

| Action                                                                                                                                                                                                                                                                                                       | Deadline      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| <b>PS1: Social and Environmental Assessment and Management Systems</b>                                                                                                                                                                                                                                       |               |
| <u>Management Program</u><br>Update the corporate environmental, health and safety (EHSS management program with supporting procedures (technical operational procedures) consistent with local regulatory requirements and IFC Performance Standards.                                                       | December 2012 |
| <u>Organization</u><br>Strengthen EHSS management structure at the corporate level to ensure adequate implementation and monitoring of corporate policies and practices across increasing number of concessions.                                                                                             | July 2012     |
|                                                                                                                                                                                                                                                                                                              | December 2012 |
| <b>PS2: Labor and Working Conditions</b>                                                                                                                                                                                                                                                                     |               |
| <u>Employee Grievance Mechanism</u><br>Create and implement a formal employee grievance process consistent with IFC's Performance Standard 2. The grievance procedure will be made available to all existing and new employees at the time of hire (as part of its Human Resource Policy or other document). | July 2012     |
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