

Action Plan for Social and Environmental Policy and procedure for MSETCL

# Environment / Social Action Plan	Completion Date
1 MSETCL's Social and Environmental Policy ("S&E Policy") to become effective	September 2009
2 Put in place a Social, Environmental, Health and Safety Management System (SEHSMS as described in the ESRS) and Social and Environmental Procedures (as described in the S&E Policy) to apply to all MSETCL operations.	September 2010
3 Put in place a corporate social and environmental cell staffed with appropriately qualified social, environmental, health and safety professionals; and make available appropriate financial and physical resources to support the functioning of the cell.	July 2009(Creation of Cell) December 2009(Fully staffed)
4 Till such time that SEHSMS/S&E Procedures are developed and implemented, as an interim measure: (a) identify key projects with significant social and environmental impacts; (b) delineate mitigation measures that are consistent with the S&E Policy; (c) ensure that these mitigation measures are required as part of the Project contracts; and (d) implement a monitoring program to ensure implementation of the mitigation measures.	September 2009
5 Implement a periodic audit program to obtain assurance on the implementation of the SEHS Policy and also to identify opportunities for enhancing its effectiveness including: (a) quarterly third party audits for the first two years after commitment and biannual third party audits thereafter; and (b) quarterly internal audits	Start form March 2010
6 (a) Complete S&E Policy awareness training of all employees (i) Training Policy awareness for Construction Circle staff (ii) All O & M circle staff (b) Complete S&E Procedures training for all engineering and management staff (c) Training of Internal auditors	December 2009/March 2010 July 2010 September 2010 March 2010