

ENVIRONMENTAL AND SOCIAL ACTION PLAN
The Crane, Barbados (#29410)
April, 2010

Item	Action	Completion Indicator	Timetable
PS1: Social and Environmental Assessment and Management Systems			
1	The Crane will develop a quality assurance management system, and will use this as the basis of the management of environmental, occupational health and safety, food hygiene, resort maintenance and emergency response activities.	<ul style="list-style-type: none"> i. Outline definition of aspects to be addressed by the management system ii. Present to IFC management plans covering each of the issues defined at (i) above; iii. Present to IFC training materials and work plan devised in support of management plans; iv. Management system operational, as evidenced by presentation to IFC of reports demonstrating effective monitoring, reporting and management of aspects defined at (i) above. 	<ul style="list-style-type: none"> i. First Disbursement + 6 months. ii. First Disbursement + 12 months. iii. First Disbursement + 18 months. iv. First Disbursement + 24 months
2	The Crane will consult stakeholders and obtain approval of development plans for development of the Coconut Grove area behind Crane Beach before development of this area.	Evidence of consultation with stakeholders and planning approval from relevant Barbadian authority.	Before development of this area.
3	An Environmental and Social Impact Assessment (ESIA) will be undertaken of the proposed development near Whitehaven. The management plan which results from the ESIA when implemented will cause the development to be built and operated in compliance with all relevant local regulations and the Performance Standards.	The ESIA and management plan have been accepted for completeness and adequacy by appropriate local authorities and IFC	Before disbursement to support the Whitehaven development.
PS2: Labour and Working Conditions			
4	The Crane will develop a formal employee grievance procedure	The procedure has been presented to and accepted by IFC	First Disbursement + 12 months
PS3: Pollution Prevention and Abatement			

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5	The Crane has developed and implemented collection, treatment and disposal systems for sanitary, kitchen and swimming pool filter backwash effluents, meeting all requirements of local authorities and IFC's General EHS Guidelines requirement defined in Table 1.3.1 of that guideline.	<ul style="list-style-type: none"> i. The Crane identifies to IFC the waste water treatment system it intends to install; ii. System installation is complete; iii. Effluent monitoring data demonstrates compliance with IFC Guideline requirements. 	<ul style="list-style-type: none"> i. Condition of First Disbursement ii. May2011 iii. August2011
6	Laundry water recycling for garden area irrigation is complete	Laundry water is recovered for garden irrigation	June 2010
7	An electricity and water metering system will be developed and installed for the resort.	<ul style="list-style-type: none"> i. The metering network is planned; buildings and large consumers to be monitored within certain buildings have been identified. ii. Meters and the recording system have been installed and are in use. 	<ul style="list-style-type: none"> i. First Disbursement + 6 months ii. First Disbursement+ 12 months
PS4Community Health, Safety and Security			
8	The Crane shall commission an independent fire safety specialist to audit the residential and public areas of The Crane to determine compliance with Barbadian and a suitable international fire safety standard. If the audit determines that changes are necessary to achieve this dual compliance then a time-bound Action Plan for prioritized and risk-based implementation of the necessary changes shall be agreed with IFC.	<ul style="list-style-type: none"> i. Audit report presented to IFC ii. Action Plan agreed between Crane and IFC 	<ul style="list-style-type: none"> i. Condition of First Disbursement ii. Condition of First Disbursement
9	Implement the Action Plan arising from Item 8 in accordance with the agreed timetable.	Photographic documentation or site inspection to confirm.	June 2012.
10	The Crane shall commission an independent fire safety specialist to design	Master plan presented to IFC	Before start of construction work at Whitehaven site.

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	fire protection measures for the Whitehaven development and to present these in a "master plan" documenting compliance with all relevant Barbadian standards and an internationally recognised fire safety standard.		
11	The Crane will strengthen cliff-top barrier protection as indicated necessary by review.	i. Safety report provided to IFC. ii. Protection work completed	i. June 2010. ii. December 2010
PS6Biodiversity Conservation and Sustainable Natural Resource Management			
16	The Crane will not develop the coconut grove area except after liaison with and approval of the Barbados Sea Turtle Project.	Written documentation of approval, if such activities should be developed.	Ongoing
17	The Crane will not permit ground level fires or barbecues on beach of back-beach areas within its control.	Policy statement provided to IFC	June 2010.