

TETRI QUDI # 32807 Environmental And Social Action Plan- May, 2013

Item	Action	Completion Indicator	Timetable
PS1: Assessment and Management of Environmental and Social Risks and Impacts			
1	Implement a formal Environmental and Occupational Health and Safety Management System consistent with IFC Performance Standard PS 1, and consistent with ISO 14001 and OHSAS 18001 requirements Establish EHS policy in accordance with the scale of operations and in line with PS requirements and WBG EHS Guidelines Nominate or appoint an Environment, Health and Safety (EHS) Coordinator and a Human Resources Manager ensure he/she has adequate expertise/training to oversee the implementation of the management system and human resources practices respectively	(i) Submit adequate evidence to IFC that EHS (Environmental and Occupational Health and Safety) management system implementation is completed. (ii) Submit the EHS policy (iii) Submit the CV and qualifications/training past of the newly appointed personnel	June 2015 June 2014 CONDITION of DISBURSEMENT
2	Implement ISO22000/HACCP food safety management system for future planned canned/ marinated mushroom lines	(i) Submit adequate evidence to IFC that system implementation is completed. (iii) Provide adequate evidence to IFC that all corrective actions are completed.	Before canned/marinated project started
3	Implement a system in line with Global GAP standard requirements for agricultural operations	(i) Submit a schedule to IFC for implementation plan (ii) Submit adequate evidence to IFC that GAP system implementation is in line with the plan (iii) Provide adequate evidence to IFC that all corrective actions are completed in accordance with the schedule and system is capable of certification (certification is not mandatory)	December 2014 June 2015 December 2015
4	(i) Develop an extensive EHS monitoring program including monitoring of air emissions, solid wastes, effluents and occupational accidents, diseases, trainings, effectiveness of the management program, as well as compliance with any relevant legal and/or contractual obligations and regulatory requirements	(i) Submit the monitoring program to IFC (ii) Submit the periodical maintenance records to IFC	December 2013
5	Establish a documented emergency preparedness and response plan applicable to the project sites and offices which covers fire, earthquake, flood, heavy rain and wind, personal injuries and first aid, civil disturbance, suspicious devices etc.	(i) Submit the copy of the plan to IFC	December 2013
PS2: Labor and Working Conditions			

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6	- Develop a Human Resources policy applicable to <u>both in-house and contractor employees</u> to include all of the key requirements of IFC Performance Standard 2 on labor and working conditions (e.g. Non-discrimination, freedom of association and collective bargaining, child labor and forced labor) -Develop a formal employees' grievance mechanism and ensure workers' representatives are elected by the workers through a voting system (in the absence of a Union) - Install suggestion/complaints boxes at the facility, systematically review and record the actions	(i) Submit documented evidences to IFC (ii) Submit the program to IFC (iii) Submit documented evidences to IFC	CONDITION of DISBURSEMENT AMR Submission December 2013
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7	OHS Improvements (i) Ensure that physical and hygienic conditions of dining room and toilets are improved and a hand disinfection station is added (ii) Perform risk assessment for all workplaces and prepare a timely action plan to reduce the risks (slip and trip risks; work at height hazards; lifting and repetitive work; electrical risks; and rotating and moving machinery parts etc) (iii) Keep readily retrievable records of all lost time accidents and will follow up and implement preventive and corrective measures. (iv) Perform regular respiratory checks on employees engaged in harvesting Oyster mushrooms (v) Install handrails in upper part of sliding platforms for mushroom pickers (vi) Develop a preventive maintenance program applicable to all machines and equipment used in the workplace and ensure Periodical maintenance of high risk equipments such as pressurized vessels (boiler, auto clave) and have them checked and certified by external authorized agencies to confirm their safe operation (vii) Install fire detection and alarm system according to risk assessment and improve emergency lightening and signage. Conduct evacuation drills in the necessary frequency (viii) Provide personal protective equipment to relevant workers (including safety shoes and clothes, masks and chemical resistant glove for especially workers exposed to Dimidin), -specific masks for mushroom growers and asthamatic disordered pickers- and conduct periodic checks of use in accordance with the local regulations. (ix) Provide compost masks or air stream helmets should be to everyone handling new batches of compost or emptying old cropped rooms (x) Keep readily retrievable records of all lost time accidents and will follow up and implement preventive and corrective measures. (xi) Establish a formal environmental and occupational health and safety training program for its employees and document all training material and records	Submit documented evidences to IFC	December 2014
	PS3: Resource Efficiency and Pollution Prevention		

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8	Ensure that all wells are properly locked and licensed by local authorities Commission an hydro-geological evaluation to ensure that the reserves of groundwater sources allow for a sustainable use	(i) Submit well licenses/permits for all wells in use to IFC (iii) Submit to IFC the results of the hydro-geological study	June 2014
9	Install an oil- water separator prior to the point of storm water discharge to network.	(i) Submit documented evidences to IFC	June2014
10	Ensure that the insecticide (Dimidin) containers are properly stored and returned to the product company and waste oil is collected by licensed companies for processing and re-use. Perform an inventory check for CFCs (R22 etc) used for air-conditioning and other purposes in the plants and prepare a phase out plan in line with national legislation Select non-ozone depleting substances as cooling agent for the new equipment and vehicles	(i) Submit documented evidences to IFC	December2013 ongoing
11	Monitor energy and water consumption of the company and benchmark with internationally recognized industry benchmark values. Identify opportunities to save energy and water if necessary	(i) Submit monitoring results in the AMR	AMR submission
12	Measure pollution parameters for three natural gas boilers and ensure compliance with local legislation and WBG's EHS Guidelines	(i) Submit the initial emission measurement report to IFC (ii) Submit air emissions monitoring data in the AMR going forward	June2013
13	Obtain a written agreement for spent compost disposing at land for farmer's use	(i) Submit a copy of the agreement	December 2013
PS4: Community Health, Safety and Security			
14	Establish communication procedures to openly share information with third parties and to address community concerns about possible adverse impacts of their operations and control measures in place to mitigate against these.	Submit the procedures to IFC	December 2013