

20120207 ESAP for PMC Serbia:

Issue and Mitigation measures:	Schedule of implementation:
<p>PMC Serbia is in the initial stage of establishing its organization. An HR Manager has been employed, but the organization is still to develop its HR Policies in accordance with local regulations and ensuring compliance with Performance Standard 2. The new HR Policy will define rights and responsibilities of the employee and employer, including terms of employment and working conditions, grievance mechanisms, and promotion of non-discrimination and equal opportunity.</p>	<p>Project will submit its draft HR Policies to IFC for review within three months of commercial operations start and ensure its management approval, in final form within six month of commercial production start.</p>
<p>The unit operations to be implemented as part of the project are all well known operations for stamping, assembling, electric welding, and water based painting. The expected levels of noise, air emission and wastewater discharges have been reported based on actual monitoring at similar facilities.</p> <p>It is needed to ensure these values are also achieved at the Kragujevac facilities. A verification of expected emission and discharge parameters will therefore be carried out after stable operation conditions has been achieved.</p>	<p>Actual noise, air emission and wastewater discharge levels are to be monitored and documented to be in accordance with local regulations and the relevant sector specific guidelines within six months of the start of commercial operation.</p>