

**Environmental and Social Action Plan
Noyan or Euroterm (#32799)**

<i>Task Title and Description</i>	<i>Anticipated Completion Date</i>
Performance Standard 1: Assessment and Management of Social and Environmental Risks and Issues	
1. Integrate Environmental, Health and Safety (EHS) and food safety management system elements – consistent with ISO 14001, OHSAS 18001 and HACCP/ISO 22001 – into an Integrated Management System in compliance with applicable local laws and regulation, IFC's PS1 requirements and applicable WBG General and Sector-Specific (Food and Beverage Processing Guidelines) Environmental, Health and Safety (EHS) Guidelines. Submit a manual of Integrated Management System to IFC	March 30, 2014
2. Prepare E&S Management Plan (ESMP) consistent with the IFC PSs and the WBG EHS guidelines for the existing plant and submit it to IFC. E&SMP shall outline (i) E&S risks and impacts associated with plants' operation; (ii) E&S performance indicators; (iii) the actions to be taken by Noyan including but not limited by organizational measures and monitoring of water supply, air emissions, effluents an waste management; (iv) responsibilities for implementation of mitigation actions, as measurable events that can be tracked over defined time periods; (v) costs, if needed, to implement the actions.	October 30, 2013
3. Prepare E&S Management Plan (ESMP) consistent with the IFC PSs and the WBG EHS guidelines for the new plant and submit it to IFC. E&SMP shall outline (i) E&S risks and impacts associated with plants' operation; (ii) E&S performance indicators; (iii) the actions to be taken by Noyan including but not limited to organizational measures and monitoring of water supply, air emissions, effluents an waste management; (iv) responsibilities for implementation of mitigation actions, as measurable events that can be tracked over defined time periods; (v) costs, if needed, to implement the actions.	November 30, 2013
4. Assign/ engage a full or part-time suitably qualified environmental, health and safety (EHS) specialist and provide him/her due training to gain in-house EHS expertise and knowledge. Submit CV and proposal for training to IFC.	July 30, 2013
5. Develop an integrated EHS report format based on critical EHS key performance indicators (e.g. compliance with legal and regulatory requirements, EHS management system progress report and certification, including food safety management system (HACCP/ISO22000), energy and water consumption and efficiency; air emissions, including GHG emissions; noise levels, solid and hazardous waste management and disposal, effluent discharges from a waste water treatment unit, compliance with national OHS requirements, including accident rates (lost-time accidents); customers complaints, supplier performance and community engagement activities). Submit a format of the integrated EHS report to IFC.	March 30, 2014
Performance Standard 2: Labor and Working Conditions	
6. Develop a formal grievance mechanism for permanent and seasonal workers consistent with IFC's Performance Standard 2 and submit it to IFC.	August 30, 2013

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7. Develop formal OHS action plans for both plants and submit to IFC. The plans shall be based on results of hazard identification and risk assessment. The plans shall include risk mitigation actions, as measurable events that can be tracked over defined time periods including training schedules and programs; medical certificates and tests for employees handling food products; inventory and provision of personal protective equipment; monitoring of workplace conditions; first aid; reporting and review of OHS performance.	November 30, 2013
Performance Standard 3: Resource Efficiency and Pollution Prevention	
8. Develop a plan for regular monitoring of supply water and processing wastewater of the new plant against requirements of national regulations and the WBG EHS guidelines and submit it to IFC.	August 30, 2013
PS4: Community Health, Safety, and Security	
9. Develop a formal community grievance mechanism consistent with PS4 and submit it to IFC	August 30, 2013
10. Request suppliers not to use hazardous pesticides classified by the World Health Organisation (WHO) as extremely/ highly hazardous (Class 1a/1b). Revise supplier product specification checklist and contractual conditions and submit to IFC.	November 30, 2013