

Environmental and Social Action Plan

Cosmo IV
Project # 30018
Date: September 2, 2013

Task Description	Anticipated Completion Date
1. Provide a copy of all environmental, health & safety (EHS) permits [including Consent to Establish, Consent to Operate, Factories License, Fire No-Objection Certificate (NOC)] before full scale production is started.	November 2013
2. Develop and implement an Environment Management System (EMS) and Safety Management System in the Shendra facility that is aligned with those in the Waluj	March 2014
3. (a) Develop and implement an on-site emergency plan for the Shendra facility.	December 2013
(b) Provide adequate training to workers through class room training as well as evacuation drills.	March 2014
4. Provide required fire-fighting and evacuation equipment/infrastructure (including fire hydrant, fire extinguishers, evacuation alarm, emergency lighting, marked evacuation routes etc.) in the Shendra facility.	December 2013
5. Document a non-discrimination policy in line with IFC Performance Standard (PS) 2 requirements for the Company.	November 2013
6. Review contractor compliance checklists with respect to IFC PS 2 requirements and add additional requirements, as needed, to ensure contractors' compliance with legal and IFC PS requirements for the Company.	December 2013
7. (a) Develop and implement a Grievance mechanism for workers (including contract workers) meeting the requirements of IFC Performance Standard (PS)-2 for the Company.	November 2013
(b) Create awareness among the workers about the grievance mechanism.	December 2013
8. (a) Develop work instructions for storage and handling of chemicals and hazardous waste at the Shendra facility to prevent any impacts on environment.	March 2014
(b) Provide training to workers involved in storage and handling of chemicals and hazardous wastes.	March 2014
9. Ensure storage of hazardous chemicals and waste in secured areas with adequate secondary containment and a roof at the Shendra facility.	March 2014