

Ref	Action	Status (ongoing, complete, cancelled)	Timeline	Clarifications (as required)
PS1: Assessment and Management of E&S Risks and Impacts				
1	E&S Assessment and Management System SolTuna will establish, implement and maintain an environmental and social management system (ESMS) appropriate to the nature of its operations and level of E&S risk (including those through its primary suppliers). The ESMS will incorporate (i) policy; (ii) identification of risks and impacts; (iii) management programs; (iv) organizational capacity and competency; (v) emergency preparedness and response; (vi) stakeholder engagement and (vii), monitoring and review. For ESMS aspects in relation to primary suppliers, also see PS6-1 through PS6-7..		Plan: end July 2013 Subsequent updates: via Annual Monitoring Report (AMR)	
2	Identification of Risks and Impacts - For SolTuna operational risks and impacts: see 1, 4 and 14; - For SolTuna risks and impacts through primary suppliers and other third parties (i.e. paragraphs 8-11): see 16-22 - For SolTuna risks and impacts in relation to disadvantaged or vulnerable individuals or groups: see 15 and 15a.			
3	Organizational Capacity and Competency SolTuna to provide job descriptions and organogram to show how E&S responsibilities will be assigned at plant level, including those for Managing Director; Plant Manager; Maintenance Manager; Safety Manager; Community Relations Manager and HR Manager.		Plan: end July 2013 Subsequent updates: via Annual Monitoring Report (AMR)	
4	Emergency Preparedness and Response Through its ESMS and in collaboration with relevant third parties			

	(e.g. government, NFD), SolTuna to establish and maintain an emergency preparedness and response system, to address scenarios including earthquake; tsunami and catastrophic failure of bulk fuel tanks. Benchmarks to include IFC Performance Standards and the WBG General EHS guideline. Scope of EPRS, work plan and implementation timetable EPRS initial implementation		End July 2013 End December 2013 Subsequent updates: AMR	
5	Monitoring and Review SolTuna to establish an E&S Review Committee. Oversight on programs, performance and resources assigned to E&S impacts from direct operations (including cleaner production) and indirect, particularly through fish supply chain/primary suppliers. Also other requirements as specified in paragraph 24 of PS-1.		Establishment: end July 2013 Subsequent updates: minutes/actions kept on file: attach as Annex to AMR	
PS2: Labor and Working Conditions				
	Working Conditions and Management of Worker Relationship			
6	Accommodation assignment process - establishment of a formal procedure which explains selection criteria for company accommodation, addressing the issues of non-discrimination and equal opportunity.		End December 2013 or commencement of work on housing project, whichever is earlier	

			Status/implementation updates: AMR	
7	Review of current housing stock (especially Okinawa housing): inspect and rectify for unsafe wiring, broken or poorly functioning services (e.g. plumbing, running water). Communicate expectations to tenants on their responsibilities in relation to maintenance and safety concerns (e.g. structural defects, malfunctioning services, pest infestation).		End November 2013	
8	SolTuna and SINWU officials to deliver training to workers on grievance mechanisms and process.		End November 2013	
9	SolTuna career incentive plan for women workers: with the strategic goal of increasing female representation at supervisor and management levels.		Initial plan: end November 2013 Status/implementation updates: AMR	
10	SolTuna retrenchment policy - creation of, to detail process/with clarity on process (including analysis of alternatives). Criteria to reflect expectations of PS2.		End November 2013 Status/implementation updates: AMR	
	Occupational Health and Safety			
11	SolTuna OHS monitoring: commence tracking of non-reportable accidents (<3 days) and near misses. OHS analysis, trends and recommendations (e.g. for preventative actions) to be submitted to E&S Review Committee as a standing agenda item.		First submission by end November 2013 Status/implementation updates: AMR	
	Workers Engaged by Third Parties			
12	Supply Chain Develop and implement a procedure to address child labor, forced labor and health and safety aspects of primary supplier operations. To include:		Policy developed by end July 2013	

	• verification/assurance of minimum age of employees; • verification of nature of work for any employees under the age of 18; • verification that no forced labor used; • health and safety procedures (including training) to prevent life-threatening situations e.g. unloading (boat and wharf), tank clean out. Provision of primary supplier H&S monitoring data (e.g. fatalities, lost time accidents, accident frequency (accidents per 10,000 hours worked), corrective and preventative actions taken.		Status/implementation updates: AMR	
PS3: Resource Efficiency and Pollution Prevention				
	Resource Efficiency			
13	Waste water treatment plant: confirmation of design (including performance parameters), construction timeline, sludge disposal and projected date for coming on line/fully operational. Final design of WWTP, including analysis against performance indicators and monitoring criteria in the WBG EHS guideline for fish processing (and impact analysis to justify any proposed deviation from such).		End July 2013 End December 2013 or commencement of work on the WWTP, whichever is earlier	
14	As part of phyto-sanitary program and/or other programs to improve processing, SolTuna to conduct a cleaner production audit, focusing on energy and water use, using appropriate benchmarks (e.g. Table 3 of WBG EHS guideline for fish processing).		Append to first AMR submission	

PS4: Community Health and Safety				
	See 4			
PS5: Land Acquisition and Involuntary Resettlement				
15	If land parcel allocation remains unknown/unconfirmed : SolTuna to develop a Resettlement Action Framework outlining general principles compatible with PS5 requirements		End December 2013 or commencement of work on the housing project, whichever is earlier	
15a	If the land lease requested by SolTuna for additional housing is granted: the development of a Resettlement Action Plan that addresses the applicable requirements of PS5 (Para 22), including: (1) roles and responsibilities of SolTuna, local government and other parties; (2) baseline census and asset inventory for those affected; (3) establishment of a eligibility cut-off date; (4) options for housing with security of tenure; (%) compensation for loss of assets (other than land); (5) relocation assistance. RAP – as approved by SolTuna senior management, collaborating partners and IFC		End December 2013 or commencement of work on the housing project, whichever is earlier 30 days before any RAP related activity commences	
PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
	Supply Chain			
16	SolTuna to request primary supplier (NFD) to review their catch data (from 2009) to: develop a 'best estimate' of bigeye catch;		End July 2013	

	vector for the introduction of exotic diseases to Solomon Island waters.			
19	SolTuna to request primary supplier (NFD) to provide information on the i) overlap of bait fishing with Marine Protected Areas, ii) the community agreements that permit bait fishing in community waters, and iii) an estimate of the annual bait fish catch and an estimate of the Maximum Sustainable Yield.		End November 2013 Update: append to first AMR submission	
20	SolTuna to request primary supplier (NFD) to work with FFA and MFMR to commission Marine Stewardship Council (MSC) pre-assessments or equivalent, and/or review and report on existing full-assessments applicable to the fisheries supplying SolTuna: • Solomon Islands purse seine fishery (skipjack and yellowfin); • Solomon Islands pole & line fishery (skipjack and yellowfin); and • Solomon Islands longline fishery (albacore, yellowfin and bigeye).		End July 2013 Purse seine: append to first AMR submission Pole and line and longline: append to second AMR submission	
21	Using the findings from 20, develop a strategy to progress to MSC certification or equivalent the fisheries accessed by the primary supplier, where this is feasible. Where MSC certification or equivalent is not feasible, develop program to improve fisheries practices where this has been identified as a priority in the pre-assessment report.		Within 120 days of receiving final Pre-Assessment for that fishery. Status/implementation updates: AMR	
22	In consultation with NFD, SolTuna to actively support the development and implementation of the Solomon Islands Tuna Management and Development Plan. Provide an annual update on: • Steps taken by SolTuna/NFD to support the implementation of the Plan, and SolTuna/NFD's assessment of progress against state objectives in the Plan; and		First AMR submission and updates in each subsequent AMR	

	• SolTuna/NFD's assessment of risks and opportunities to the supply of tuna to SolTuna arising from fisheries management.			
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