

September 5,
2011

The E&S Action Plan (ESAP)

ZAO Energomera

Item	Corrective Action	Target Date	Deliverables
Management Systems			
1	Develop and implement an Environmental, Social, Health and Safety (ESHS) Management System at ZAO Energomera based on International Standard ISO 14001:2004; and OHSAS 18001: (a) At a company level appoint a management representative who shall have a defined roles, responsibilities and authority for ensuring that an ESHS Management System is established, implemented and maintained; (b) Form the Group of ESHS specialists on a company level; (c) Train the management representative and key ESHS personnel in ISO 14001 and OHSAS 18001 Management Systems; (d) Develop Management Systems' documentation	(a) Appoint a management representative October 1, 2011 (b) October 15, 2011 (c) December 1, 2011 (d) January 1, 2012	(a) Copy of the order of appointment and job description. (b) CVs and job description. (c) Training Certificates (d) Management programs and Action Plans to improve environmental, health and safety performance at Energomera's factories – ZIP and ETZ.
2	Develop, communicate and institute a company-wide grievance procedure for employees, involving an appropriate level of management and addressing concerns promptly, using an understandable and transparent process that provides feedback to those concerned, without any retribution.	Develop and implement a procedure December 15, 2011	Copy of the procedure