№	Category	Action	Proposed Timelines
1	**Water Treatment and Wastewater rapid assessment**	MHP will complete a rapid assessment of wastewater generation, treatment and disposal, covering permits and compliance with applicable national and EU requirements; mapping of treatment and biogas facilities, discharge points and irrigation areas; waste and wastewater management practices; irrigation, soil, crop and hydrogeological conditions; and potentially affected people and environmental receptors. The assessment will identify gaps, risks and prioritized mitigation measures. MHP will discuss the findings and proposed measures with affected communities.	February 28, 2027
2	**Surface and groundwater monitoring**	MHP will develop an integrated surface and groundwater monitoring plan covering upstream and downstream discharge locations and additional monitoring for pesticides, herbicides, nutrients, pathogens and heavy metals where gaps are identified. MHP will assess field-level nitrogen-leaching risks using its proposed methodology and the mapping under Action 1, and agree management measures or additional monitoring wells, with locations informed by hydrogeology and land use, particularly where wastewater from the waste-to-energy plant is used as fertilizer. In Vasylivka, Zaozerne and Olyanytsya, MHP will assess public-well recharge areas, potential contamination sources and well condition, carry out rehabilitation measures, and test water quality after intervention. MHP will communicate water-quality concerns and investigation plans to communities and prepare a plan to share monitoring results with communities and other stakeholders.	February 28, 2027
3	**Air emissions monitoring and management**	MHP will develop an air-quality monitoring plan for affected settlements, including Olyanytsya, Zaozerne and Kleban, to assess cumulative impacts from farm operations. The plan will specify monitoring locations and pollutants. MHP will prepare mitigation plans to address contamination identified through monitoring and a plan to share results with communities and other stakeholders.	February 28, 2027
4	**Waste and Odors Management**	MHP will update animal by-product management procedures to address manure storage, handling and transport, with measures to reduce ammonia emissions and odors and assess their effectiveness. MHP will map odor sources and community concerns, record and monitor odor complaints, improve farm ventilation practices to reduce impacts on residents, including at night, and prepare a plan to share results with communities and other stakeholders.	July 31, 2026
5	**Organizational Culture and Safety Leadership**	MHP will establish a Corporate Environmental, Health and Safety (EHS) Steering Committee, chaired by a senior executive with operational authority, with terms of reference defining strategy and accountability at corporate and plant levels. MHP will introduce a behavioral leadership program supported by an Executive Safety Leadership Charter, Just Culture Policy, and Consequence Management Policy and procedure for employees and contractors.	May 31, 2026
6	**OHS Risk Management Verification**	Based on the OHS audit findings, MHP will develop or update and implement life-saving rules for high-risk activities, including work at height, energy isolation, driving, confined spaces, mobile plant, electrical safety and line-of-fire hazards. MHP will establish a monitoring plan defining how supervisors, site managers and corporate leadership will verify site-level compliance.	October 31, 2026
7	**OHS Audit**	As part of its ISO 45001 implementation, MHP will commission an independent occupational health and safety (OHS) audit under terms of reference agreed with IFC. The audit will cover high-risk activities, activities associated with accidents and fatalities, and process safety at the Vinnytsia biogas plant. It will assess incident reporting and investigation, hazard identification and mitigation, site-level policy implementation, training, and tracking of corrective and preventive actions. MHP will prepare a timebound action plan to address the findings.	June 30, 2026
8	**Road Safety and Traffic Management**	MHP will adopt a Road Safety and Traffic Risk Management Standard covering company and contractor vehicles. The Standard will include corridor plans for Zaozerne and Olyanytsia addressing speed limits, travel times, idling, routing and hotspot maintenance; contractor telematics or tachograph monitoring with contractual performance indicators for speeding, route deviations, idling and fatigue; and integration with community health and safety plans and grievance handling. MHP will publish quarterly corridor scorecards covering complaints received and resolved, noise, vibration and air-quality exceedances, speeding and route deviations for company and contractor fleets, and corrective-action closure. The EHS Steering Committee will review performance indicators quarterly. MHP will require ICAM/barrier-based	October 31, 2026.

		root-cause analysis for road traffic accidents and verify corrective-action effectiveness 30 days after implementation.	
9	**Fatigue Management**	MHP will develop a Working Hours and Fatigue Management Procedure to manage risks from excessive working hours and fatigue. The procedure will cover roster and shift design, work patterns, authorization and mitigation of deviations from standard working hours, fatigue assessment, preventive measures, monitoring and reporting.	June 30, 2027
10	**Stop Work Policy**	MHP will develop a Stop Work Policy consistent with applicable Ukrainian law, defining when work must stop, and develop a procedure covering notification, corrective actions and authorization to restart work.	December 31, 2026