

Environmental and Social Action Plan
Graphique Industrie S.A.
IFC Reference # 28319

ACTION	DELIVERABLE	DEADLINE
INTEGRATED MANAGEMENT SYSTEM		
1. Graphique Industrie S.A. (GI) will appoint a qualified individual acceptable to IFC to have responsibility and authority for environmental, health and safety matters at the company. The role will be clearly defined in a written job description.	Provide IFC with documentary evidence of appointment of the EHS person, CV of appointee and terms of reference.	COD
2. GI will consolidate all current systems into an integrated management system that will incorporate the following elements: (i) staff responsible for EHS issues; (ii) training on EHS issues such as permitting, occupational health and safety, life and fire safety, working conditions and terms of employment, waste management; (iii) monitoring and (iv) reporting in order to assess, measure and mitigate or avoid its environmental and social impact.	<ul style="list-style-type: none"> • Submission of an ESMS framework and implementation plan • Continue process to obtain ISO 9001 certification 	<p>COD</p> <p>2 years after disbursement</p>
LABOR AND WORKING CONDITIONS		
3. GI will strengthen its HR policy by addressing the following areas in line with IFC Performance Standards and host country laws and regulations: (i) the recruitment process; (ii) wages; (iii) promotions; (iv) freedom of association; (v) grievance mechanism, and (vi) conditions of employment of temporary workers	<ul style="list-style-type: none"> • Provide IFC with an updated HR policy addressing these sections. 	COD
4. GI will have a written contract to document working relationship with temporary employees.	<ul style="list-style-type: none"> • Provide IFC with a contract template 	COD
5. GI will undertake an occupational health and safety (OHS) assessment of its operation. This will include need for further PPE, indoor air quality and temperature monitoring, and maintaining material safety data sheet for all chemicals. Corrective actions from this assessment will be implemented based on an agreed timeline	<ul style="list-style-type: none"> • Provide IFC with an OHS assessment report 	One year after commitment
6. GI will assess its fire risk at the facility and report on recommendation for improvement according to best	<ul style="list-style-type: none"> • Submit report to IFC for review and comment. 	COD

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practice. Corrective actions from this assessment will be implemented based on an agreed timeline.		
POLLUTION PREVENTION AND ABATEMENT		
5. GI will disable (puncture, cut) metal and plastic ink containers prior to off-site disposal	Provide IFC with documentation identifying how containers are disabled	First Annual Monitoring Report
6. GI will separate its waste and identify local recycling opportunity	Provide IFC with documentary evidence of the adopted process to minimize and recycle waste.	First Annual Monitoring Report