

**ENVIRONMENTAL AND SOCIAL ACTION PLAN FOR
PRAN DAIRY (BANGLADESH) - PROJECT # 30568**

No.	Description	Due Date	Deliverable
1.	Implement certifiable integrated management systems (IMS) based on integrated management system (IMS) covering ISO 9001-2000 (quality), ISO 14001 (environment), and OHSAS 18000 (occupational health and safety) and ISO 22000 (food safety) standards across all its facilities across all its facilities	December 2012	EMS manuals, internal / external audit reports, IMS certificates
2.	Revise the HR manual, policies and procedures by addressing recommendations in the external HR consultant's report.	December 2011	Revised HR manual, policies, procedures etc.
3.	Develop a corporate level program for monitoring of water and energy for each production line in the Group companies and compile the information for group-wide benchmarking and continual improvement.	Prior to first disbursement	Updated monitoring program specifying parameters to be monitored, frequency, location, responsibility, sampling analysis procedures and report formats

As on 1 April 2011