

**Environmental and Social Action Plan
MHP WCF (#32632)**

<i>Task Title and Description</i>	<i>Anticipated Completion Date</i>
Performance Standard 1: Assessment and Management of Social and Environmental Risks and Issues	
<p>1. <u>Establish a corporate environmental and social policy and submit document evidences to IFC.</u></p> <p>Prepare an overarching policy defining the environmental and social objectives and principles to guide MHP business operations to achieve sound environmental and social performance. The policy shall be referred and be consistent with the IFC Performance Standards (IFC's PSs) and the World Bank Group EHS guidelines (WBG guidelines). Provide adequate evidence to IFC that the policy is endorsed by senior corporate management, published and distributed to employees and stakeholders; incorporated in employee orientation materials and is routinely reviewed and updated if necessary.</p>	June 30, 2013
<p>2. <u>Prepare E&S Management Plans (ESMPs) and submit it to IFC.</u></p> <p>The plans shall cover operations of the Vinnytsia poultry facilities (the town of Ladyzhin): hatchery; rearing sites; slaughter house and poultry processing plant; sunflower crushing plant; fodder plant and silos. The ESMPs shall include mitigation actions, as measurable events that can be tracked over defined time periods, to address E&S risks and impacts identified through ESIA studies. ESMPs shall be consistent with the IFC PSs and the WBG EHS guidelines.</p>	Upon commissioning of facilities
<p>3. <u>Prepare a land procedure for early identification of potential E&S risks and impacts associated with leasing of new land plots and submit it to IFC.</u></p> <p>The procedure shall cover steps/check list, responsibilities and timeframe for internal screening of future E&S risks and impacts (vicinity of surface water basins; establishment of buffer zones, if needed; occurrence of abandoned facilities with potential occurrence of hazardous chemicals; potential soil contamination from past activities; vicinity of residential areas; conditions of roads used by communities) and planning of mitigation measures ahead of leasing agreements.</p>	May 30, 2013
<p>4. <u>Establish systematic monitoring and review of MHP and contractors' EHS performance and submit document evidence to IFC.</u></p> <p>4 a) Prepare a set of corporate procedures for (i) internal or independent external audits of MHP individual sites; (ii) a schedule for audits/inspections; (iii) a corporate procedure for systematic EHS reporting to MHP management; and (iv) a corporate procedure for regular management review of EHS performance against established qualitative and quantitative key performance indicators and the requirements of the WBG EHS guidelines and submit it to IFC</p>	March 30, 2013
<p>4 b) Prepare a procedure for evaluation and management of contractors' EHS performance that shall cover steps, responsibilities and timeframe for including of specific EHS requirements in tender documentation for bidders and contracts with winning contractors; approvals of the environmental and OHS managers ahead signing</p>	May 30, 2013

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<p>the contracts; regular control of contractors EHS performance. EHS requirements will, among others, include the requirement that a winning contractor shall have/ develop a grievance mechanism consistent with PS2.</p>	
<p>5. <u>Prepare a corporate management programs for gradual implementation of the EHS management systems consistent with ISO 14001 and OHSAS 18001 at MHP individual plants and submit it to IFC.</u></p> <p>The management programs shall cover responsibilities and authorities to implement the EHS MS; key actions, as measurable events that can be tracked over defined time periods; timeframe for implementation; adequate human and financial resources.</p>	December 30, 2013
<p>6. <u>Develop a stakeholder engagement plan (SEP) scaled to MHP current and future operations to ensure stakeholder engagement is an ongoing process and submit it to IFC.</u></p> <p>The SEP consistent with PS1 provisions and good international practices shall include the following elements: stakeholder analysis and planning, disclosure and dissemination of information, consultation and participation, grievance mechanism, and ongoing reporting to affected communities.</p>	December 30, 2013
<p>Performance Standard 2: Labor and Working Conditions</p>	
<p>7. <u>Provide safe and healthy work environment for employees handling pesticides and submit document evidences to IFC.</u></p> <p>7 a) Prepare and adopt a procedure for systematic registration of employees handling pesticides and submit it IFC. The procedure shall cover shall cover actions, responsibilities; actions, as measurable events that can be tracked over defined time periods and timeframe for implementation</p>	January 30, 2013
<p>7 b) Inventory available PPE and ensure availability of adequate PPE for employees exposed to contact with pesticides and submit document evidences of inventory and PPE purchase to IFC</p>	March 30, 2013
<p>7 c) Inventory crop protection products and submit to IFC a report on WHO Class Ia and Class Ib products used by MHP</p>	March 30, 2013
<p>7 d) Develop/ revise training programs of employees handling pesticides based upon MSDS and/or ICSCs and submit an example to IFC</p>	May 30, 2013
<p>7 e) Include the cholinesterase level monitoring in the medical tests of employees applying pesticides and submit a protocol for cholinesterase testing</p>	December 30, 2013
<p>8. <u>Engage internal and/ or external competent professionals to conduct OHS Audits against WBG EHS guidelines at selected MHP operations agreed with IFC</u> The scope of work/terms of reference for this work shall mandate an adequate and objective evaluation and presentation. Where technically complex issues are anticipated, external experts shall be involved.</p>	

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8 a) Submit terms of reference and a schedule of audits to IFC	January 30, 2013
8 b) Provide an Action Plan for implementation of the recommendations to IFC	December 30, 2014
Performance Standard 3: Resource Efficiency and Pollution Prevention	
<p>9. <u>Greenhouse gases quantification</u></p> <p>Each 12 months, quantify direct emissions from MHP facilities, as well as indirect emissions associated with consumption of energy used by MHP using internationally recognized methodologies. Submit adequate evidence to IFC that the annual calculations are carried out</p>	March 2013 and annually in the AMRs
<p>10. <u>Engage internal and/ or external competent professionals to conduct the basic assessment - benchmarking of water and energy efficiency at the selected production facilities. If this initial assessment identifies any potential for improvements, MHP will develop a plan for implementation of resource efficiency measures.</u></p> <p>Where technically complex issues are anticipated, external experts shall be involved.</p> <p>10 a) Submit copies of contracts and a schedule of assessments at selected entities agreed with IFC</p>	December 30, 2014
10 b) Provide an Action Plan for implementation of resource efficiency measures to IFC	December 30, 2015
<p>11. <u>Establish a policy statement to commit that MHP will avoid use of WHO Classification Ia (extremely hazardous) and Ib (highly hazardous) chemical formulations in its operations and submit document evidences to IFC.</u></p> <p>Prepare the policy statement to commit that MHP will avoid use of WHO Ia/Ib pesticide chemical formulations in its operations. The policy shall be consistent with the IFC Performance Standards (IFC's PSs) and the World Bank Group EHS guidelines (WBG guidelines). Provide adequate evidence to IFC that the policy is endorsed by senior corporate management; distributed to employees; incorporated in employee training materials and is routinely reviewed and updated if necessary.</p>	November 30, 2013
<p>12. <u>Formulate and implement an integrated pest management (IPM) and/or integrated disease management (IDM) program targeting economically significant pest infestations and disease vectors of public health significance.</u></p> <p>IPM and IVM program shall integrate coordinated use of pest and environmental information along with available pest control methods, including cultural practices, biological, genetic, and, as a last resort, chemical means to prevent economically significant pest damage and/or disease transmission to humans and animals. Capture requirements and mandatory activities in the procedures; implement training for all affected employees.</p> <p>12 a) Prepare a proposal to develop an IPM/IDM program including contracts with competent professionals /advisers</p>	December 30, 2013

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12 b) Provide document evidence (IPM/IDM programs) to IFC that adequate controls on materials, chemicals and equipment are in place to ensure compliance with IFC prohibitions on the use of WHO Class Ia and Ib chemical compounds	December 30, 2014
Performance Standard 4: Community Health, Safety, and Security	
13. Develop and implement protocol for monitoring of veterinary drug maximum residue limit (MRLs) in pork. 13 a) Arrange MRLs monitoring activity with the assistance of a qualified technical team and laboratory to define MRLs. Submit data report demonstrating comparison of analytical results with MRLs for veterinary drugs recommended by the World Health Organization (WHO) and Food and Agriculture Organization of the United Nations (FAO) to IFC.	December 30, 2013
13 b) Provide an action plan, if needed, to meet MRLs.	December 30, 2014
14. <u>Establish a safety transport vehicle program and supporting procedures</u> Submit document evidences to IFC of program planning, procedures, required equipment, budgeting, and staff to carry out the program.	December 30, 2013