

## PATISEN (#30929)

### ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)

ACTION	DELIVERABLE	DEADLINE
<b>PS 1 SOCIAL ENVIRONMENTAL ASSESSMENT AND MANAGEMENT SYSTEMS</b>		
<p><b>1. Develop and Implement an Integrated Management System for Environment, Health, Safety and Social matters at the Company</b></p> <p>Patisen will develop and implement an integrated corporate environmental and social management system (ESMS) for environmental and social affairs, quality, and occupational health and safety management. The ESMS will address environmental, labor, supply chain, and occupational health and safety issues associated with the overall Company existing operations and construction and operation phase of new facilities. Patisen will design the ESMS to comply with IFC Performance Standard 1 requirements and undertake the following:</p> <ul style="list-style-type: none"> <li>Hire a professional responsible for the Company's environmental, occupation health and safety and food safety matters;</li> </ul>	<p>a) Provide CVs and ToR of the EHS professional, and internal memorandum confirming appointment and responsibility.</p>	<p>a) August 2011</p>
<ul style="list-style-type: none"> <li>Develop a corporate environmental and social management system plan including management process (summarizing program components, implementing management system procedures, and activities schedule) satisfactory to IFC and begin the process of HACCP certification;</li> </ul>	<p>b) Provide process flow chart, hazard analysis and quality control point (HACCP)</p> <p>c) Provide IFC with the copy of the written ESMS plan and activities schedule</p>	<p>b) Prior to first disbursement</p> <p>c) December 2011 or 3 months after first disbursement whichever comes first</p>

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<ul style="list-style-type: none"> <li>Develop an ESMS manual that will also encompass procedures for integrated pest management system, integrity testing of underground storage tank, and handling and storage of ammonia as well as emergency response;</li> </ul>	<ul style="list-style-type: none"> <li>d) Provide IFC with a copy of the ESMS manual</li> <li>e) Provide evidence of commencement of ISO 2200 certification process.</li> </ul>	<ul style="list-style-type: none"> <li>d) March 2012</li> <li>e) ISO 2200 certification process to start by December 2011 and to be completed by December 2014</li> </ul>
<ul style="list-style-type: none"> <li>Ensure that ESMS is fully operational.</li> </ul>	<ul style="list-style-type: none"> <li>f) Provide a copy of the ESMS manual.</li> </ul>	<ul style="list-style-type: none"> <li>f) June 2012.</li> </ul>
<ul style="list-style-type: none"> <li>Provide IFC with the terms of reference (ToR) of the ESIA for comments and to ensure compliance with national law and IFC Performance Standards.</li> </ul>	<ul style="list-style-type: none"> <li>g) Provide IFC with ESIA ToR prior to start of the assessment.</li> </ul>	<ul style="list-style-type: none"> <li>g) One month prior to start of environmental and social assessment</li> </ul>
<p><b>2. Training</b> Patisen will:</p> <ul style="list-style-type: none"> <li>Identify training needs for its staff to ensure understanding of the Company's ESMS and policies to comply with the country legislation on OHS and environmental issues as well as WBG General and specific EHS guidelines; and</li> </ul>	<ul style="list-style-type: none"> <li>h) Provide IFC with an overview of the top level work plan for the implementation of the training program.</li> </ul>	<ul style="list-style-type: none"> <li>h) November 2011</li> </ul>
<ul style="list-style-type: none"> <li>Develop an adequate supply chain screening mechanism for monitoring of key environmental and social information on its supply chain at the local level as per PS2 requirements.</li> </ul>	<ul style="list-style-type: none"> <li>i) Provide IFC with a copy of the supply chain screening document.</li> </ul>	<ul style="list-style-type: none"> <li>i) Prior to first disbursement</li> </ul>
<p><b>3. Community engagement</b> Patisen will launch a customer care unit to oversee communications with current and potential customers. This unit should be responsible for receiving and documenting all customer complaints and community grievances, and following up on responses with relevant technical teams until the complaint is resolved.</p>	<ul style="list-style-type: none"> <li>j) Provide confirmation that such unit has been created along with customer care unit phone number included on future labels.</li> </ul>	<ul style="list-style-type: none"> <li>j) December 2011</li> </ul>
<b>PS2 LABOR AND WORKING CONDITIONS</b>		

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<p><b>4. Human Resources Policy</b>  Patisen will modify existing procedures to comply with the requirements of IFC's Performance Standard 2 Labor and Working Conditions. It will include reference to child labor, non-discrimination, freedom of association and collective bargaining.</p>	<p>k) Provide IFC with copy of HR policy and procedures.</p>	<p>k) April 2012</p>
<p><b>5. Election of workers' representatives</b>  Patisen will organize election of workers' representative for each production unit. These workers representatives will be provided with terms of reference and training on national labor rights.</p>	<p>l) Provide description of election and ToR of workers' representatives, and confirm that training was conducted</p>	<p>l) December 2011</p>
<p><b>6. Occupational Health &amp; Safety</b>  As part of its ESMS, Patisen will plan, fund and staff an OHS management system including employee training; capabilities for job hazard analysis; training and placement of health and safety coordinators in each operation; emergency response and contingency planning; data collection and analysis.</p>	<p>m) Provide copy of the ESMS plan</p>	<p>m) December 2011 or 3 months after first disbursement whichever comes first</p>
<p><b>7. Fire and life safety</b>  Patisen will undertake a fire and life safety audit at all its facilities, audit recommendations will be implemented within an agreed timeframe with IFC.</p>	<p>n) Provide audit's findings to IFC. Timeline for implementation of audit recommendation to be further agreed with IFC.</p>	<p>n) May 2012</p>
<b>PS3 POLLUTION PREVENTION AND ABATEMENT</b>		
<p><b>8. Waste Water</b></p>	<p>o) Provide copy of effluent discharge monitoring result.</p>	<p>o) December 2011 and annually in the AMR</p>

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<p>Patisen will conduct analysis of effluent discharge for key parameters, such as Ph, oil and grease, biological oxygen demand and total suspended solids. Should the Company not be compliant with WBG General EHS Guidelines, the Company will put in place a wastewater treatment system to ensure compliance with such guidelines.</p>		
<p><b>9. Emergency preparedness and response</b>  Patisen will put in place an emergency response system as part of its ESMS to handle any potential spills or fire and involve onsite fire wardens and the local fire department. Furthermore, the system will be tested through a mock drill to confirm effectiveness of the system or rectify any identified oversight.</p>	<p>p) Provide IFC with the copy of the written ESMS plan and activities schedule.</p>	<p>p) December 2011 or 3 months after first disbursement whichever comes first.</p>
<p><b>PS4 COMMUNITY HEALTH SAFETY AND SECURITY</b></p>		
<p><b>10. Security Personnel</b>  Patisen will ensure that security personnel have undertaken necessary screening and training in accordance with good industry practices. Furthermore, it will investigate any credible allegations of unlawful or abusive acts of security personnel, take action (or urge appropriate parties to take action) to prevent recurrence, and report unlawful and abusive acts to public authorities when appropriate.</p>	<p>q) Provide IFC with copy security personnel screening mechanism.</p>	<p>q) November 2011 as part of ESMS.</p>