

Kaiima – Environmental and Social Action Plan (ESAP)

PS/Action Item	Due Date
<u>PS1. Establish a Stand-Alone Environmental, Occupational Health and Social Management Unit</u> Kaiima will provide IFC with a copy of the internal memorandum appointing an environmental and social (E&S) resource person with managerial responsibilities (EHS Manager) for environmental, OHS and social issues. This person will report directly to Kaiima's senior administrative manager.	Subscription/ Condition of first disbursement
<u>PS1. Strengthen Kaiima's Environmental and Social Management System (ESMS)</u> (a) Kaiima will enhance its corporate ESMS to comply with IFC Performance Standard (PS) 1 requirements to operate an ESMS. Kaiima will provide to IFC specific ESMS operating policy requirements, standard operating procedure manuals, E&S programs, and a monitoring/reporting framework for compliance with OHS and E&S national and IFC PS requirements, including WBG EHS Guidelines. (b) Communicate ESMS policies to all levels of its organization, and, employees and contractors will be provided copies of these policies at the time of hiring and orientation. (c) When ESMS design and implementation will be completed, the Company will provide to IFC a letter from Kaiima senior management evidencing that the ESMS is operational.	(a) 07/31/2013 (b) 01/31/2014 (c) 12/31/2015
<u>PS1. E&S Reporting and Monitoring to Senior Management</u> Provide IFC a copy of a management system procedure for monitoring and reporting E&S issues to senior management. This will ensure continuing EHS performance review and realignment of Kaiima's sustainability priorities through adoption of Key Performance Indicators (KPIs) to mainstream OHS and E&S parameters, including Lost Time Incidence Frequency Rate (LTIFR - Number of injuries per million of hours worked) and Accident Free Days (Number of Days since last Lost Time Incident).	10/31/2013
<u>PS2. Revise Human Resources (HR) Policy</u> Provide IFC a copy of the approved and signed management system procedures implementing the enhanced Kaiima's HR Policy that will ensure full compliance with national labor law, and all IFC PS2 requirements through suppliers and contractors, and will monitor its compliance.	08/30/2013
<u>PS3. Identify and Eliminate WHO Class 1a and 1b and Class 2 chemical formulations</u> (a) Kaiima will identify and eliminate the use of WHO Class 1a and 1b, and Class 2 chemical formulations in all internal and joint venture operations and report to IFC. Where applicable, Kaiima will favor integrated pest and disease management approaches. The Company will promote in all operations the use of adequate PPE based upon MSDS and/or ICSCs for the chemical materials used. Kaiima will also fully incorporate all pest and disease management procedures into the ESMS procedures manual. (b) Kaiima will monitor the cholinesterase levels in workers applying pesticides at Kaiima overall internal and joint venture operations and report in the Annual Monitoring Report to IFC.	(a) 12/31/2013 (b) 12/31/2013

