

DBJC II, 29036, Belarus,
Environmental and Social Action Plan (ESAP)
November 24, 2009

Item #	Issue / aim	Actions needed	Deadline(s)
1	DBJC is in need of preparing a written employment and human resource policy in accordance with IFC's Performance Standard 2	DBJC need: 1) an HR Policy Statement, declaring the principle the company adheres to, 2) implementation documents, stating how the principles are fulfilled in practice, 3) conduct an independent labor audit confirming compliance with PS2 has been achieved	1) agreed internally and presented to IFC by March 31, 2010. 2) Prepared, implemented, and presented to IFC by May 31, 2010. 3) audit completed by June 30, 2010. Potential deficiencies will need to be corrected according to a realistic timeframe to be agreed with IFC.
2	DBJC to operate in accordance with international food safety principles (in addition to full compliance with local Belarus regulations).	DBJC have had an initial HACCP audit carried out by an international expert, the resulting report is expected before the end of November 2009, hereafter DBJC need to analyze the result of the audit and prepare an action plan for fulfilling any deficiencies identified. A second audit will need to verify that the initial audit deficiencies have been corrected, after which the certification is issued	Second audit and certification successful completed by June 30, 2010.