

NO	ACTION	DUE DATE
1	Social and Environmental Management Systems	
1.1	Maintain IFC's Performance Standards on Social and Environmental Sustainability incorporated into the existing management systems and ensure that organization and responsibilities of relevant staff are defined in a documented manner. In addition to the on-going operations, all new projects and changes shall be subject to the environmental and social due diligence.	Dec. 2011
1.2	Develop a permit register system for all existing facilities and expansion projects to be regularly updated.	Dec. 2011
2	Labor and Working Conditions	
2.1	Enforce personal protective equipment usage in the operations, particularly in the laboratories. PPE will include nitrile gloves, goggles and masks as appropriate.	Dec. 2011
2.2.	Complete installation of adequate emergency exits and ventilation in the new laboratory in Bucharest.	June 2011
2.2	a. Develop stronger EHS and labor management rules for construction and renovation works. b. Develop a documented regular inspection system for construction employees and contractors as well as for permanent contractors at the operational facilities in order to ensure that occupational health and safety rules and other social conditions such as insurance, minimum age of 18, avoidance of excessive over-time working, use of personal protective equipment are always respected.	Sept. 2011 Oct. 2011
3	Pollution Prevention and Abatement / Resource Conservation	
3.1	Provide IFC with the technical details of the planned on-site medical waste treatment facility, relevant regulatory clearance and the revised waste management procedure.	Prior to purchase
3.2	Maintain an inventory of hazardous materials; a. that are currently used in operations and make a plan for replacement where feasible, with non-hazardous or, if this is not possible, with less hazardous alternatives. b. that are potentially present in old buildings to be converted to hospitals, clinics and laboratories as well as of obsolete equipment. These may include asbestos, PCBs, CFCs, strong acids and heavy metals. Formalize a procedure to ensure that those materials are safely disposed by qualified professionals. c. Review current practices and ensure that documented policy and procedures for pest control are established at all locations in accordance with IFC requirements.	March.2012 Prior to any construction/renovation/demolition Dec. 2011
3.3	Complete upgrading of chemical storage areas. Flammable materials shall be kept in ventilated areas away from oxidizers.	Dec. 2011
4	Community Health, Safety and Security	
4.1	a. For existing facilities provide IFC with the regulatory reviews, approvals in terms of life and safety and building structure studies and copies of current operational licences. b. For expansion projects; i) Complete provision of the copies of life and fire safety master plans prepared by an independent qualified professional showing how building designs will meet local and internationally agreed standards.	Dec. 2011 Sept. 2011

	ii) Complete provision of independent expert reviews about the adequacy of building structures to anticipate seismic risks and plans for consolidation as necessary. iii) After building constructions and renovations, provide third party expert reports verifying that buildings were constructed in accordance with the anticipated seismic conditions, life and fire safety standards. Note: IFC will be involved in selecting and commissioning third party experts to review the design and installations against internationally agreed standards as necessary at any time.	Sept. 2011 At completion of constructions/renovations
4.2	a. Maintain preventive maintenance programs to be developed and documented in detail for all buildings, utilities, treatment systems and safety critical equipment (eg. pressurized vessels, lifting equipment, life and fire safety installations, water treatment, HVAC systems). Management plans should define frequencies and responsibilities in the maintenance activities which will be performed by certified professionals. Record keeping systems of technical controls and maintenance activities shall be enhanced. b. Ensure that legionella control measures are part of the preventive maintenance programs.	March 2012 March 2012
4.3	Provide automated chlorine dosage/monitoring and pH monitoring systems for the pool water and develop relevant procedures and recording mechanisms. Regular pool water quality analysis performed at least monthly by the certified laboratory shall be posted at the pool area.	Dec. 2011
5	Community Engagement	
5.1	Develop formalized community engagement program to regularly define activities to be implemented.	March 2012