

Raffles - (Project #30070)

ENVIRONMENTAL AND SOCIAL ACTION PLAN dated 11th April 2011

#	Action	Deliverable	Deadline
PS1: Social and Environmental Assessment and Management Systems			
1	<p>REC will prepare and implement a management system encompassing social, occupational health and safety (“OHS”), human resources and environmental affairs for all its operations worldwide. The Social and Environmental Management System (“SEMS”) shall comply with IFC policies and performance standards, taking note of the need for each individual campus to comply with the national regulations in their country of operations. The SEMS will also specify operating policy requirements as well as basic procedures that must be in place for quality control and compliance during construction/renovation and operation of all vocational training schools and university campuses. REC will implement a formal system for monitoring and reporting social and environmental issues to senior management and for reporting back to IFC.</p> <p>At a minimum the SEMS will incorporate policies and procedures, compliant with PS1 to 8, on the following:</p> <ul style="list-style-type: none"> • Land acquisition and involuntary resettlement protocol; • Site selection guidance for new schools and campuses, including life and fire safety (“L&FS”) requirements (see action 5) and seismic hazard assessment guidance(in line with International Building Code); • Working conditions, including retrenchment and a requirement for contracting agencies to comply with PS2; • OHS risk management, accident reporting and OHS training; • Emergency prevention, planning, response and training plan; • Management of hazardous materials and liquid and solid waste; • Green procurement and resource conservation; • Formal system for community engagement and grievance mechanism, clearly communicated at each site and on REC’s website. 	<p>(i) Signed contract of consultant to advise on preparation of SEMS</p> <p>(ii) Policies and protocol on land acquisition</p> <p>(iii)Draft SEMS with operating policy requirements and basic procedures.</p> <p>(iv)Final approved SEMS.</p>	<p>(i) Condition of First Disbursement (COFD)</p> <p>(ii) COFD +3 months</p> <p>(iii)COFD +6 months</p> <p>(iv)COFD +18months</p>
2	<p>Identify E&S managerial, reporting and monitoring responsibilities at group and campus level and undertake necessary training. Appoint SEMS management and reporting responsibilities at board level.</p>	<p>(i) Outline of E&S organizational structure with roles and responsibilities</p>	<p>(i) Condition of First Disbursement</p>

		(ii) training plan	(ii) COFD +6 months
PS2: Labor and Working Conditions			
3	<p>Ensure adequate E&S oversight and management on construction sites. This will include:</p> <p>(i) Inclusion of environmental, social and occupational health and safety requirements in bids and contract documentation at Iskandar site.</p> <p>(ii) Assignment of REC or independent third party E&S construction supervisors to ensure contractor compliance with required standards at both Iskandar and Greater Noida sites.</p>	<p>(i) Copy of bid documentation reflecting specific E&S requirements; standard contractual language stipulating E&S obligations of contractors; and</p> <p>(ii) E&S guidelines and procedures for construction sites.</p>	<p>(i) Prior to tendering construction contract</p> <p>(ii) At start of construction</p>
PS3: Pollution Prevention and Abatement			
4	<p>Undertake energy audit of schools and campuses in Bangladesh, Sri Lanka, the Philippines, India, Indonesia, Vietnam and Thailand and take measures to minimize energy and water use. Based on the lessons from the audit and monitoring, develop guidance for renovation of future schools to minimize resource use.</p>	<p>(i) Audit reports</p> <p>(ii) Green renovation guidance</p>	<p>(i) COFD +6 months</p> <p>(ii) COFD +9 months</p>
PS4: Community Health, Safety and Security			
5	<p>Life and Fire Safety:</p> <p>For the new development at Greater Noida and renovations in leased premises in Bangladesh, Sri Lanka, the Philippines, India, Indonesia, Vietnam and Thailand contract a competent professional to:</p> <p>(i) Conduct L&FS audit against an international fire standard.</p> <p>(ii) On the basis of the recommendations, agree with IFC on a mutually acceptable time frame for implementing these.</p> <p>(iii) Prepare emergency preparedness and response plans.</p> <p>(iv) On the basis of the L&FS audit develop guidance for a) selection of premises for future vocational training schools; and b) L&FS standards for renovation of leased and owned properties.</p>	<p>(i) audit report, with implementation plan and resource allocation</p> <p>(ii) progress reports on implementation of corrective actions</p> <p>(iii) emergency plans</p> <p>(iv) guidance document and procedures</p>	<p>(i) COFD +6 months</p> <p>(ii) As agreed with IFC</p> <p>(iii) COFD +6 months</p> <p>(iv) COFD +9 months</p>

	<p>For new construction at Iskandar, contract a competent professional to:</p> <ul style="list-style-type: none"> (i) Prepare a L&FS master plan, including preliminary drawings and specifications; (ii) Provide to IFC certification that the design of each new school is in material compliance with local as well as internationally accepted L&FS standard(s), eg. USNFPA; (iii) Provide to IFC certification that the construction of the L&FS systems has been carried out in accordance with the accepted design. 	<ul style="list-style-type: none"> (i) copy of master plan and certification (ii) certification 	<ul style="list-style-type: none"> (i) Prior to construction (ii) After completion of construction, prior to commencement of operations
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