

Environmental and Social Action Plan Alvima Pasta, Ethiopia

Action #	Task Title/Description	Deliverable	Time line
Performance Standard 1: Social and Environmental Assessment and Management System			
1	Hire a competent manager responsible for Environment, Health and Safety to ensure compliance with national law, Performance Standards (PS) and EHS guidelines.	Provide details of Environmental, Health and Safety manager	Within 90 days of contract execution
2	Develop environmental, health and safety procedures, facility guidelines and maintenance procedures which are incorporated into a comprehensive Environmental and Social Management (ESMS) in compliance with host country regulations, PS and WBG Environment, Health and Safety (EHS) guidelines. The system shall be consistent with ISO 14001.	Submit ESMS policy and procedures	Within 120 days of contract execution
3	Seek Hazard Analysis and Critical Control Points (HACCP) certification of management system.	Submit copies of certification	Within eighteen months of contract execution
4	Develop an emergency response plan (ERP) and implement fire drills to measure preparedness.	Submit a copy of the ERP along with fire drills plan.	Within 120 days of contract execution
5	Appoint dedicated staff as emergency response wardens and provide training in first aid.	Submit copy of staff names and training plan	Within 90 days
6	Develop a monitoring program to ensure relevant data is collected and sampling protocols are in place	Submit details of monitoring program	Within 90 days
7	Complete and submit an Annual Monitoring Report (AMR) containing environmental, health and safety monitoring data in accordance with MIGA requirements. Format to be provided by MIGA.	Submit an AMR	One year after contract execution
8	In case of future land clearance, develop a chance finds procedure	Submit a chance finds procedure	Within 120 days of contract execution

Performance Standard 2: Labor and Working Conditions			
9	Hire and train a Human Resources Manager	Provide details of person hired	Within 90 days of contract execution
10	Develop a Human Resources Policy and Procedures including workers grievance mechanism	Submit copy of Human Resources Policy and Procedures including workers grievance mechanism	Within 120 days of contract execution
11	Develop training plan and train dedicated staff to deal with EHS	Submit copy of training plan and evidence of training	Within 90 days of contract execution
12	Develop a policy and procedure on supply chain to ensure third party suppliers are not engaging forced and child labor and are compliant with biodiversity management	Submit copy of supply chain policy and procedure	Within 90 days of contract execution
Performance Standard 3: Resource Efficiency and Pollution Prevention			
13	Engage a registered waste disposal company to handle hazardous waste	Submit copy of certification of waste disposal company	Within 90 days of contract execution
14	Install appropriate secondary containment for generator and for fuel storage	Provide evidence of secondary containment	Within 90 days of contract execution
15	Monitor air emissions to ensure they are within the EHS guidelines limits and submit report to MIGA on annual basis	Submit monitoring data	On annual basis
16	Develop and implement an Integrated Pest Management	Submit copy of integrated pest management plan	Within 120 days of contract execution
17	Design and construct an appropriate chemicals store, with secondary containment to prevent contamination	Provide evidence of secondary containment	Within 120 days of contract execution
Performance Standard 4: Community Health , Safety and Security			

18	Prepare and submit to MIGA a security plan, which identifies potential security risks and management of such risks and indicates qualifications of the selected security contractor, procedures for hiring and training security guards, rules of conduct and monitoring of security.	Submit copy of security plan	Within 120 days of contract execution
19	Develop a community grievance mechanism and ensure communities are familiar with it	Submit copy of community grievance mechanism	Within 90 days of contract execution