

**TC Ege (project #29472), Environmental and Social Action Plan**

Item	Action	Timetable
<b>PS1: Social and Environmental Assessment and Management Systems</b>		
1.	TCE Ege will hire a OHSE Manager to be responsible for occupational health, safety and environment matters, who will directly report to the General Manager.	CONDITION of 1 <sup>st</sup> DISBURSEMENT
2.	TCE Ege will an establish OHSE (Occupational Health,Safety and Environment) System in line with ISO 14001 and OHSAS 18001 to manage possible environmental and occupational health & safety impacts of its operations. This will be based upon an independent OHSE audit to determine OHSE hazards and impacts associated with operations. The System will specifically include an accidents (minor, lost time and near misses) recording, reporting and management system and the measures taken as follow-up to ensure prevention of re-occurrence of similar accidents.	31 DECEMBER 2011
<b>PS2: Labor and Working Conditions</b>		
3.	TCE Ege will establish a documented HR Policy including sections on non-discrimination, workers' right to form/join professional trade unions, the right for collective bargaining and establishment of an employee grievance mechanism in line with IFC's Performance Standard 2.  TCE Ege will also develop a separate contractors' management policy and templates of agreements with contractors, which should include provisions on OH&S issues and rights of contractors' workers.	CONDITION OF 1 <sup>st</sup> DISBURSEMENT
<b>PS3: Pollution Prevention and Abatement</b>		
4.	TCE Ege will construct accidental spill containment basins according to the IMO code.	30 APRIL 2011
5.	TCE Ege will establish a segregated area to store and handle hazardous materials and dangerous cargo that must be compliant with local requirements and internationally recognized standards and provisions on this regard.	CONDITION of FIRST DISBURSEMENT
<b>PS4 Community Health, Safety and Security</b>		

**TC Ege (project #29472), Environmental and Social Action Plan**

<b>Item</b>	<b>Action</b>	<b>Timetable</b>
6.	TCE Ege will develop and implement a Traffic Management Plan	30 APRIL 2011