

**IMPRIMERIE AUBAINE GRAPHIC SA - 29084**  
ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)

ACTION	DELIVERABLE	DEADLINE
<b>INTEGRATED MANAGEMENT SYSTEM</b>		
<p><b>Implement an Integrated Management System (ESMS) for Environment, Health &amp; Safety, Human Resources and Social matters at company</b> Imprimerie Aubaine Graphic will develop management system that will identify and address environmental, health, safety, Human Resources and social issues by incorporating the following elements: (i) staff responsible for Environmental, Health, Safety, Security and Quality Assurance issues; (ii) training on EHSS issues (e.g. occupational health and safety; operational procedures, life and fire safety); (iii) waste management; (iv) human resources; (v) community engagement; (vi) monitoring; and (vii) reporting.</p>	<ul style="list-style-type: none"> <li>• Provide IFC with copy of the written ESMS.</li> </ul>	<ul style="list-style-type: none"> <li>• Six (6) months after disbursement</li> </ul>
<b>LABOR AND WORKING CONDITIONS</b>		
<p><b>Human Resource Policy</b> Imprimerie Aubaine Graphic will strengthen its Human Resources Policy by:</p> <ul style="list-style-type: none"> <li>• integrating all HR documentation;</li> <li>• articulating an HR policy;</li> <li>• outlining the performance evaluation system; and</li> <li>• specify the terms and conditions for expatriate workers.</li> </ul> <p>Copy of the amended HR Policy should be communicated to all employees.</p>	<ul style="list-style-type: none"> <li>• Provide IFC with a copy of the revised Human Resource Policy.</li> </ul>	<p><b>Prior to disbursement.</b></p>
<p><b>Occupational Health and Safety</b> Imprimerie Aubaine Graphic will</p>		

<ul style="list-style-type: none"> <li>• Post “fire exit ” and “no smoking” signs on each floor at the printing facility.</li> <li>• Put extinguishers in visible place and ensure that operational instructions are in language(s) understood by employees.</li> <li>• Monitor work place indoor air quality for VOCs and particulate matter</li> <li>• Provide all staff involved in the printing operation with occupational health and safety training modules and first aid training for selected staff.</li> <li>• Commissioned a third party consultant to undertaken a life and fire safety assessment; corrective actions from this assessment will be implemented within an agreed timeframe with IFC</li> </ul>	<ul style="list-style-type: none"> <li>• Submission of audit outcome and timeline for corrective action implementation.</li> <li>• Provide pictures of extinguishers in their new position</li> <li>• Provide result of air monitoring report to IFC as well as a corrective action measure.</li> <li>• Provide copy of training module and list of attendees.</li> <li>• Provide copy of the assessment and proposed timeframe for implementing recommended actions.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Prior to Disbursement.</b></li> <li>• <b>Prior to Disbursement.</b></li> <li>• Within three (3) months of Disbursement.</li> <li>• <b>Prior to Disbursement.</b></li> <li>• Within three (3) months of disbursement.</li> </ul>
<p><b>Health and Safety – Contractors</b>  Imprimerie Aubaine Graphic will strengthen its supervision of the construction contractor by:</p> <ul style="list-style-type: none"> <li>• requiring the contractor to ensure safety at work site;</li> <li>• having its EHS officer regularly visit the site to check on implementation of occupational health and safety measure</li> <li>• require that contractor provide occupational health and safety training to its staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide IFC with copy of binding document requiring contractor to provide safety equipments and training to its staff.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Prior to Disbursement.</b></li> </ul>