

VITAFOAM SL
SUPPLEMENTAL ENVIRONMENTAL AND SOCIAL ACTION PLAN (SESAP)

ACTION	DELIVERABLE	DEADLINE
INTEGRATED MANAGEMENT SYSTEM		
Implement an Integrated Management System for Environment, Health, Hygiene & Safety and Social matters at company Vitafoam SL will develop a management system that will identify and address environmental, health, safety and social issues by incorporating the following elements: (i) staff responsible for Environmental, Health, Safety, and Security; (ii) life and fire safety; (iii) emergency preparedness and response including first aid; (iv) labor and working conditions; (v) occupational health and safety practices and training; (vi) solid and liquid waste management; (vii) maintenance; (viii) safe handling and storage of chemical; (ix) equipment maintenance; (x) traffic safety; (xi) oversight of security forces; (xii) community engagement; (xiii) environmental performance monitoring and reporting.	• Provide IFC with the copy of the written ESMS.	• 1 month prior to commencement of production.
LABOR AND WORKING CONDITIONS		
Human Resources Policy Vitafoam SL will articulate a Human Resources (HR) Policy and develop an employee handbook that will ensure that employees' rights under national labor and employment laws as well as the requirements of IFC PS2 are respected. The Vitafoam Operating Handbook for HR policies, practices and procedure 2009 can be used as guidance.	• Provide IFC with a copy of the Human Resources Policy and Procedures Handbook.	• Human Resources Policy to be provided prior to disbursement. • Employee Handbook to be Provided 1 month prior commencement of production.

Health and Safety – Contractors Vitafoam SL will: (i) require BREAT Construction submits an adequate Environmental Health and Safety Management Plan (EHSMP) prior to commencement of site works; and (ii) require BREAT Construction to provide relevant; personal protective equipments to its staff at the Project site; and (iii) assign a project manager to supervise the implementation of BREAT Construction EHSMP during of site works.	• Provide IFC with copy of BREAT Construction’s EHSMP.	• 1 month prior to start of site works.
POLLUTION PREVENTION AND ABATEMENT		
Vitafoam SL will include in its equipment: (i) an oil and water separator; (ii) extraction hoods with extraction fans to ensure proper ventilation; and (iii) industrial vacuum cleaner to control accumulation of respirable dust. (iv) sprinkler system in the production and storage areas Vitafoam SL will ensure that chemicals will be stored within a secondary containment system totaling no less than 110% of the storage tanks full capacity.	• Provide IFC with confirmation that these equipment have been installed Confirm to IFC that the secondary containment as been constructed as per specification provided.	• 1 month prior to start of production. • 1 month prior to start of production.
COMMUNITY HEALTH SAFETY AND SECURITY		
Life and Fire Safety Vitafoam SL will commission an independent fire safety engineer to undertake an audit at completion of construction to identify any non compliance with life and fire safety code as well as design revisions to be undertaken to meet compliance.	• Provide IFC with a copy of fire safety audit.	• 1 month before the start of operation.
Emergency Preparedness and Response Vitafoam SL will develop its own emergency preparedness and response team / fire brigade and more generic emergency	• Include procedure within the integrated ESMS.	• 1 month before the start of operation.

response procedures which will involve the local fire brigade and the community.		
Health and Safety Vitafoam SL will put in place in the dirt road section: speed bumps, low speed limit signage, and undertake proper watering of the dirt road.	• Send pictures of speed bumps installed in dirt road as well as speed limit signs. • Report effectiveness of watering activities in the annual monitoring report.	• 1 month before the start of operation. • Report to be provided annually.