

Gulftainer #26933

ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP) – FINAL dated 9 May 2010

	Action	Deliverable	Person Responsible	Deadline
1	<p>a. Engage third party consultants to advise on development of consolidated HSES management system that complies with Company policies, host country laws and regulations, and IFC's Performance Standards (PSs).</p> <p>b. Consolidate HSES policies and practices into formal management system that complies with Company policies, host country laws and regulations, and IFC's Performance Standards (PSs).</p> <p>c. Appoint corporate ESHS Manager and designate ESHS coordinators at each facility</p>	<p>Copy of signed contract with suitably qualified consultant.</p> <p>ESHs management system reviewed by IFC and approved by Board of Directors</p> <p>Notification of appointment of ESHS Manager and plant ESHS coordinators</p>	<p>Bill Chalmers (to be revised upon appointment of ESHS Manager)</p>	<p>(a) Condition of first disbursement</p> <p>(b) Within 9 months of first disbursement</p> <p>(c) Within 9 months of first disbursement</p>
2	<p>a. Provide copies of environmental and social assessments for ESC, GLS and Sulaymaniya Airport facilities submitted to Iraqi Governate authorities.</p> <p>b. Provide copies of clearances and permits from Governate authorities</p>	<p>EIAs and other assessment documents</p> <p>Government clearance/permit documents</p>	<p>Bill Chalmers (to be revised upon appointment of individual project managers)</p>	<p>(a) Within 30 days of submission</p> <p>(b) Within 30 days of receipt</p>
3	<p>Modify HR and labor policies to explicitly reference PS2 principles</p>	<p>Revised HR policies/manual</p>	<p>V. Kalaiselvan</p>	<p>Within 5 months of first disbursement</p>
4	<p>Provide documentation confirming that agreed compensation payments for land obtained for the ESC/GLC development has been received by the affected parties.</p>	<p>Written communication from Regional Kurdistan Government.</p>	<p>Peter Richards</p>	<p>Condition of first disbursement</p>