

Project # 31828: Alliance Tires
Environmental & Social Action Plan

	Task Description	Anticipated Completion Date
1	ATG will undertake a Compliance Review of its HR policies procedures and practices for contract / temporary workers vis-à-vis applicable legal requirements and develop an action plan, as necessary. <u>Deliverable:</u> HR Compliance review report by external expert and any action plan	31 July 2012
2	Conduct a safety audit at Tirunelveli facility to identify areas for improvements in safety and housekeeping practices. <u>Deliverable</u> Safety Audit Report and Action Plan for Tirunelveli facility.	31 July 2012
3.	As the outcome of the safety audit, Company will develop a generic safety manual for all ATG's facilities. The manual will include hazard risk assessment for different activities in the production process, prepare standard safety practices and minimum PPE required for each activity. <u>Deliverable:</u> Safety Manual for the Group Company shall implement the relevant recommendations of the manual as per the agreed timeframe described in the Safety Action Plan arising from Item 2.	30 December 2012
4	ATG will review and enhance minimum training requirements for all the employees. <u>Deliverable:</u> Revised training requirements (training hours/employee/year) in the HR manual, revised training calendar, and relevant training records. As a result of this revision, at least 250 of the regular workforce and 300 of contract/temporary workforce shall undergo skill development and EHS training.	31 July 2014