

Kongo Coffee Limited 31367
Environmental & Social Action Plan (ESAP)

#	Action	Deadline
	PS1	
1	<u>Upgrade the Environmental and Social Management System (ESMS) to encompass social, occupational health and safety, human resources, and environmental affairs management consistent with IFC Performance Standard 1, during construction and operational phases:</u> a) Upgraded management system to encompass social, OHS, human resources, and environmental affairs management during construction and operational phases. It will also specify operating policy requirements as well as basic procedures that must be in place for: (i) Life and Fire Safety (L&FS) and emergency preparedness and response, and ongoing management of fire risk, including maintenance of fire safety equipment and performing fire drills; (ii) energy and water consumption and efficiency; (iii) KCL and contractors' compliance with labor and OHS requirements; (iv) non-hazardous and hazardous waste management; (v) community engagement and grievance mechanism procedures; (vi) supply chain management procedures. b) Provide to IFC specific SEMS operating policy requirements and procedures manuals for compliance with social and environmental issues during construction and operational phase. c) Provide to IFC certification from KCL senior manager evidencing that the ESMS is operational.	a) December 30, 2012 b) December 30, 2013 c) June 30, 2014
2	<u>Environmental and Social Responsibilities:</u> a) Provide IFC with a copy of the internal memorandum indicating the appointment of the Environment and Social supervisor, covering responsibilities and line of reporting. b) Provide IFC with a copy of the management system procedure and evidence of the implementation of the training in environmental and social issues.	a) December 30, 2012 b) Report annually in the Annual Monitoring Report (AMR)
3	<u>Supply Chain Risk Monitoring:</u> 3.1) Annual reporting on progress of data collection in AMR: a) KCL will begin data collection with Elimbari specialty coffee suppliers.	3.1) Report annually in the AMR a) March 30, 2013

	3.2) Provide documentary evidence of the development of the Supplier Database: (a) Provide summary information of initial data gathering. b) Report Supplier Classification and report to IFC in the AMR actions of Kongo Coffee Limited to disseminate improved agricultural practices and proactively move suppliers to a higher classification.	3.2) a) December 30, 2013 b) Report annually in the AMR
4	<u>Senior Management Reporting and Monitoring.</u> Present to IFC the planned management system procedure for monitoring and reporting environmental and social issues to senior management.	March 30, 2013, and report annually in the AMR
PS-2		
5	<u>Revise Human Resources (HR) Policy</u> Submit revised HR procedure, and approved and signed management system procedure that ensures full compliance with national labor law, and IFC Performance Standard 2 requirements directly, through contractors, and/or its supply chain.	December 30, 2012
6	<u>Occupational Health & Safety Plan and Life and Fire Safety:</u> a) Provide IFC with signed contract for professional services to perform the OHS and Life and Fire Safety gap analysis and system design. b) Present to IFC the OHS and L&F Safety gap analysis and schedule for implementation, and provide adequate PPE to employees. c) Begin implementation of corrective measures defined during the OHS/L&F Safety gap analysis. d) Provide IFC with a certification from the KCL task manager that all observed deficiencies have been corrected.	a) Condition of disbursement b) December 30, 2012 c) March 30, 2013 c) December 30, 2013 d) Upon completion of agreed dated in schedule of implementation
PS -3		
7	<u>Energy and Water Use and Efficient Management:</u> KCL will present a management system procedure to ensure efficient energy and water use. The annual report to IFC will include the monthly measurements of water intake, and potable water quality monitoring.	December 30, 2013, and report annually in the AMR
8	<u>Implement Organic Waste Management System at wet mill for Premium Smallholder Coffee (PSC) Processing Facility.</u> a) Present to IFC a gap analysis and implementation plan for the organic waste management system at the "PSC" facility to comply with WBG General EHS Guidelines b) Provide IFC with a certification from the Kongo Coffee Limited task manager at "PSC" that all observed deficiencies in organic waste management have been corrected.	a) March 30, 2013 b) June 30, 2014

9	<u>Waste Management at Kongo Coffee Limited.</u> Provide IFC for review, with the waste management system procedure during constructions and operational phase, and provide adequate evidence of procedure incorporation into management systems procedures manuals, training, and dissemination of the procedure.	March 30, 2013
	PS4	
10	<u>Design and implement community engagement program procedure.</u> Provide to IFC specific ESMS operating policy requirements as well as basic procedures for community engagement and grievance mechanism during the construction and operational phases. Ensure it is clearly communicated to communities neighboring KCL by posting at the facilities and at communities.	September 15, 2012, and report annually in the AMR