

Wadi III #29309 - ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)

| | Action | Deliverable | Person Responsible | Deadline |
|---|--|--|---------------------------|---|
| 1 | Provide copies of environmental impact assessment (EIA) Studies for the proposed trailer assembly plant, fish production project, to IFC for review at time of submission to EEAA. | Draft EIA Studies | Lynn Freiji | When submitted to Government regulators |
| 2 | <p>a. Ensure that all required environmental registers for all facilities are in place and regularly updated.</p> <p>b. Revise E&S management system to include standard OHS practices and explicitly reference IFC PSs and EHS guidelines; and implement at all operations.</p> | <p>Copies of Environmental Registers</p> <p>Copy of revised ESMS and confirmation in writing that it has been adopted across Wadi's operations</p> | Hala Mohie El Din | <p>a. Provide update in AMRs</p> <p>b. Within 6 months of first disbursement</p> |
| 3 | Finalize HR manual that consolidates all HR policies and practices, including OHS practices, and complies with IFC's PS2. | Revised HR manual | Lynn Freiji | Within 6 months of first disbursement |
| 4 | <p>a. Conduct job hazard analyses to identify gaps between operations and IFC's EHS guidelines.</p> <p>b. Review and revise OHS management system and procedures to take account of OHS issues at new operations.</p> | Revised OHSAS management system | Hala Mohie El Din | <p>a. Within 6 months of first disbursement</p> <p>b. Within 6 months of first disbursement</p> |
| 5 | <p>a. Develop OHS operational procedures for each job family in the MCP plant.</p> <p>b. Provide OHS training for all MCP employees based on their position.</p> | OHS procedures and training program for each staff position in MCP | Hala Mohie El Din | <p>a. At least 6 months before trial production</p> <p>b. At least 1 months prior to trial production</p> |
| 6 | Review and revise Emergency Response and Preparedness (ERP) plans and procedures to cover risks at any facilities including risks related to new operations to be financed under this investment. | ERP and confirmation that it is in effect at all facilities | Hala Mohie El Din | Within 6 months of first disbursement |
| 7 | Include energy and water consumption figures for each facility in AMRs submitted to IFC. | Revised AMR format | Hala Mohie El Din | Provide update in AMRs |
| 8 | Modify MCP plant design to ensure compliance with IFC EHS guideline limits for gaseous fluoride emissions. | Fluoride emissions test results carried out by third party | Hala Mohie El Din | Condition of first disbursement |