

## Environmental and Social Action Plan

### Tajero Project, Tajikistan

**IFC Reference: 29630**

Date: August 27, 2010

Issue		Actions	Deliverable	Due Date
<b>PS1: Social and Environmental Assessment and Management System</b>				
Improvement of the EHS and food safety management system capacity to address current and future risks	1	Appoint an E&S manager responsible for new chocolate production	An Appointment Order with description of authorities and responsibilities	December 2010
	2	Complete HACCP/ ISO22000 training for relevant specialists (as minimum, one for sausage and one for the chocolate production)	HACCP / ISO22000 training certificates	June 2011
	3	Ensure food safety for sausage operations: 1) Develop initial Food Safety Plan;  2) Develop a Program for implementation of the food safety management system based on HACCP principles	1) Initial Food Safety Plan  2) Program	1) December 2010  2) December 2011
	4	Ensure food safety for the chocolate production: 1) Develop initial Food Safety Plan;  2) Develop a Program for implementation of the food safety management system based on HACCP principles	1) Initial Food Safety Plan  2) Program	1) Prior to commissioning  2) June 2011
	5	Implement the corporate food safety management system based on HACCP principles and ISO 22000	Progress reports in the Annual Monitoring Reports (AMR) to IFC	As specified in both Programs above
	6	Implement documentation system for registration of authorities inspections related to EHS and food safety and corrective actions taken	Corporate procedure for storage, retrieval and retention of records related to authority inspections	January 2011

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Assessment of E&S impacts of new chocolate production	7	Conduct relevant E&S studies for new production as requested by the national regulations and IFC standards	Copies of environmental and operational approvals and permits	Prior to commissioning
Enhancement of communication with communities	8	Disclose information about environmental and social aspects of the proposed IFC investment locally in an appropriate manner	Document to IFC's satisfaction	Before IFC Board approval
<b>PS2: Labor and Working Conditions</b>				
Establishing the OHS communication and reporting system applicable to central operations and subsidiaries	9	Develop a procedure for internal monitoring, registering and reporting on incidents and near-misses including traffic related incidents	Corporate procedure	November 2010
Improvement of HR policy incl. a grievance mechanism consistent with PS2	10	Develop a corporate HR Policy including a corporate grievance process	HR policy including corporate grievance process	March 2011
Improvement of health and safety conditions of employees	11	Document daily medical examination of drivers and annual medical examination of staff involved in food production, storage and delivery	1) Agreements with the medical companies for (i) drivers' health examination and (ii) medical examination of staff involved in food operations 2) Format of a Register(s) for records on daily and annual staff health examination	February 2011
<b>PS 3: Pollution Prevention and Abatement</b>				
Pollution prevention, resource conservation	12	Use reasonable effort to assure the cocoa supplies used in the chocolate production are sourced from sustainable suppliers	Progress report in the AMR	Annually
Prevention of ozone depleting substances' releases and further phase	13	Ensure proper maintenance of chilling and freezing equipment and further R22 replacement: 1) Inspect regularly equipment to monitor loss of refrigerants; prevent access of unauthorized	1) Procedure and schedule for inspections incl. check list and	1) January 2011

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out		<p>personnel; develop a maintenance procedure and schedule;</p> <p>2) Develop a R22 phase-out plan with the aim of having R22 replaced by end of 2015</p>	<p>maintenance;</p> <p>2) Phase out Plan</p>	2) August 2011
Improvement of the waste management system	14	<p>Develop concise Waste Management Plans applicable for all Tajero operations that will include:</p> <ul style="list-style-type: none"> <li>• Types and amounts of wastes;</li> <li>• Separate collection and temporary on-site storage of food and solid wastes</li> <li>• Disposal through agreements with specialized contractors</li> <li>• Management responsibilities for waste disposal at each operation</li> <li>• Staff training</li> </ul>	<p>Waste management plans for the following operations:</p> <ol style="list-style-type: none"> <li>1) Food production (chocolate and sausage);</li> <li>2) Food storage;</li> <li>3) Vehicle park and repair workshops;</li> <li>4) Engineering, ventilation and system maintenance</li> </ol>	August 2011
Hazardous materials handling	15	Minimize and avoid further use of asbestos containing materials (ACMs) in new construction and renovation	Corporate Resolution to avoid ACMs use in future construction and renovations	November 2010
	16	Arrange the pest control	Agreement with a specialized contractor for pest control	January 2011
<b>PS4: Community Health, Safety and Security</b>				
Reduce potential risks to staff and community health and safety due to location of facilities in the active seismic zone	17	<ol style="list-style-type: none"> <li>1) Inspect the building for the chocolate production and certify to IFC and to the Borrower that requirements for the construction in high seismic zone are met</li> <li>2) Develop an evacuation plan</li> </ol>	<ol style="list-style-type: none"> <li>1) Certificate/ Conclusion of the competent authority or independent consultant (scientific organization) concluding a satisfactory safety</li> <li>2) Evacuation Plan</li> </ol>	Before the commissioning
Ensure food safety and quality of current and future operations	18	Establish monitoring and recording system of food storage conditions at the dry warehouses	Format of a Register of food storage parameters including concise procedure on records tracking and retrieving	November 2010; Annually in AMR