

First Cravings - (Project #30116)
ENVIRONMENTAL AND SOCIAL ACTION PLAN dated 5th January 2011

#	Action	Deliverable	Deadline
PS1: Social and Environmental Assessment and Management Systems			
1	Provide copies of all environment, health and safety related consents and clearances obtained or applied for, in respect of the construction and operation of new schools.	Copies of the following permits and written approvals: (i) Environmental Compliance Certificate (ECC) by the Department of Environment and Natural Resources (DENR) (ii) Fire Safety Inspection Permit	Prior to opening of each school
2	Obtain ISO 14001 accreditation for TCG	Copy of ISO 14001 certificate	December 2012
3	Ensure adequate E&S oversight and management on construction sites. This will include: (i) Inclusion of environmental, social and occupational health and safety requirements in bids and contract documentation (ii) Assignment of TCG or independent third party E&S construction supervisors to ensure contractor compliance with required standards	(i) Copy of bid documentation reflecting specific E&S requirements; standard contractual language stipulating E&S obligations of contractors; and (ii) E&S guidelines and procedures for construction sites.	Prior to letting the construction contract
PS2: Labor and Working Conditions			
4	Incorporate IFC PS2 compliant retrenchment policy in TCG corporate employee's handbook.	Copy of updated employee handbook	Condition of first disbursement
PS4: Community Health, Safety and Security			
5	Life and Fire Safety: For all existing TCG facilities: Conduct LF&S audit against local fire standards and on the basis of the recommendations, agree with IFC on a mutually acceptable time frame for implementing these.	(i) signed contract to undertake L&FS audit (ii) final audit report, with implementation plan and resource (management + fiscal) allocation (iii) progress reports on implementation of corrective actions	(i) Condition of first disbursement (ii) +60 days from first disbursement (iii) On-going/Annual Monitoring Report

	For new construction: Contract a competent professional to: (i) prepare a L&FS master plan, including preliminary drawings and specifications, for each of the new schools, (ii) provide to IFC certification that the design of each new school is in material compliance with local as well as internationally accepted L&FS standard(s), including NFPA; and (iii) provide to IFC certification that the construction of the L&FS systems has been carried out in accordance with the accepted design.	(i) signed contract to undertake L&FS master plan (ii) copy of master plan and certification (iii) certification	(i) Condition of first disbursement (ii) Prior to construction (iii) After completion of construction, prior to commencement of operations
	For identification of leased premises: (i) Contract a competent professional to prepare L&FS criteria and guidance for selection of potential premises. (ii) Use the guidance to conduct a L&FS assessment for potential premises and ensure that the owner and/or TCG commit to implementation of remedial actions	(i) Copy of criteria and guidance (ii) Copy of L&FS assessment and corrective action plan	(i) Condition of first disbursement (ii) Prior to any decision to lease new premises
PS5: Land Acquisition and Involuntary Resettlement			
6	Develop a land acquisition and involuntary resettlement protocol addressing potential economic displacement and physical displacement associated with all land acquisition.	Integration of land acquisition and involuntary resettlement criteria in site selection criteria	Condition of first disbursement