

Intermultiservice, Environmental and Social Action Plan (ESAP), 05/20/2011

	Environmental or Social Issue	Corrective Actions Required	Timetable Milestones/Events
	Management Systems		
1	Environmental and Occupational Health & Safety Management Systems to ensure operation of the new Intermultiservice production plant consistent with local regulations and IFC's performance standards are needed.	The project development team will ensure the AA environmental and health & safety management systems are expanded to include the new Almaty facility. The management systems shall appear as a corporate AA and Intermultiservice system and an EHS person responsible for overview and maintaining of the systems shall be appointed.	Appoint an EHS person responsible for development and maintaining of E&OHS systems before IFC project commitment. Prepare a work plan ensuring the timely expansion of the systems before first disbursement (by September 2011). Submit documentation of corporate implementation of E&OHS systems, including organizational responsibilities and corresponding policies as soon as the production begins (no later than by the end of 2011). Provide information on continuous implementation of E&OHS systems regularly as part of AMR.
2	Prepare and submit environmental, health and safety documentation in accordance with project stages to obtain the necessary construction and production permits.	Intermultiservice will, together with its contractors keep a record of needed permits and applications and will at all times ensure these records and permits are consistent with the projects implementation phases.	Records of needed permits to be compiled and submitted for IFC review at time of disbursement (by September 2011), and permits and applications required at different stages of project implementation to be submitted according to the corresponding stage (all together no later than by the end of 2011).
3	Demonstrate AA's adherence to existing action plans and solid management of environmental and health & safety affairs.	Altyn Ajydar will ensure completion of the current OHS action Plan for the existing facilities.	The action plan to be fully completed before first disbursement (by September 2011).
	Labor & working conditions and project affected stakeholders		
4	Appropriate Human Resource (HR) policies and principles ensuring adherence to local regulations as well as ILO core labor standards as defined in IFC's PS2 related to employment are needed.	The project development team will, expand upon existing HR policies at AA to develop a corporate Human Resource (HR) policies and principles ensuring adherence to local regulations as well as ILO core labor standards as defined in IFC's PS2 requirements related to employment conditions.	Prepare a work plan ensuring the timely expansion of the HR systems before first disbursement (by September 2011). Submit documentation of corporate implementation of HR policies before the production begins (no later than by the end of 2011).
5	Prepare and submit life and fire safety documentation and maintain good L&F safety management practices.	Intermultiservice will prepare all necessary life and fire safety designs, drawings, plans and procedures and will regularly carry out emergency drills, inspections and functional tests for the fire safety equipment.	Submit L&F safety designs to IFC for review before the building is commissioned. L&F safety inspections are carried out regularly and the

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			evidences thereof submitted with AMR.