

ACTION	DEADLINE
PS1 Assessment and Management of Environmental and Social Risks and Impacts	
1. <u>Environmental and Social Assessment and Management System</u>	
a) Hire or designate an Environment, Health and Safety Officer to develop and implement an Environmental and Social Management System.	31-Dec-13
b) Develop and implement an Environmental and Social Management System (ESMS) incorporating the following elements: (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.	31-Dec-14
2. <u>Identification of Risks and Impacts</u>	
a) In the event that an incinerator is acquired, equip the clinic with an incinerator which specifications will be compliant to IFC/WBG EHS Guidelines for Health Care Facilities in regards to air emissions and will not result in pollutant concentrations that exceed local and IFC/WBG General EHS ambient quality values.	At the time of acquisition of incinerator
3. <u>Emergency Preparedness and Response</u>	
a) Develop an emergency preparedness and response plan that will include zoning, roles and responsibilities, communication (staff, authorities, and local population), emergency procedures, available resources (fire stations, health center, list and location of available equipment, contacts lists), and training program. The plan will provide for staff training to ensure that all employees are knowledgeable of existing emergency procedures and emergency contingency plans, including evacuation routes. The plan will include schedule for fire drills.	31-Dec-13
4. <u>Stakeholder Engagement</u>	
a) Establish a grievance mechanism to receive and facilitate resolution of Affected Communities' concerns about its environmental and social performance.	31-Dec-13
PS2 Labor and Working Conditions	
5. <u>Human Resources Policies and Procedures.</u>	
a) Prepare a Human Resources Policy to cover staff and management working relationships, working conditions & terms of employment, workers' organizations, non-discrimination & equal opportunity, retrenchment, grievance redress, child and forced labor, occupational health & safety, workers engaged by third parties, and supply chain.	31-Dec-14
PS3 Resource Efficiency and Pollution Prevention	
6. <u>Pollution Prevention</u>	
a) Appropriate secondary containment capable of containing 110% of the fuel will be installed around the fuel tank.	31-Dec-13

7. <u>Wastes</u> a) Have a wastewater treatment system to ensure wastewater is treated to local and IFC/WBG General EHS Guidelines requirements prior to discharge. b) Develop a health care waste management system	
	30-Jun-14
	30-Jun-14
PS4 Community Health, Safety and Security 8. <u>Community Health and Safety</u> a) Treat potable water to ensure that its quality meets applicable national and international standards (World Health Organization) 9. <u>Infrastructure and Equipment Design and Safety</u> a) The Company will engage an independent professional, acceptable to IFC, to conduct a Life and Fire Safety review of the new clinic. In case of any deficiencies identified, the Company will agree to the Corrective Action Plan to meet IFC's Life and Fire Safety requirements as specified in the WBG General EHS Guidelines.	
	30-Jun-14
	1-Aug-13