

ENVIRONMENTAL AND SOCIAL ACTION PLAN
AK KHAN WATERHEALTH BANGLADESH LIMITED
INFRAV AK KHAN WH
Project # 30225
Date: October 7, 2010

#	Environment/Social Action Plan	Indicator of Task Completion	Deadline
1.	Co-founders of AK Khan WaterHealth Bangladesh Limited (the "Company") will develop a legal compliance register for the Company Obtain all relevant social and environmental consents/permits/authorizations as per relevant applicable regulation for the Company and CWS operations	Legal register accepted by IFC List of all permits/consents obtained, sent to IFC semi annually and copies maintained by Company for review by IFC during supervision	Prior to commitment Prior to commencement of water sales at each CWS site
2.	The Company will put in place a Quality Management System and a Social, Environmental, Occupational Health and Safety Management System (SEMS) consistent with IFC Performance Standards and as briefly discussed in the ESRS.	SEMS manual accepted by IFC	Prior to first disbursement
3.	The Company will engage one qualified professional at corporate level, for oversight of social, environmental, occupational health and safety aspects across all of its operations.	Contract/appointment letter and CV of the professional accepted by IFC	Prior to first disbursement
4.	The Company will put in place a Human Resource Policies and Procedures Manual consistent with IFC Performance Standard 2 provisions	HR Policies and Procedures Manual accepted by IFC	Prior to first disbursement
5.	Appropriate provisions to be included in the Shareholders Agreement and other agreement/arrangement between and among the Co-founders (AKK and WHI) requiring WHI to ensure that: a) the Pilot CWSs are implemented in accordance with the WHIIN's QEHSMS; and b) The employees and O&M supervision staff deployed by WHI, will be covered under WHIIN HR Policies and procedures suitably tailored to comply with Bangladesh labor law requirements and consistent with IFC PS2 provisions	Relevant provisions included in the Shareholders Agreement and other agreement/arrangement between AKK and WHI and those provisions accepted by IFC	Prior to first disbursement
6.	AKK will be required through the Shareholders Agreement and other appropriate agreement/arrangement to ensure that its employees deployed in the Company are covered under HR Policies and Procedures consistent with IFC PS2 provisions.	Relevant provisions included in the Shareholders Agreement	Prior to first disbursement

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		and other agreement/ arrangement between AKK and WHI and those provisions accepted by IFC	
7.	The Company will put in place a formal community grievance redress procedure including procedures to communicate the same to local communities	Community Grievance Redress procedure accepted by IFC	Prior to first disbursement