

Ethiopia Coffee Initiative - Environmental and Social Action Plan (ESAP)

PS #	Issue & Task (Description of the requirement to be met by the Project Company)	Indication of completion (Objective evidence to be supplied by Project Company to IFC)	Required Completion Date (Calendar Date, Condition of Disbursement, etc.)
1. Social and Environmental Assessment and Management Systems			
A	<p>Develop and implement a robust and auditable Environmental and Social Management System (ESMS), based on the ISO 14001 standards framework, to ensure compliance of all Ethiopia Coffee Initiative's wet mills operations with TNS's Sustainability Guidelines, Ethiopia's environmental standards guidelines, IFC's Performance Standards and IFC's Environmental, Health and Safety (EHS) General and Plantation Crop Production Guidelines, including:</p> <ol style="list-style-type: none"> 1) Conduct a gap analysis between requirements of an ESMS and current TNS's requirements by a qualified environmental and social specialist.; 2) Develop a Wet Mill Environmental and Social Compliance (WMESC) Report format. The WMESC shall be conducted on a semi-annual basis for each client (once before harvest and once during or immediately after harvest); final decision on site selection for planned wet mills to be made on the basis of the TNS Client Wet Mill Site Approval Report (including a site map which shows the location of nearby water bodies, and water flow measurements to estimate water abstraction by the wet mill), and must be approved by TNS Field Operations Manager, Business Advisors, outside wet mill site planning and water experts, and the Woreda Agriculture Office; 3) For the 20 wet mills constructed in 2009, provide rehabilitation plans and timetable for implementation of mitigation measures. 	<ol style="list-style-type: none"> 1) Submission of the gap analysis report and of the ESMS to IFC for review 2) Submission to IFC of the WMESC Report format; Submission of the completed Wet Mill Site Approval Report for all planned wet mills in 2010 3) Submission of the rehabilitation plans for the 20 wet mills implemented in 2009 – Photo evidence provided upon request 	<ol style="list-style-type: none"> 1) By September 30, 2010 2) By September 30, 2010 3) By September 30, 2010
B	<ol style="list-style-type: none"> 4) Provision of the comprehensive training curriculum on environmental management and OHS issues at wet mills, through effective implementation of the WMESC; 4a) Inclusion of OHS training by the technician of the wet mill supplier (Penagos) to all selected Cooperatives in 2010, especially for mill manager and machine operators; 5) Training of the Ethiopia's Field Operations Manager and all Business 	<ol style="list-style-type: none"> 4) Submission of the training program and timetable for delivery 5) Training Program 	<ol style="list-style-type: none"> 4) By September 30, 2010 and report on delivery in the Annual Monitoring Report (AMR) 5) By September 30, 2010

Ethiopia Coffee Initiative - Environmental and Social Action Plan (ESAP)

<p>Advisors (BAs) assigned to wet mill's construction and operation;</p> <p>6) Invitation of Wereda's Environmental or Agricultural Officer to participate in trainings related to E&S in Jimma and at client sites</p>	<p>6) Invitation</p>	<p>6) By September 30, 2010</p>
<p>C Community Engagement. As part of the preparation of the Wet Mill Environmental and Social Compliance (WMESC) preparation report,</p>		
<p>7) Prior to wet mill site approval, and again before the opening of the wet mill, information will be disseminated to downstream communities (within 500 m buffer zone of wet mill site) who could be negatively affected by the water abstraction from the wet mill operation;</p> <p>8) TNS will establish a grievance mechanism in order to receive any complaint received by downstream communities (within a distance of 500 m downstream), especially as it relates to water availability and quality and will upgrade its Sustainability Guidelines accordingly.</p>	<p>8) Dates of information dissemination, and meeting minutes showing farmers' approval of site</p> <p>9) Provision of the grievance mechanism guidelines and training program to BAs and Cooperatives for its implementation</p>	<p>8) By September 30, 2010</p> <p>9) By September 30, 2010</p>
<p>D Monitoring and reporting on the implementation of the ESMS and of the Environmental and Social Action Plan (ESAP) outlined in the WMESC Report at each wet mill. TSN will have an E&S scorecard prepared for each client and will report compliance on the following schedule: (1) after completion of construction but prior to start harvesting processing; (2) midway through harvest; (3) at six month intervals thereafter for the duration of TSN support to the client.</p>		
<p>2. Labor and Working Conditions</p>		
<p>E Develop a standard Human Resource Manual for wet mills, and ensure compliance/adherence of the wet mill semi-permanent staff and casual workers with locals laws in relation to human resources, minimum wages, working conditions, recruitment of staff, prevention of child labor during harvesting, etc.</p>	<p>12) Support Cooperatives in the development of an HR policy and procedures</p>	<p>12) By January 31, 2011</p>
<p>F Implement the provisions to be outlined in HR manual for Wet Mills for wet mill's manager and machine operator and casual workers and cooperative farmers, including. The procedures should include:</p> <p>13) Training of Ethiopia's Field Operations Manager and Business Advisors assigned to each wet mill on OHS, on first aid, on safety checklist, on accident report form;</p> <p>14) Training of wet mill's manager and machine operator on safe</p>	<p>13) Provision of OHS procedures and training curriculum</p> <p>14) Delivery of the OHS training</p> <p>15) Submit worker health and safety risks assessment</p>	<p>13) By September 30, 2010 and report on delivery in the AMR</p> <p>14) By September 30, 2010</p> <p>15) By September 30, 2010</p> <p>16) By September 30, 2010</p> <p>17) By September 30, 2010</p>

Ethiopia Coffee Initiative - Environmental and Social Action Plan (ESAP)

workplace, on first aid, on safety checklist, on accident report;	16) Provide name, plan and implementation timetable	18) By September 30, 2010
15) OHS risk assessment at each wet mill, including electricity system and life and fire assessment;	17) Extension of the working areas for the 20 wet mills built in 2009 (with photo evidence), provision of blue print for planned wet mills upon request	19) By September 30, 2010 20) By September 30, 2010 21) By September 30, 2010 21) By September 30, 2010
16) For each wet mill, nominate a person in charge of safety (and/or establishment of Coop's OHS committee) and prepare an fire response plan, timetable for implementation and communication of its contents to its staff;	18) Invoice of the first aid kit and photo evidence of warning notice installed upon request	
17) Ensure working conditions are in compliance with safety requirements, as it will be outlined in the HR manual and TSN's Sustainability Guidelines (including workspace, safety signage, lighting);	19) Invoice of purchase of fires extinguisher for each wet mill upon request	
18) Supply of first aid kit and warning notice clearly indicated;	20) Accident registry	
19) Supply of one extinguisher per wet mill (next to the diesel generator)	21) Photo evidence as requested	
20) Preparation of a accident register at each cooperative		
21) Provision of potable water and sanitation facilities (at least 20 meters from surface water) to casual laborers at new and existing wet mill sites (to be included in the Wet Mill HR manual);		

3. Pollution Prevention and Abatement

G Implement the provisions outlined in TNS's Sustainability Guidelines, including:

22) Benchmark and monitor water and energy use at each wet mill;	22) Installation of water meter and fuel gauge to assess amount of water (in liters) and energy (in liters of diesel) used to process a kg of coffee cherries or green beans;	22) Amounts used outlined in AMR;
23) Ensure proper design of the water pump station (where applicable);	23) Design outlined in the WMESC report; photo evidence upon request; provision of the water flows in dry and wet	23) By September 30, 2010
24) Ensure proper design and implementation of the wastewater channels or drains and evaporation lagoons, including buffer zone of 30 meters from surface water, re-vegetation of the ponds surroundings with grasses (vetiver) and buffer zone, cleaning the ponds at the end of the harvesting season and use of organic wastes at soil nutrients;		24) By September 30, 2010
25) Ensure proper design of the coffee pulp's site, including buffer zone of 30 meters from surface water, confinement with earth bundle of 1 meter high, etc.		25) By September 30, 2010

Ethiopia Coffee Initiative - Environmental and Social Action Plan (ESAP)

26) Ensure secondary containment of diesel drums and restriction of access near the diesel drum;	season; 24) Design outlined in the WMESC report; photo evidence upon request;	26) By September 30, 2010
27) Environmental management of wet mill site as outlined in the WMESC report and rehabilitation plans, which may include installment of proper fencing around the wet mills and drying areas; re-vegetation of riparian areas; re-vegetation of soil and establishment of earth contours to avoid erosion and formation of gullies, proper bench terraces between wet mill and drying areas to facilitate workers displacement; establishment of tree nurseries, where appropriate, especially indigenous trees (acacia)	25) Design outlined in the WMESC report; photographic evidence 26) Design outlined in the WMESC report; photo evidence upon request 27) Design outlined in the WMESC report; photo evidence upon request	27) By January 31, 2011
4. Community Health, Safety and Security		
H Development of a protocol for use of firearms by guards and ensure ongoing training (to be included in the wet mill HR manual)	28) Submission of HR Manual	28) By September 30, 2010
Development and implementation of procedure for transportation fleet safety management (including on sub-contractors of Cooperatives). This will encompass procedures on:	29) Provide copies of procedures	29) January 31, 2011
29) Record total mileage covered with or without incidents;	30) Provide contractual agreements with inclusion of procedures upon request	30) January 31, 2011
30) Incidents related to parchment transfer;	31) Provide copies of contracts upon request	31) January 31, 2011
31) Ensure procedure, including measures to be taken for deviation from these speed limits are stated in the contract between transporters and Cooperatives)		
6. Biodiversity Conservation and Natural Resources Protection		
I. Revise TNS's Sustainability Guidelines in order to promote biodiversity and forest conservation and wildlife protection in the agronomy best practices section.	32) Submission of the updated version; 33) Provision of training for Coop members (in 2010) and farmers subsequently	32) By January 31, 2011 33) Report on training and indicators in the AMR