

Alutech: Environmental and Social Action Plan (ESAP)

Date: May 26, 2010

Corrective Actions Required		Timetable Milestones/Events	Deliverables
Management Systems			
1	Supplement corporate ISO 9001 certified Quality Management System with Environmental, Health and Safety objectives and targets (in line with the following clauses of ISO 9001:2008: 6.3. Infrastructure and 6.4 Work Environment)	Include environmental, health and safety objectives and targets into the next annual Quality Plan, by September 2010.	Present 2011 EHS objectives and targets to IFC.
Plant/operational upgrades			
2	(a) Investigate the possibility to reduce carbon monoxide (CO) and nitrogen oxides (NOx) emissions from the foundry shop of AluminTechno by optimizing combustion process - with the target to achieve IFC's guideline values. (b) Implement the Project on CO and NOx emission reduction.	(a) Finalize the investigation study by September 2010 (b) In accordance with the agreed implementation schedule	(a) Present the findings of the study to IFC . Agree with IFC on the target concentrations of CO and NOx and the implementation schedule. (b) Present monitoring data of air emission levels at point sources (mg/m3) to IFC.
3	Develop an upgrade Plan to achieve local exposure guidelines for particulate matter (PM) and carbon monoxide (CO) in the workplace air at the foundry shop of AluminTechno	(a) Prepare an implementation Plan by September 2010 (b) In accordance with the agreed implementation schedule	(a) Implementation Plan (b) Present monitoring data of workplace air quality to IFC
Labor and working conditions			
4	Prepare and adopt an effective grievance procedure for workers to express their grievances and protect their rights regarding working conditions and terms of employment consistent with Belorussian requirements and IFC's Performance Standards 2	July 2010	Description of grievance procedure
5	(a) Labor assessment to be undertaken (b) On the conclusion of the independent consultant, agree on the scope of work, if any, for a Corrective Action Plan and a schedule for CAP implementation (c) Implement CAP to meet IFC PS2 requirements.	(a) Third quarter of 2010 (b) Third quarter of 2010 (c) In accordance with the agreed implementation schedule	(a) Labour assessment report by an independent consultant (b) Agreed Corrective Action Plan (c) CAP implementation report
6	Provide training programs on PS2 and other labor related issues to management, workers and workers' representative	Fourth quarter of 2010	PS2 training report