

ESTÁCIO – ENVIRONMENTAL AND SOCIAL ACTION PLAN
October 11, 2010

	Action	Deliverable	Deadline
Social and Environmental Assessment and Management Systems			
1.	Environmental and Social Management Program Estacio will develop a formal Environmental and Social Management Program (ESMP) with plans and procedures to address, at a minimum, the following aspects: (i) Energy consumption; (ii) Water consumption; (iii) non-hazardous and hazardous waste management; (iv) wastewater management; (v) laboratory safety: hazardous materials management; ventilation systems operation; etc , (vi) occupational health and safety and; (vii) any other relevant aspects identified in the risk identification phase of the management system.	a) Developed Terms of Reference b) Evidence of engagement of a consultant c) Draft documentation of ESMP (plans and procedures)	a) Condition of disbursement b) Condition of disbursement c) 6 months after signing
Life and Fire Safety			
2.	Life and Fire Safety System Design For buildings currently scheduled for construction or renovation, engage professional services of a qualified Life and Fire Safety Engineer acceptable to IFC to prepare Master Plan (engineering design) and post construction inspections to verify that the system was installed as designed. Life and fire safety design shall be responsive to one international life safety code and the Brazilian life safety code. The design shall comply with the Life and Fire Safety requirements of the IFC General EHS Guideline.	Signed contract for professional services to perform the Life and Fire Safety system design and post construction inspection and certification of as-built system.	Condition of disbursement
3.	Certification of Life and Fire Safety System Design Provide third party certification by a qualified professional acceptable to IFC that the design and construction of life and fire safety systems for new constructions or renovations comply with the specifics of IFC life and fire safety guidelines.	Certification prepared and submitted to IFC by the qualified professional engaged as described above.	Prior to start of renovation activities in the next five projects, then included in annual reports to IFC thereafter
4.	Certification of Life and Fire Safety System Construction The designer shall provide a professional certification affirming that facility construction faithfully incorporates all elements of the life and fire safety design previously certified to IFC.	Certification prepared and submitted to IFC by the qualified professional as described above.	Prior to start of renovation activities in the next five projects, then included in annual reports to IFC thereafter
Emergency Preparedness and Response Plan			
5.	Develop and implement emergency preparedness and response plans for all of its facilities. Emergency plans will respond to the needs of life and fire safety requirements and include training on emergency evacuation, use of fire equipment, and other applicable aspects identified by experienced emergency planning specialists in the planning process.	Documented plans and procedures in form and content acceptable to IFC	Condition of disbursement

Fire Drills Program			
6.	The company will develop and implement a training plan to ensure that all students and employees are knowledgeable of existing emergency procedures and emergency contingency plans, including evacuation routes and organize and implement a fire drill program in all of its buildings.	Documented plans (schedule) and procedures in form and content acceptable to IFC	Condition of disbursement
Contractor's Human Resources and Safety Requirements			
7.	Ensure that contractors are in compliance with: payment of workers' legal benefits; timely payment of wages; occupational safety regulations, including provision of potable water and personal protective equipment, and ILO Conventions 138 on Minimum Age. Develop and provide service contracting firms with a manual that includes health and safety requirements of the company and will include reference to such requirements in the service contract documents.	a) Draft and final documents in form and content acceptable to IFC b) Evidence of disclosure to all employees	Condition of disbursement