

Draft Environmental and Social Action Plan (ESAP*)
Jordan (Amman) – Abdali Medical Center (#42697)

(Disclosed in: January 2020)

Description of the Action Item	Deliverables	Anticipated Completion Date
PS 1 Assessment and Management of Environmental and Social Risks and Impacts		
<p>1. <u>EHS&S Policy and Management System</u>: The Company shall implement an Environment, Health, Safety and 876543 Social (EHS&S) management system for the operational phase of the hospital. The management system should include: i) an EHS&S Policy for the hospital, ii) identification of EHS&S risks and impacts (to be updated periodically); iii) EHS&S Management Plans to address identified risks and impacts; and iv) monitoring and review plans (including Board of Directors responsibilities). Key programs/plans to be covered by the management system include: a) Occupational Health & Safety Management Program (OHSMP); b) integrated hazardous materials and waste management program covering infectious, cytotoxic and radiological wastes; c) pollution controls (effluents, air emissions); and d) Life and Fire Safety operation and maintenance.</p>	<ul style="list-style-type: none"> i) EHS&S policy in form and content acceptable to IFC. ii) Risk assessment matrix with mitigation measures. iii) Project specific EHS&S management plans in form and content acceptable to IFC. iv) OHS Management Program v) Hazardous Material and Waste Management Program 	<ul style="list-style-type: none"> i) 31/01/20 (Condition of first disbursement) ii) 29/02/20 (Condition of first disbursement) iii) 29/02/20 iv) 31/01/20 v) 31/01/20
<p>2. <u>Organizational Capacity</u>: The Company shall strengthen the EHS Unit and appoint the team responsible for implementation of the EHS&S plans/programs. The Sponsor will review the EHS responsibilities and obligations, organogram, and functions. The Sponsor will also develop a <u>capacity building plan</u> to include additional requirements under the EHS&S management system and to cover third party workers.</p>	<ul style="list-style-type: none"> i) Define roles and responsibilities of the EHS Unit ii) EHS Capacity Building Plan and roles and responsibilities defined 	<ul style="list-style-type: none"> i) 31/01/20 ii) 31/01/20
PS 2: Labor and Working Conditions		
<p>3. <u>Human Resources Policy and Manual</u>: The Company shall update the HR Policies and manual to be consistent with IFC PS2 requirements to: a) include provisions regarding, freedom of association, prohibition of forced and child labor, prevention of sexual harassment, termination of contract, grievance mechanism, mechanism for resolution of collective and individual disputes, provision of basic services at accommodation provided by the company; b) reflect HR requirements applicability and binding on the contractors and third-party service providers.</p>	<p>Updated HR Manual</p>	<p>31/01/20 (Condition of first disbursement)</p>

①

Draft Environmental and Social Action Plan (ESAP*)
Jordan (Amman) – Abdali Medical Center (#42697)

(Disclosed in: January 2020)

<p>4. <u>Contract Workers</u>: The Company shall develop and include EHS and labour provisions and compliance conditions in the contracts/agreements with contractors and third party service providers with clear guidelines on labor performance and requirements for compliance with Company’s HR guidelines and procedures including, but not limited to, minimum wages, working hours, overtime, procedure for termination, grievance mechanism, etc.</p>	<p>i) Draft of EHS & Labor provisions for incorporation in 3rd party contracts. ii) Documentary evidence in form and content acceptable to IFC.</p>	<p>i) 31/01/20 ii) Ongoing (At signing of contract/agreement with 3rd party contractor and other service providers)</p>
PS 3: Resource Efficiency and Pollution Prevention		
<p>6. <u>Hazardous Waste Disposal</u>: The Company shall: i) submit the infectious waste disposal procedure; ii) conduct an E&S Due Diligence of the third-party facility used for treatment and disposal of hospital waste, including transportation of the hazardous waste; iii) obtain approval form relevant local authority for utilization of the third-party facility for disposal of hazardous/hospital waste.</p>	<p>i) Technical Report ii) Due Diligence Report iii) Approval of Local Authority for operation and use of 3rd party facility.</p>	<p>i) 31 January 2020 ii) 29 February iii) Third party local authority certification will be submitted by 29 February</p>
PS 4: Community Health, Safety, and Security		
<p>7. <u>Life & fire Safety (L&FS)</u>: The Company will engage a suitably qualified Life and Fire Safety professional acceptable to IFC to conduct a review of the L&FS systems to certify that the installation and operation of these systems are in compliance with the requirements of the section 3.3. of the WBG General EHS Guidelines, as needed a corrective action plan will be agreed and implemented.</p>	<p>i) Certificate from the professional company or Review report with agreed action plan satisfactory to IFC. ii) As needed Action Plan implemented</p>	<p>i) 29 February 2020 ii) 6 months after disbursement (subject to action plan identified under (i)</p>
<p>8. <u>Security Personnel</u> – The Company shall perform a Security Risk Assessment (SRA) with a qualified international security risks firm and will update the Security Management Plan (SMP) as per the IFC Performance Standards and aligned with the Voluntary Principles on Security and Human Rights (http://www.voluntaryprinciples.org).</p>	<p>i) Signed contract with qualified international security risk firm to conduct SRA. ii) Completed SRA and updated Security Management Plan in form and content acceptable to IFC.</p>	<p>i) 31 January 2020 ii) 29 February 2020</p>
<p>* - ESAP may be modified to cover EHS issues that may be identified during the project implementation.</p>		

16/1/2020

Draft Environmental and Social Action Plan (ESAP*)
Jordan (Amman) – Abdali Medical Center (#42697)
(Disclosed in: January 2020)