

SEF Magic Box II (29287), Environmental and Social Action Plan – March, 2011

***LS: Loan Signature**

Item	Action	Completion Indicator	Timetable
	PS2: Labor and Working Conditions		
1	Magic Box will continue to develop labor tools to facilitate labor relations and workforce flexibility, compliant with IFC PS2 requirements.	a) The worker's contract template has been updated and submitted, acceptable to IFC. b) The Human Resource Policy and relevant procedures, including recruitment and hiring, discipline, compensation, promotion, access to training, retirement, termination have been completed and submitted, acceptable to IFC	a) *LS+6 months b) LS+9 months
2	Magic Box will develop a specific work instruction for the safe operation of the forklifts.	A work instruction has been submitted, acceptable to IFC.	LS+6 months
3	Magic Box will organize the relevant material safety data sheets ("MSDS") and make them available in the proper storage and handling areas	MSDS available in the relevant facility's areas.	LS+6 months
4	Magic Box will conduct periodic dust measurements as part of the regular monitoring of the workplace conditions.	Periodic dust measurements have been provided to IFC.	First set of measurements in the 2010 AMR.
	PS3: Pollution Prevention and Abatement		
5	Magic Box will undertake periodic analysis of wastewater samples.	Periodic wastewater analyses have been provided to IFC.	First set of measurements in the 2010 AMR.