

**ENVIRONMENTAL AND SOCIAL ACTION PLAN FOR
PRAN NATORE AGRO (PROJECT #31829)**

(Note: This ESAP also captures all the ongoing requirements under the ESAPs developed under previous IFC investments)

No.	Description	Due Date	Deliverable
1.	Implement certifiable integrated management systems (IMS), covering ISO 9001-2000 , ISO 14001, and OHSAS 18000 and ISO 22000 standards, in accordance with IFC's Performance Standard 1 across all its facilities	December 2012	IMS manuals, internal / external audit reports, IMS certificates
2.	Revise the HR policies, manual and procedures by addressing recommendations outlined in the external HR consultant's report and communicate those to the employees	31 March 2012	Revised HR manual, policies, procedures. Evidence of communication to employees, such as internal memo, notice board displays, minutes of meetings, training records etc.
3.	<p>As a part of its IMS, develop and implement in a phased manner, management system and procedures to undertake supply chain mapping and risk assessment of harmful child/forced labor and biodiversity related issues associated with the contract farming operation. Specifically, Pran will:</p> <ul style="list-style-type: none"> (i) Integrate E&S Supply Chain Risk Assessment and Management Procedure into its management systems, (ii) Develop a supply chain Policy, (iii) Develop and maintain a supplier's database to collect information on suppliers' compliance on issues related to harmful child and forced labor, significant safety issues leading and conversion of natural and/or critical habitats leading to biodiversity loss, (iv) Develop procedures, SOPs, Checklists to mitigate and/or minimize the identified E&S risk in the supply chain; (v) Training of farmers in the supply chain and (vi) Develop and implement procedures for supply chain monitoring and reporting. 	31 March 2012	<p>Supply Chain Mapping and Risk Assessment Procedure and other supporting documents (SOPs, Checklist, Monitoring report) as a part of IMS manual</p> <p>Implementation plan in a phased manner as per the timetable agreed with IFC</p>
4.	Review the design of effluent treatment plant and boiler stack and make necessary changes to ensure Project's compliance with applicable WBG EHS Guidelines for effluent discharge and stack emissions, including monitoring of air emissions of existing operations	31 January 2012	<p>A technical review note by competent professional, Corrective action plan with timetable agreed with IFC</p> <p>Evidence of implementation of corrective action plan</p>