

WEG INDUSTRIES INDIA PRIVATE LIMITED
Environmental and Social Action Plan

Date: April, 2010

#	Action	Indicator of task completion	Completion date
1.	Will to prepare a supplementary Environmental Management Plan that specifies monitoring protocols, reporting, corrective action and auditing consistent with WEG, Indian national standards and international industry good practice.¹ 1) Prepare plan 2) Implement plan	1) A Supplementary Plan accepted by IFC 2) IFC Supervision	1) Within three months of financial closing. 2) Within six months of plant commissioning.
2.	Will to commission an Occupational Health and Safety assessment of risk and a management plan (modeled on OHSAS 18001) for all operations. 1) Identification and engagement of consultant to advise on design and implementation of system. 2) Implementation of system. 3) Certification of system.	1) TOR acceptable to IFC; consultant engagement letter 2) IFC supervision 3) Certification	1) Prior to first financial disbursement. 2) Prior to second financial disbursement. 3) Within two years of plant commissioning.

¹ Reference documents will include: applicable host-country laws, procedures and standards; IFC's Performance Standard 1: Social and Environmental Management Systems and its accompanying Guidance Note; IFC's Environmental, Health and Safety General Guidelines; and IFC's Environmental, Health and Safety Guidelines for Metal, Plastic and Rubber Products Manufacturing.

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3.	WII to conduct periodic testing of combined waste water treatment effluent for trace metals, acids alkaline, oils and solvent wastes and corrective action undertaken to meet IFC EHS General Guidelines.	Test results submitted to IFC	Within three months of plant commissioning and either quarterly or annually thereafter as determined from the results of the first testing
4.	WII to develop an Emergency Response and Management Plan that specifies actions to be undertaken in the event of an emergency by plant personnel and in coordination with local public services, including fire service, police and medical services. Prior to plant commissioning.	Plan satisfactory to IFC	Prior to plant commissioning
5.	WII to establish a community hot-line to management of WII to receive complaints from neighboring communities and develop protocols for managing and resolving those complaints.	Details provided to IFC	Prior to plant commissioning