

El Shorouk Project #28332
ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP) – FINAL dated March 29, 2010

	Action	Deliverable	Person Responsible	Deadline
1	(a) Provide copy of the Environmental Impact Assessment study and EEAA approval for Uniboard Plant in Sadat City (b) Obtain ISO 14001 Certification for operations in Shorouk and Baddar	EIA & EEAA approval ISO Certification	Mr. Amr Mosharafa	(a) Prior to start of construction works for Uniboard plant (b) Within 18 months of first disbursement
2	(a) Develop environmental, social, health, and safety (ESHS) procedures, facility guidelines and maintenance procedures and incorporate them into a comprehensive management system in compliance to host country regulations and IFC's PS for current operations and future expansion. (b) Appoint a corporate ESHS Manager to ensure implementation of the system across all operations and facilities, and designate ESHS coordinators at each operating plant.	ESHS manual approved by Board of Directors and IFC Notification of appointment of ESHS Manager and plant ESHS coordinators	Mr. Amr Mosharafa	(a) Within 6 months of first disbursement (b) Within 6 months of first disbursement
3	Develop corporate level guidelines for emergency response plan include life, fire and safety (LF&S), hazard, assault, violence and personal injury.	Emergency Response Plan	Mr. Amr Mosharafa	Condition of disbursement
4	Develop HR policies and procedures manual including grievance mechanism that conforms fully to PS2 requirements as well as national labor law and regulations.	HR manual	Mr. Amr Mosharafa	Within 6 months of first disbursement
5	(a) Implement the recommendations of the energy audit report for El Baddar Plant (b) Conduct Energy Audit for all facilities to identify potential energy savings and energy efficiency opportunities.	Implementation plan Energy audit report and agreed action plan	Mr. Amr Mosharafa	(a) Within 3 months of Commitment (b) Within 6 months of first disbursement

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6	(a) Complete design of effluent treatment plant for Al Baddar to ensure compliance with host country regulations and IFC guidelines. (b) Commission effluent treatment plant (c) Monitor air emissions and wastewater discharges from all sources to ensure compliance with national laws and relevant IFC guidelines, and monitor energy and water use as part of overall energy/water savings program.	Detailed plant design, costing, and agreed construction timeframe. Fully operational effluent treatment plant Annual monitoring reports	Mr. Amr Mosharafa	(a) Within 3 months of commitment (b) Within 18 months of item (a) (c) Within 12 months of first disbursement
7	Develop Operating Manual that addresses employee occupational health and Safety (OHS) procedures and safeguards.	Standard Operating Procedure (SOPs)	Mr. Amr Mosharafa	Within 12 months of first disbursement
8	(a) Establish an internal monitoring mechanism for supply chain against IFC PS2 requirements to prevent harmful child labor. (b) Carry out labor audit of supply chain	Monitoring team and procedures manual Labor audit reports and Corrective Action plan	Mr. Amr Mosharafa	(a) Within 6 months of first disbursement (b) Within 12 months of first disbursement