

ENVIRONMENTAL AND SOCIAL ACTION PLAN
Stomana III, Bulgaria (#29688)
November 5, 2010

Item	Action	Completion Indicator	Timetable
PS2: Labor and Working Conditions			
1	Stomana will develop and communicate a written Human Resources policy, consistent with PS2 requirements. The policy will be adopted by Sigma, another subsidiary of the sponsor, which employs approximately 25 percent of Stomana plant's workforce.	(a) The company has developed the HR policy, acceptable to IFC. The policy has been adopted by Sigma. (b) The company has provided evidence to IFC that the policy has been communicated to the plant's workforce.	(a) June 2011 (b) December 2011
2	Stomana will develop and implement a procedure to monitor that all contractors to whom certain activities are outsourced fully comply with national labor law, and will ensure that specific provisions are included in the relevant contracts.	The company has developed the procedure, acceptable to IFC.	June 2011
3	Stomana will develop a retrenchment procedural framework consistent with PS2 requirements and will include it in its HR policies.	The company has developed the framework document, acceptable to IFC.	June 2011
4	Stomana will develop and implement a formal employees' grievance management procedure, consistent with PS2 requirements.	(a) The company has developed the procedure, acceptable to IFC. (b) The procedure has been communicated to the plant's workforce and the company has provided evidence of its implementation.	(a) June 2011 (b) December 2011
5	Stomana will review and enforce the use of personal protective equipment (PPE) by plant's workforce, including contractors working on site. The use of adequate hearing protection will be reviewed and enforced throughout the plant.	The company has reviewed compliant use of PPE and communicated the results of the review to IFC. The company has provided evidence that hearing protection is consistently enforced.	June 2011
6	Stomana will develop a monitoring and enforcement program to ensure that all contractors	The company has developed the program, acceptable to IFC.	September 2011

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	(and their subcontractors) working at the plant, including construction contractors, consistently follow good industry practice and fully comply with OHS requirements		
7	Stomana will assess workplace hazards, focusing on the older facilities (e.g., plate mill and long products mill), based on good international industry practice. The review will ensure that (i) physical protections are adequate and well maintained or upgraded as needed, (ii) emergency and area signage is sufficient, visible and adequately maintained, and (iii) housekeeping is adequate	(a) The company has submitted the assessment to IFC and time-bound corrective actions have been identified, as needed. (b) The company has implemented the corrective actions.	(a) December 2011 (b) Per timetable agreed in the action plan
8	Stomana will develop and implement a specific schedule for emergency drills for each production facility.	Evacuation drills have been conducted and properly documented with observed issues and corrective actions identified.	December 2011
9	Stomana will implement a specific dust monitoring campaign at selected locations within the melt-shop. The company will evaluate the mitigation of the fugitive dust issue after assessing the combined operation of Bag House 1 and 3 and explore other corrective actions, as needed.	(a) The company has developed the dust monitoring program, acceptable to IFC. (b) The company has implemented the first dust monitoring campaign. (c) The company has assessed the mitigation of the fugitive dust issue with the implemented measures and presented a corrective action plan, as needed. (d) The company has implemented the corrective actions.	(a) March 2011 (b) December 2011 (c) December 2012 (d) Per timetable agreed in the action plan
	PS3: Pollution Prevention and Abatement		
10	Stomana will revamp the existing slag cooling area with the objective to reduce fugitive dust and water consumption.	(a) The company has designed the revamping and submitted to IFC.	(a) June 2011 (b) Per timetable agreed in the design

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		(b) The company has completed the revamping.	
11	Stomana will develop and implement ambient air quality monitoring program (PM10 and NOx) at selected locations.	(a) The company has developed a monitoring program, acceptable to IFC. (b) The company has implemented the first monitoring campaign.	(a) June 2011 (b) December 2011
12	Stomana will assess water losses in the plant and identify corrective measures to reduce water consumption, in addition to revamp the slag cooling area.	(a) The company has assessed water losses and submitted a corrective action plan to IFC. (b) The company has implemented the action plan.	(a) September 2012 (b) Per timetable agreed in the action plan
13	Stomana will review and improve the efficiency of the settling tanks, especially focusing on the dirty water circuits of plate mill and long products mill.	(a) The company has developed an action plan to improve the efficiency of the settling tanks and submitted to IFC. (b) The company has implemented the action plan.	(a) June 2011 (b) Per timetable agreed in the action plan
14	Stomana will improve collection practices at the filter dust pelletizer and will improve conditions of all the temporary storage areas for hazardous and non-hazardous wastes and materials.	(a) The collection practices at the filter dust pelletizer have been improved. (b) The company has designed the improvements for the temporary storage areas for hazardous and non-hazardous wastes and materials (filter dust, ladle slag and oily sludge), acceptable to IFC. (c) The company has improved the temporary storage areas.	(a) December 2011 (b) June 2011 (c) Per timetable agreed in the design
15	Stomana will review and improve the combustion efficiency, reducing gas consumption, at the reheating furnaces of the plate mill and the new rolling mill.	The company has provided evidence that combustion efficiency and gas consumption have been optimized at the two facilities.	June 2011
16	Stomana will review disposal alternatives for filter dust and other hazardous and non-hazardous wastes stored on-site (including, but not limited to,	(a) The company has reviewed and designed the preferred disposal alternative(s), acceptable to IFC.	(a) December 2011 (b) Per timetable agreed in the design

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	ladle slag and oily sludge) and design and implement the preferred option.	(b) The company has implemented the disposal alternative(s).	
17	Stomana will conduct soil sampling and testing at selected locations and assess the historical contamination of the site. Based on the results, the company will assess potential risks to human health and sensitive receptors and, as needed, recommend a remedial action plan.	(a) The company has conducted soil sampling and testing at selected locations, according to a program acceptable to IFC. (b) The company has assessed potential contamination risks.	(a) Per IPPC permit schedule. (b) Three months after soil sampling and testing campaign
	PS4 Community Health, Safety and Security		
18	Stomana will plan and implement a tree planting along the plant's boundaries	Tree planting has been completed in the boundaries between the scrap-yard / melt-shop and the residential area.	December 2011