

**Environmental and Social Action Plan (ESAP)
Zambeef (#31091), March 2012**

Zambeef commits to the actions as specified below, within the specified timelines, and declares that the resources required to implement the action plan will be allocated.

Item #	Issue & Task	Indication of completion	Completion date
Assessment and Management of Environmental and Social Risks and Impacts			
1	Notify the Zambia Environment Management Agency (ZEMA) about the old Asbestos Cement (AC) bulk water pipelines removal program for Mpongwe farm and commission a ZEMA registered and licensed Company to remove and deposit the AC material at a designated landfill site near Lusaka.	Submit notification to IFC for filing. The notification will include procedures to be followed, and timeline for completion of AC removal.	June 30 2012 for the notification. Report on progress made annually in the AMR Within 5 years from 1 st drawdown.
2	Develop a formal system to deal with external queries, concerns, and grievances for all of Zambeef operations.	Copy of the written grievance procedure submitted to IFC for review, comment and sign-off. Report on grievances	By January 31 2013 for the grievance procedure Recorded grievances provided in the AMR
Pollution Prevention and Abatement			
3	Develop and implement a Food Safety Management System (FSMS) for all Zambeef operations guided by a risk-based approach that targets/priorities key operations (e.g. slaughterhouses and processing plants). Identify a Certification Body and agree on a certification timeline.	Submit FSMS to IFC for review and sign-off. Certification Body identified.	By 31 st December 2013 for slaughterhouses and processing plants certification By 31 st December 2014 for farming operations certification
4	Complete adoption and implementation of Zamanita's comprehensive emergency	EPRP implemented across all operations and progress reported in the AMR.	By 31 st December 2013 for full implementation of EPRP

	preparedness and response plan (EPRP) at all other operations as appropriate and in line with potential site risks.		
Biodiversity Conservation and Sustainable Management of Living Natural Resources			
5	As part of the proposed Technical Assistance on sustainable agriculture, biodiversity management, community engagement and labor – develop a Biodiversity Management Plan for each of the farming operations to promote agronomy best practices, biodiversity and forest conservation and wildlife protection in compliance with IFC's Performance Standard 6.	Submit Biodiversity Management Plan to IFC for review and sign-off prior to implementation.	By December 31 st 2013