

ENVIRONMENTAL AND SOCIAL ACTION PLAN

Candax (IFC #30647) – July 15, 2011

ID	Actions	Timetable ¹	Responsibility
Performance Standard 1: Social and Environmental Assessment and Management Systems			
1a	Incorporate IFC's Performance Standards ² and the applicable IFC EHS guidelines ³ relevant to Candax's operations into the Candax HSE Management System.	4 to 6 months	Ecumed Tunis
1b	Hire a dedicated HSE Manager to advise, coordinate and monitor HSE issues across Candax assets in support of the future development strategy as required.	2 months	Ecumed Tunis
1c	Develop a public consultation and disclosure program for Candax operations in Tunisia and document this in a public consultation and disclosure plan (PCDP) / Stakeholder Engagement Plan (SEP) to be regularly updated. The program will consider key stakeholder groups and provide a program of engagement and disclosure, regulations and requirements along with resources and responsibilities.	4 to 6 months	Candax Geneva & Ecumed Tunisia
1d	Develop a grievance mechanism that provides a channel to locally affected communities so that they may lodge a complaint. The mechanism will include a process for recording, following through and closing complaints.	3 months	Ecumed Tunis
1e	Develop a strategy for possible future community assistance and development initiatives. Document this strategy in a Community Development Plan (CDP).	4 months	Candax Geneva & Ecumed Tunisia
Performance Standard 2: Labor and Working Conditions			
2a	Develop a workplace air quality and noise monitoring program in accordance with IFC EHS General Guidelines to be periodically carried out at the central processing facilities.	3 months	Ecumed Tunis
Performance Standard 3: Pollution Prevention and Abatement			
3a	As part of the future production strategy for El-Bibane and Ezzaouia consider and document all practicable options for gas utilization to ensure gas flaring is kept to a minimum.	End of year 2011 or beginning of 2012	Ecumed Tunis
3b	As part of the future production strategy for El-Bibane consider and document all practicable options for produced water disposal.	End of year 2011 or beginning of 2012	Ecumed Tunis
3c	Develop an ambient air quality and noise monitoring program in accordance with IFC EHS General Guidelines to be periodically carried out at the perimeter of the central processing facilities.	3 months	Ecumed Tunis
Performance Standard 4: Community Health, Safety and Security			
4a	Ensure that the collision prevention measures in place on the offshore tower platforms are adequate based on a collision risk assessment to be carried out.	2 months	Ecumed Tunis
Performance Standard 5: Land Acquisition and Involuntary Resettlement			
5a	Develop a land acquisition and compensation plan (LACP) that documents the policies and procedures followed for land acquisition activities in Tunisia.	4 months	Ecumed Tunis

¹ In case the deadline for implementation of the Performance Standards, as indicated in the timetable above, is stated as the end of a time period, such period shall start at the date of first disbursement.

² IFC Performance Standards on Social and Environmental Sustainability ([Performance Standards](#))

³ Applicable IFC Guidelines: (i) EHS General Guidelines, April 30, 2007 [General Guidelines](#) (ii) EHS Guidelines for Offshore Oil and Gas Development, April 30, 2007 [Offshore Guidelines](#) (iii) EHS Guidelines for Onshore Oil and Gas Development, April 30, 2007 [Onshore Guidelines](#)