC.</p>	<p>HSEC Policy and Human Resources Policy reviewed and approved by IFC</p> <p>Disclosure of HSEC and HR Policies on the Company Website</p>	<p>Prior to commitment</p>
2	<p>Document Free Prior Informed Consultation (FPIC), Informed Participation, and Good Faith Negotiation</p> <p>Comprehensively document the community disclosure and consultation activities undertaken by the Company in line with IFC community engagement standards described in PS1 and PS7, and including actions implemented based on the recommendations made by On Common Ground in the August 2008 Social Diagnostic.</p>	<p>Completed FPIC Report including documentation evidencing the FPIC process reviewed and approved by IFC</p>	<p>Prior to commitment</p>

