

Alliar - ESAP

Action	Due Date
Alliar will implement an Integrated Environmental, Health and Social (EHS) Management System (ESMS) covering all the basic elements of a management system: environmental and social assessment, management programs, organization capacity, training, community engagement, monitoring and reporting in accordance with IFC's Performance Standard 1.	Sept 2013
Alliar will define a corporate standard of grievance mechanism, for both internal and external demands, and consistent with IFC PS1 requirements, which will be implemented covering all operations.	Mar 2013
Alliar will develop formal HR policies and procedures covering a Policy Statement from the high management, job grades and salaries policies, hiring and termination of contract policy, performance assessment and promotion policy, training policy; benefit policies and a code of conduct.	Sept 2013
Alliar will enhance existing monitoring program to assess workers exposure to radiological agents and adherence to prevention measures, including more thorough periodic inspections internal corporate audits and reporting.	Mar 2013
Alliar will conduct an ergonomic assessment of work place and develop related ergonomic program following Brazilian OHS standard (NR17).	Sept 2013
Alliar will also conduct an electrical safety assessment of its facilities according to Brazilian OHS standard (NR10), and will put in place a corrective action plan covering the gaps identified in the assessment.	Sept 2013
Alliar will develop a specific procedure in accordance with Brazilian legal requirements to storage, handle and disposal radioactive elements.	Mar 2013
Alliar will develop emergency response and preparedness plans covering emergency scenarios and risks, for all facilities. Allair will set up and train the emergency brigades for each facility and will conduct periodic emergency drills.	Sept 2013
Alliar will adopt an internationally recognized life safety code, and progressively audit its existing buildings against this code and update fire protection in accordance with the findings of the audit.	Mar 2014
Alliar will commission a life and fire safety professional to develop corporate fire safety specifications, which shall be adopted in all new facility construction or substantially remodeled buildings used by Alliar and which shall be responsive to an internationally recognized fire safety code. Post construction, a life and fire safety professional shall certify that the buildings were constructed in a manner compliant with this corporate specification and taken appropriate account of site-specific conditions.	June 2013