

Environmental and Social Action Plan – 9 July 2009

Environmental & social issues	Action description	Responsible staff member/s	Status ¹	Target completion ²	Allocated budget ³ (USD)
A SOCIAL AND ENVIRONMENTAL ASSESSMENT AND MANAGEMENT SYSTEM					
	1. implementation of a management system at company and operational level adapted and refined according to the company's enlargement to cover environment, health & safety, labour, community;			24 months after 1. disbursement	
	2. incorporate labour issues into the internal environmental, health and safety and social responsibility policy and report	Group HR Manager (to be appointed)		9 months after 1. disbursement	
	3. incorporate community issues into the internal environmental, health and safety and social responsibility policy and report	PR/CSR Manager – J Kopulande		9 months after 1. disbursement	
	4. incorporate biodiversity issues into the internal environmental, health and safety and social responsibility policy and report	Environmental Manager (Farms, Abattoirs & Processing Plants) C Malijani		9 months after 1. disbursement	
	5. involve external expertise, satisfactory to DEG, in order to improve E&S compliance and performance;			6 months after 1. disbursement	
B LABOR AND WORKING CONDITIONS					
	6. hire experienced human resource manager on HQ level	Executive Director – Y Koya		6 months after 1. disbursement	
	7. adjust grievance mechanism for workers in line with international standards, also incorporating temporary workers	Group HR Manager (to be appointed)		12 months after 1. disbursement	
	8. implement a supervision mechanism for suppliers and subcontractors	Finance Director & Executive Director Y Koya & P Diedericks		12 months after 1. disbursement	

¹ Status: planned, budgeted, started, completed

² Target completion: specified date, ongoing

³ Allocated budget: Please give a cost estimate. If this is not applicable, please write "n. a." (not applicable).

	<p>9. implement a company-wide occupational health and safety management systems in line with international standards (OHSAS 18001)</p> <ul style="list-style-type: none"> • nomination of responsible officer; outline of system and implementation scheme • implementation of the system at the high priority sites: Zamanita, Zamleather, and Chiawa farm • implementation at all sites 			24 months after 1. disbursement	
				9 months after 1. disbursement	
				12 months after 1. disbursement	
				24 months after 1. disbursement	
	10. enrol HIV/AIDS and chronic disease programme on all sites.	Group HR Manager		12 months after 1. disbursement	
C POLLUTION PREVENTION AND ABATEMENT					
	11. Zamanita and stockfeed plant: nominate an on site environmental manager;			6 months after 1. disbursement	
	12. Zamanita and stockfeed plant: carry out gap analysis against IFC Environmental Health & Safety (EHS) Guideline “Vegetable Oil Processing” and “Food and Beverage Processing”;	Environmental Manager (Manufacturing)		15 months after 1. disbursement	
	13. Zamanita and stockfeed plant: carry out continuous measurement of emissions (effluent, emissions into air);	Prior to appointment of Environmental Manager (Manufacturing), C Malijani		Start immediately; ongoing	
	14. Zamanita: implement an environmental management plan (EMP) and include results of gap-analysis in the EMP;	Environmental Manager (Manufacturing)		18 months after 1. disbursement	
	15. Zamanita: implement an environmental management system according to ISO 14001;	General Manager Zamanita + Environmental Manager (Manufacturing)		21 months after 1. disbursement	
	16. Zamleather: carry out gap analysis against IFC Environmental Health & Safety (EHS) Guideline “Tanning and Leather Finishing”;	Environmental Manager (Manufacturing)		15 months after 1. disbursement	
	17. Zamleather: formulate an environmental management plan (EMP) and include result of gap-analysis in the EMP;	Environmental Manager (Manufacturing)		18 months after 1. disbursement	

	18. Meat processing operations: carry out gap analysis regarding effluent, air emission and waste management against IFC Environmental Health & Safety (EHS) Guideline “Meat Processing” and “Poultry Processing”;	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		12 months after 1. disbursement	
	19. Meat processing operations: based on the results of the gap-analysis, develop and implement a systematic and company wide approach to identify and carry out measures in order to improve the effluent, air emissions and waste treatment; Huntley operations need to have highest priority;	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		15 months after 1. disbursement	
	20. Meat processing operations: carry out gap analysis against international standards of process and product hygiene and quality (applied standards to be discussed and to include HACCP);	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		12 months after 1. disbursement	
	21. Meat processing operations: based on results of gap analysis, develop and implement a systematic and company wide approach to identify and carry out measures in order to improve the company’s standards of process and product hygiene and quality;	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		15 months after 1. disbursement	
	22. Livestock and milk processing operations: carry out gap analysis against IFC Environmental Health & Safety (EHS) Guidelines “Dairy” and “Mammalian and Livestock Production”;	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		12 months after 1. disbursement	
	23. Livestock and milk processing operations: develop and formulate an environmental management plan and include result of gap-analysis in environmental management plan (EMP);	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		15 months after 1. disbursement	
	24. Farm operations(Huntley, Chiawa, Sinazongwe, Zamplam): nominate an environmental and occupational health & safety manager to cover the specific issues of farms, including biodiversity issues;	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		6 months after 1. disbursement	
	25. Farm operations: carry out gap analysis against IFC Environmental Health & Safety (EHS) Guidelines “Annual Crop Production” and “Plantation Crop Production”;	Environmental Manager (Farms, Abattoirs and Processing Plants)		12 months after 1. disbursement	

	26. Farm operations: develop and formulate an environmental management plan and include result of gap-analysis in environmental management plan (EMP);	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		15 months after 1. disbursement	
	27. Farm operations: carry out gap analysis regarding pesticide use, handling and storage against IFC Environmental Health & Safety (EHS) Guideline “Annual Crop Production” and “Plantation Crop Production”;	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		12 months after 1. disbursement	
	28. Farm operations: based on the results of the gap-analysis, develop and implement a systematic and company wide approach to identify and carry out measures in order to improve pesticide use, handling and storage;	Environmental Manager (Farms, Abattoirs and Processing Plants) – C Malijani		15 months after 1. disbursement	
D COMMUNITY HEALTH, SAFETY AND SECURITY					
	29. designate a responsible person for community issues covering also community impact, community grievance etc. (for example community manager or environment manager); job description of the community officer should include community impact assessments, community grievance etc	PR & CSR Manager – J Kopulande		6 months after 1. disbursement	
	30. carry out community impact assessments for all sites (prioritize in accordance to relevance), develop emergency preparedness and response plans and tailor community development plans accordingly;	PR & CSR Manager – J Kopulande		24 months after 1. disbursement	
	<ul style="list-style-type: none"> list of prioritization; TOR and consultant (satisfactory to DEG) 			6 months after 1. disbursement	
	<ul style="list-style-type: none"> carrying out first two sites 			9 months after 1. disbursement	
	<ul style="list-style-type: none"> all plantations plus industrial sites with high impacts like Zamanita, Zamleather 			15 months after 1. disbursement	
	31. develop and implement formal community grievance mechanism			15 months after 1. disbursement	
E LAND ACQUISITION AND INVOLUNTARY RESETTLEMENT					
	32. detailed analysis of Zampalm impacts on livelihood of adjacent population (TOR and consultant satisfactory to DEG)	External Consultants		6 months after 1. disbursement	
F BIODIVERSITY CONSERVATION AND SUSTAINABLE NATURAL RESOURCE MANAGEMENT					

	33. Chiawa Farm: The middle part of the farm, plot F/10206 (ca. 2.865 ha) will not be developed and will be left as a corridor for protection and conservation of biodiversity.	Executive Directors		Start immediately; ongoing	
	34. Zampalm: carry out gap analysis against IFC Performance Standard 6 "Biodiversity Conservation and Sustainable Natural Resource Management);	External Consultants		12 months after 1. disbursement	
	35. Zampalm: based on the impact mitigation plan of the environmental impact assessment and the results of the gap-analysis develop and implement (i) a land development plan and (ii) a biodiversity management plan in order to ensure protection and conservation of biodiversity in compliance with DEG's requirements.	External Consultants		15 months after 1. disbursement	
	36. Chiawa Farm: carry out gap analysis against IFC Performance Standard 6 "Biodiversity Conservation and Sustainable Natural Resource Management);	External Consultants		12 months after 1. disbursement	
	37. Chiawa Farm: based on the results of the gap-analysis develop and implement a biodiversity management plan for each site in order to ensure protection and conservation of biodiversity in compliance with DEG's requirements.	External Consultants		15 months after 1. disbursement	