

**Environmental and Social Action Plan – Hyundai Motor Pakistan Project
(November 2017)**

No.	Action	Deadline
PS 1		
1	Establish an Environmental and Social Management System (ESMS) for the Project	February 28, 2018
2	Engage Health, Safety and Environment (HSE) Manager and provide MIGA with job description and CV	February 28, 2018
3	Prepare a stand-alone project-specific Environmental Management Plan (EMP) (including environmental monitoring program) for the construction.	February 28, 2018
4	Prepare a stand-alone project-specific Environmental Management Plan (EMP) (including environmental monitoring program) for operations.	December 31, 2019
5	Obtain ISO 14001 and OHSAS 18001 (or similar ISO standard for health and safety) certification for the facility.	Within 2 years of starting operations
6	Prepare a HSE training plan for all staff and contractors.	February 28, 2018
7	Prepare a project-specific Emergency Preparedness and Response Plan	February 28, 2018
8	Develop a Stakeholder Engagement Plan for the Project, which will include a grievance redress mechanism	February 28, 2018
9	Develop and implement a 'Chance Find Procedure' during construction	February 28, 2018
PS 2		
10	Develop a Worker Accommodation Plan to ensure that the onsite camp is at a standard consistent with the requirements of IFC / EBRD Guidelines for Worker Accommodation	February 28, 2018
11	Develop a Human Resources (HR) Policy in line with PS2 requirements (including non-discrimination and equal opportunity, employee grievance mechanism, performance appraisals, workers' organization, OHS, and training and development) for its staff	February 28, 2018
12	Develop a HR Plan	February 28, 2018
13	Develop 'Workplace Anti-Harassment Policy'	February 28, 2018
14	Develop an Occupational Health & Safety (OHS) Management System, OHS Procedures and OHS Training Procedures	February 28, 2018
15	Develop and implement a Contractor Management Plan to guide supervision of contractors on site to ensure compliance with HNMPL HR policy, national labor laws and Project HSE requirements.	February 28, 2018
16	Develop a plan for supply chain management.	December 31, 2018
PS 3		
17	Undertake an energy audit to identify opportunities to improve efficiency	January 30, 2021
18	Prepare a Hazardous Materials Management Plan	February 28, 2018
PS 4		
18	Prepare a Security Management Plan in line with the requirements of PS 4	February 28, 2018