

1. Environmental and Social Action Plan (ESAP)

No.	Aspect	Action	Deliverable	Date
PS 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Stakeholder Engagement plan	<ul style="list-style-type: none"> Integrate communications plan to include a stakeholder analysis and strategy for stakeholder engagement 	Integrated plan	Three months after 1 st disbursement date
1.2	Consultation	<ul style="list-style-type: none"> Conduct a consultation of its current plant to local community members 	Evidence that consultation was conducted.	Three months after 1 st disbursement
1.3	Grievance Mechanism	<ul style="list-style-type: none"> Create a toll-free number and/or whatsapp group to receive complaints Ensure that internal complaints (from workers) can be made anonymously 	Updated Grievance mechanism and evidence of its adoption.	Three months after 1 st disbursement
1.4	Kinea Action Plan	<ul style="list-style-type: none"> Demonstrate progress on remaining items in Kinea action plan 	Completed action items	Include in annual monitoring reports
1.5	Public disclosure	<ul style="list-style-type: none"> Publish general details of the expansion project on Eliane website 	Published material	Immediately
PS 3: Resource Efficiency and Pollution Prevention				

No.	Aspect	Action	Deliverable	Date
2.1	Air Emissions	<ul style="list-style-type: none"> Develop a plan/analysis to bring emissions levels in line with IFC air emissions levels for ceramic tile manufacturing. Monitor the full set of IFG ESHS Guideline parameters for ceramic tile manufacturing (PM, SO₂, NO_x, HCl, HF, Lead, Cadmium, and TOC) 	Emissions Action plan/analysis	Six months after 1 st disbursement
PS 4: Community Health, Safety, and Security				
3.1	Community Health	Create traffic management plan	Traffic management plan	Three months after 1 st disbursement
3.2	Security	Revise current security procedures based on IFC's good practice handbook	Updated security management procedures/plan	Three months after 1 st disbursement