

Salah
Al Hokair (ALH) #30692
DRAFT Environment, Health and Safety Action Plan (EHSAP)

Item	Action	Deliverable	Responsible Party	Due Date
Social and Environmental Assessment and Management System				
1	Develop procedure for ensuring that key EHS issues are assessed for all new premises, including standard EHS checklist to be completed as part of project documentation.	Standard operating procedure approved by ALH Board	To be provided by ALH	Within 3 months of first disbursement
Labor and Working Conditions				
2	Establish Group level standard operating procedures for OHS, and to ensure that these are implemented consistently across stores. The same OHS procedures should be provided to all contractors/subcontractors working at ALH facilities	Standard OHS procedures and manual approved by ALH Board	To be provided by ALH	Within 3 months of first disbursement
3	Designate staff members to attend training to become certified OHS officers, responsible for implementing ALH's OHS procedures and staff training	Roster of OHS officers for each country operation	To be provided by ALH	Within 6 months of first disbursement
4	Develop system for collecting and aggregating lost time incidents at the Group level, including common reporting format to capture this information for all of ALH's operations to enable reporting to HR Director and senior management	Standard LTI monitoring and reporting procedure approved by ALH Board	To be provided by ALH	Within 3 months of first disbursement
Pollution Prevention and Abatement				
5	i. Benchmark current GHG emissions ii. Monitor GHG emissions annually and report to IFC	Total electricity consumption in CY10 Annual consumption figure	To be provided by ALH	i. Prior to first disbursement ii. As part of AMR
6	Develop Group level program to identify cost effective energy	Energy efficiency	To be provided by	Within 6 months of first

	efficiency measures that can be implemented across stores	program	ALH	disbursement
7	Discontinue use of HCFC22 in new stores to be developed as part of the Project	Written confirmation from ALH management	To be provided by ALH	Annually in AMR
Community Health, Safety and Security				
8	Develop procedure to document that acceptable L&FS provisions are in place for each store, with input from a third party life and fire safety professional acceptable to IFC, covering (i) requisite L&FS infrastructure in the premises selected; 9ii) proposed construction plan for each store and (iii) confirmation that construction was carried out in accordance with agreed specifications	Standard operating procedure approved by third party life and fire safety professional acceptable to IFC	To be provided by ALH	Within 3 months of first disbursement
9	i. Engage consultant to conduct an audit of ALH office building in Riyadh against internationally accepted L&FS standard, and advise on remedial actions, needed to bring the building into compliance with that standard. ii. The remedial action plan, if any, will be completed within a timeframe agreed by IFC.	Audit report prepared by a suitably qualified consultant Remedial action plan and budget for implementing		i. Within 6 months of first disbursement ii. Specific timetable to be agreed with IFC based on findings completion no later than 18 months after first disbursement