

Environmental and Social Action Plan  
EBRD PROJECT BIJELJINA PHASE 2

No.	EBRD Performance Requirement (PR)	Proposed Actions	Time frame	Responsibility	Resources EUR	Evaluation criteria for success
1	Policy	VIK and its Contractors shall design and manage the Project's Environmental, Social and Health and Safety ("ESHS") matters in a manner that is compliant with: applicable national and EU laws; and International good practice and EBRD Environmental and Social Policy (2008).	All project phases	VIK	1,500	Compliance reports and annual report to EBRD
2	PR 1 - Environmental Management System	VIK shall establish and maintain an Environmental management system in line with International good practice.	march 2012	VIK – Environment Team	2.000	System documentation and evidence of monitoring and follow up
3	PR 1 – Management system (operations)	Develop and implement an EHS management system for operations at the WWTP. To include standard operating procedures, training and a monitoring and inspection programme.	Prior to operations	VIK and Contractors	1.500	EHS system and manual in place during commissioning
4	PR 1 – Contractor Management	The Contractor shall implement an Environmental Health and Safety (EHS) Management System in line with International good practice. This system shall include: Environmental Management Plan, H&S Plan, Training Plan, Grievance process, ESHS monitoring plan, Stakeholder Engagement Plan.	Before Construction - Tender requirement	Contractor	N/A	Plans in place & monitored.
5	PR 1 – Contractor Management and Monitoring	VIK EHS Experts to periodically carry out independent monitoring of the EHS performance of the Contractors on site in addition to PIU. This monitoring should be defined in an annual plan and records retained.	Construction	VIK – EHS Experts	1.500	Audit reports

6	PR1 – Tariffs and Affordability issues for vulnerable people	Define Company corporate policy and procedures for mitigating any adverse impacts caused by tariff increases, so as to enable vulnerable people to continue to have a supply of services. These procedures shall include a) identification of which Government Department is responsible for ensuring the access of water to the most vulnerable, b) develop a mechanism/protocol whereby the relevant department(s) are notified in a timely fashion that the tariffs are to be increased with the likelihood that certain sections of the population are unlikely to be able to afford the price increase. EBRD will need to be advised, when both a) and b) have been implemented and also (in annual reports) when the relevant authority has taken measures to address this issue.	End of 2010 finished	VIK	2.000	Compliance reports and annual report to EBRD
7	PR 2 – Working conditions and employment/ Grievance mechanism	VIK shall establish and maintain a HR Policy, retrenchment policy and worker grievance mechanism compliant with PR 2 requirements.  The Contractor will provide a grievance mechanism for workers to raise reasonable workplace concerns and a process for their resolution. This shall be monitored by VIK at least quarterly during construction.	march 2012  Before construction	VIK  Contractors	4.000	Compliance reports and annual report to EBRD
8	PR 2 _ OHS – Hazardous materials	Define operational control procedures and implement a training program for operators who work with chlorine/hazardous materials regarding safe handling practices and emergency response procedures.	Prior to construction and updated before commissioning	VIK	500	Procedures and training records
9	PR2 – OHS	All workers shall be given ESHS training and be informed of their obligations described in this ESAP, as appropriate, as part of a training plan. As a minimum all workers on site must attend an EHS site induction and records of training must be maintained.	Before Construction Tender requirement	VIK Contractors	500	Compliance reports and annual report to EBRD
10	PR2 - OHS	A safe and systematic approach to excavation work is to be adopted whenever any ground disturbance is carried out to protect workers and others who may be affected by the work. This should include following best industry practise, assessment of the risks, adequate supports to prevent collapse, methods to detect unhealthy atmospheres before allowing any entry into any excavation, adequate means to enter and leave the excavation which are to remain in situ for the duration, instruction and information to all workers on the hazards associated with excavations and the risks to their health and safety and any other controls that minimise the risks which were	Before and during any ground disturbance	Contractors	N/A	Zero incidents, monitoring identifies the following of EBRD good practise and no complaints from third parties.

		identified during the initial assessment.				
11	PR2 – OHS	A procedure for the management of UXO's shall be established, which include a stop work procedure and safety measures to be adopted in the event of a UXO find.	Before construction	Contractor	500	Procedure
12	PR3 – Pollution prevention and compliance with EU standards	Implement monitoring programs (with corrective actions procedures) to measure the effectiveness of the pollution prevention measures for during operations to ensure compliance with EU standards.	During project preparation and implementation		N/A	Monitoring plans in place and follow up measures
13	PR 3	As disposal to agricultural land is the recommended option for the sewage sludge treatment, measures to ensure safe application will be required to be defined within operational control procedures.	Design and commissioning	VIK and Contractors	N/A	Procedures
14	PR 3	Within 6 months of commissioning the plant, an independent commissioning audit/report will need to be provided to EBRD. This should include a review of the status of the implementation of the ESAP and independent verification of the environmental performance of the facilities meet EBRD performance criteria (compliance with EU standards). A remedial action plan for any outstanding issues identified in the report will be agreed with the EBRD.	Commissioning	VIK	1.000	Audit report
15	PR 4 – Transportation	Contractors to develop a Transportation plan for moving equipment and construction material on public roads agreed with relevant local Authorities to include safety provisions and clear rules for drivers.	Before and during Construction	Contractors	N/A	Approved plan in place. Evidence of implementation.
16	PR 4 – Emergency Response	Develop and implement Emergency Preparedness and Response Plan/ procedures to deal with emergencies on and off site, major incidents contamination issues and health concerns. The procedures shall include measures of how the public are informed of incidents with a potential public health impact and the requirement for at least one exercise to test the effectiveness of the procedures on an annual basis	During project preparation and implementation	VIK and Contractors	2.000	Approved Plan in place and evidence of its implementation. Compliance reports and annual report to EBRD
17	PR 5 – Economic losses	Implement a defined Company corporate policy and procedures for mitigating any project affected people who can demonstrate that they have been economically impacted by the Project.	During construction	VIK	2.000	Approved procedures. Grievances resolved.

18	PR 8 – Chance finds	Contracts are to include the requirements for a chance find procedure, which includes a stop work requirement in the event of a find.	During project preparation and implementation	VIK/Contractor	N/A	Included in contract. Procedure provided.
19	PR 10 - SEP	Finalise and implement the SEP requirements including the grievance mechanism that is to be used by VIK and its contractors prior to work commencing. Publicise the Company grievance policies and procedures as defined in the SEP, monitor and report on its implementation to EBRD annually.	During project preparation and implementation	VIK/Contractor	1.000	Grievances resolved and annual report to EBRD
20	PR 10 – SEP	The Contractor shall distribute information on a timely basis prior to work commencing concerning to : <ul style="list-style-type: none"> <li>- Inform affected communities about any works that may affect them (traffic and access obstructions, noise and dust);</li> <li>- Inform affected communities on the progress of works;</li> <li>- Solicit feedback from community members on the effectiveness of any mitigation measures, and the availability of the grievance Procedure to the public.</li> </ul>	During project preparation and implementation	Contractor	N/A	Grievances resolved and annual report to EBRD