

Environmental and Social Compliance Audit Report (Main Report - Part 2)

Project No.: 52229-001
January 2019

AFG: Kandahar Solar Power Project

Prepared by Dynamic Vision for 77 Construction Contracting and Trading Company and the Asian Development Bank.

This Environmental and Social Compliance Audit Report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area.

Annex 4 (Term of Reference (ToR))

APPENDIX **TERMS OF REFERENCE**

Environmental and Social Compliance Audit – Kandahar Solar Project

ADB is planning a loan that would contribute to funding a 15MW solar project in Kandahar, Afghanistan, which is already under construction. Following ADB Safeguard Policy Statement 2009 (SPS) existing facility requirements for projects under construction (SR4 paragraph 12), the borrower is required to undertake an environment and social compliance audit, including on-site assessment, to identify past or present concerns related to impacts on the environment, involuntary resettlement, and Indigenous Peoples. The objective of the compliance audit is to determine whether actions were in accordance with ADB's safeguard principles and requirements for borrowers and to identify and plan appropriate measures to address any outstanding compliance issues. Where noncompliance is identified, a corrective action plan (CAP) agreed on by ADB and the borrower will be prepared. The plan will define necessary remedial actions, the budget for such actions, and the time frame for resolution of noncompliance. The audit report (including CAP, if any) will be made available to the public in accordance with the information disclosure requirements of the Safeguard Requirements 1–3.

A consultant is required to undertake the audit on behalf of the borrower for ADB's assurance of compliance with SPS requirements. The audit report will be based on a site visit, meeting with local community representatives, interviews with the borrower and document review, and be substantially in the form set out in the template below. The consultant will be required to review all available project documentation related to environmental and social risks and impacts including local permits and approvals and the impact assessment prepared by Greentech. The consultant will undertake an analysis of any gaps between what the project has been able to achieve in terms of environmental and social impact management and what is required under the SPS. As described above, where the consultant finds it necessary for the borrower to implement remedial action to close these gaps, the consultant will define and obtain the borrower's written agreement for the time-bound resolution of these through a CAP. The CAP will be a schedule to the borrower's loan agreement and its implementation by the borrower will be monitored by ADB.

Environmental and Social Compliance Project Audit Template

Project status description

Describe the project in terms of capacity, type and terms of concession, when it was acquired, when construction began, when the plant facility will become operational, when associated facilities such as access roads, transmission lines and substation have or will be constructed and by whom. Include a map of the layout of site that identifies the site boundaries and any associated facilities. Summarize the overall status of compliance with environmental regulatory requirements (noting that compliance will be covered in detail in the body of the report).

Environment

Summarize site information including project activities and process technologies and operating practices. Briefly describe the province/city where the project is located - in terms of geography, administrative divisions, ethnic composition, terrain, economy, demographics of urban and rural areas. Describe land use immediately prior to project use.

Based on documentation and the site visit, summarize and discuss relevant environmental issues, impacts, risks and environmental resources that may have been significantly affected as well as opine on the adequacy and compliance as per ADB SPS. The scope of issues may include but not limited to the following:

- environmental setting (baseline) of the project area. (physical, biological, economic and social conditions of the project area, including land, air, water, flora and fauna). Please opine on the accuracy, reliability and sources of baseline data.
 - environmentally sensitive areas (e.g. waterbodies and tributaries, wetlands, forests or protected areas adjacent or near the project area). Please provide location map showing environmental context.
 - sensitive receptors such as residential areas, schools, hospitals, health centers, temples or markets. Please provide location map showing receptor context.
- direct and indirect impacts associated with but not limited to air emissions, water quality and availability, solid and hazardous waste management, chemicals management, wastewater treatment and discharge, occupational and community health and safety risks.
 - occupational health and safety impacts such as accidents and injuries, chemical exposure and hazardous atmosphere, pathogens and vector.
 - carbon emission reduction and greenhouse gas emission. Please provide estimate.
 - environmental and social benefits and improving environmental quality
- mitigation measures and residual negative impacts that cannot be mitigated, key data gaps and uncertainties associated with predictions. Discuss global, transboundary and cumulative impacts, as appropriate.
- analysis of alternatives in terms of project site, technology, design and operation, including the no project alternative, on their potential environmental impacts as well as feasibility of mitigating these impacts.
- information disclosure, consultation and participation (continuing and planned) on the process undertaken during project design stage, comments and concerns received especially from vulnerable groups and planned disclosure measures. Please opine on the adequacy and appropriateness of the processes undertaken and on the response to comments received.
- grievance mechanism for handling worker and community complaints, including complaint recording, consultation, issue investigation, mitigation action, follow-up, general timeframe and responsibilities (including community representation) (noting that there is a section further below covering project stakeholder engagement more generally).
- ascertain if there are risks to physical cultural resources and identify measures to avoid destroying or damaging them. Develop a "chance find" procedure that includes a pre-approved management and conservation approach for materials that may be discovered during project implementation.

Environmental and Social Management Plan

Summarize the environmental and social management plan (ESMP) arrangements for the project. Include mitigation measures to minimize potential adverse environmental impacts, the monitoring plan, implementation arrangements (schedule, organizational arrangements, costs and resources), performance indicators as well as contractor controls and how contractors are implementing, environmental, health and safety measures.

Describe how the project applies or adopts any of the borrower's corporate environmental, health and safety (EHS) policies, practices and management, including provision of staff training and supervision.

Describe the project's contingency and emergency response plan, including any measures to ensure occupational and community health and safety.

Please discuss other supplemental environment related plans (e.g. solid waste management plan) and frameworks that provide for future detailed planning and management.

Provide a detailed summary of observations from the project site visit and advise on sufficiency of the ESMP and the effectiveness of its implementation. Identify gaps and corrective actions (if any) for compliance with legal and ADB SPS requirements, to be included in the corrective action plan. Focus on ESMP key components (with the level of detail commensurate with the project's impacts and risks): mitigation, monitoring, implementation arrangements and performance indicators (Appendix 1 of the SPS).

Compliance Status Summary

Summarize the status of project compliance with local, national and regulatory requirements e.g. EIA clearance, permitting, license and regulatory compliance of including but not limited to air quality, water quality and availability, solid and hazardous waste management, wastewater treatment and discharge, occupational and community health and safety risks, risks from climate change etc.; recommend measures during the design, construction, operation, and decommissioning phases.

Summarize the status of project compliance with the ADB SPS (2009), applicable World Bank/IFC EHS Guidelines (including IFC General EHS Guidelines and IFC Electric Power Transmission and Distribution EHS Guidelines), and other requirements and international standards.

Confirm the project's initial environmental categorization and confirm the presence of associated facilities (if any) based on ADB SPS SR1.

Identify gaps and corrective actions (if any) for compliance with legal or ADB SPS requirements, to be included in the corrective action plan with an implementation timeline, responsible parties and resource requirements.

Social

Scope of Land Acquisition and Resettlement Impacts

Enumerate the amount of land required for each project facility, including associated facilities, and show how land was acquired for each for the purpose of the project. Provide information on whether acquisition of the land or right of way required any physical or economic displacement by compulsory acquisition (i.e. expropriation) or affected any buildings or structures and required the payment of compensation. Please include photographs of the project site before and after construction, maps of the project site showing the project facilities and the locations of communities in proximity.

Status of land acquisition

Discuss how land ownership or usage rights were transferred from previous owners/users to the project. Please attach supporting project land tenure documentation with summary English translations.

Based on the site visit and discussions with local community representatives, describe any outstanding issues, complaints or grievances related to land acquisition and any actions proposed by the project or government to address these issues/grievances.

Confirm the project's initial involuntary resettlement categorization based on ADB SPS SR2.

Indigenous Peoples

Provide a profile of ethnic groups in project area villages and the wider Kandahar region.

State whether there are distinct and vulnerable ethnic minorities as defined by ADB SPS present in the project area that will be affected by project activity.

Confirm the project's initial Indigenous Peoples categorization based on ADB SPS SR3.

Stakeholder Engagement

Describe the consultation process undertaken during the design and construction of the project. Provide opinion on the meaningfulness of consultation undertaken with stakeholders as defined by the ADB SPS. Describe what ongoing stakeholder and community consultation the borrower will undertake throughout the project operations phase.

Describe the common issues, problems or complaints received from the community or from the borrower/contractor employees during construction of the project facilities. Describe how these were addressed.

List the main concerns raised by stakeholders and what measures have been implemented.

No	Concern	Addressed measure
1		
2		

Describe the grievance redress mechanism in place to manage community and worker complaints by the project throughout construction and operation phases. Provide opinion on its effectiveness and any recommendations for its enhancement.

Gender and Development

Does the borrower have a policy related to supporting the rights of women and ensuring women's participation in project activities? If yes, please provide unique attributes of the borrower's policies and operations that promote gender and development.

With respect to hiring and recruitment, how can the borrower ensure that equal employment opportunities are given for men and women? Is this codified in the borrower's Human Resources Policy?

What percent of the borrower's female staff occupy administrative and technical positions at the corporate office and at the project office?

Are there any specific benefits provided to women by the borrower (e.g. maternity/childbearing insurance, day shift arrangements for mothers)?

Can the borrower ensure that civil works contractors and subcontractors provide employment opportunities for women? Is the borrower able to target a percentage of staff or worker positions required during construction and operation for qualified female applicants?

Is there any chance to promote opportunities or empowerment of women in the project? If yes, how?

Labor and Social Protection

Does the borrower follow the ILO core labor standards (freedom of association, prohibition of child labor, prohibition of discrimination, and prohibition of forced labor)? For instance, does the borrower allow for collective bargaining agreements and allow workers to organize for collective representation (i.e. unionize)?

Describe the number of people that will be employed during construction and operations. Describe the number of expatriate and local workers, and their conditions of employment/contract. Describe the workers accommodation and its standard relative to international standards.

Does the borrower give local labor a priority when it comes recruitment? Does the borrower require its civil works contractors hire workers the local community? How can the borrower ensure that contractors will agree, monitor, and comply with the labor recruitment policy and apply the ILO core labor standards?

What are the national legal requirements and the borrower's policies on labor recruitment, working conditions, compensation and benefits provided to staff?

What are the social benefits provided to staff members (e.g. pension insurance, social housing fund, medical insurance, unemployment insurance, work injury insurance, among others)?

Does the borrower or its local contractors provide training for unskilled worker so that they can participate in future projects requiring skilled laborers?

Describe any positive or negative impact that the project may have on the local workforce in the region.

Corrective Action Plan

No.	Concerned Unit	Description of Issue(s)	Risk to Project	Suggested Corrective Action(s)	Responsible Party	Indicative Cost	Suggested Time Frame
Sub-theme (i.e. Environmental and Social Planning and Management, Capacity and Responsibility, Training, Monitoring and Reporting, Labor, Stakeholder Engagement, Grievance Redress, Gender)							
1.							
2.							
Sub-theme (i.e. Environmental and Social Planning and Management, Capacity and Responsibility, Training, Monitoring and Reporting, Labor, Stakeholder Engagement, Grievance Redress, Gender)							
3.							

No.	Concerned Unit	Description of Issue(s)	Risk to Project	Suggested Corrective Action(s)	Responsible Party	Indicative Cost	Suggested Time Frame
4.							

Annex 5 (Land Lease Agreement)

DATE: 30/MAY/2018

LAND LEASE AGREEMENT

Between:

DA AFGHANISTAN BRESHNA SHERKAT, AS LESORE

and

77 CONSTRUCTION COMPANY, AS LESSEE

(For a 15 MWp of Solar Power Generation Facility located at Kandahar, Afghanistan)

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SCHEDULE 12 - FORM OF SITE LEASE

LAND LEASE AGREEMENT

THIS LAND LEASE AGREEMENT ("Lease Agreement") is made and entered into on 30 May 2018 by and between:

Lessor: Da Afghanistan Breshna Sherkat, with principal place of business at Chaman Hazori, Kabul, Afghanistan, herein after referred to as ("**Lessor**"); and

Lessee: 77 Construction Company, a [company] incorporated under the laws of [Afghanistan] and having its principal place of business at [Industrial State (Park Hay Sanaati) Street No: 5 Kabul / Afghanistan] ("**Lessee**").

WHEREAS Lessor has entered into a Power Purchase Agreement on 18 FEBRUARY 2018 (the "**PPA**") with Lessee whereby Lessor grants to Lessee the right to build and operate an approximately 15_MWP solar power generation facility of Contract Capacity allocated to the Lessee for sale of electricity to Lessor, a copy of which PPA is attached hereto as Annex A;

WHEREAS Lessor and Lessee agree that the power plant shall be built on land owned by the Lessor, which land is identified as the "Site" in the PPA, and a Certificate of Title for the land covered by this Lease is attached as Annex B; and

WHEREAS Lessor and Lessee now agree to enter into this Lease Agreement for the lease of the Site for use by Lessee to build and operate the solar power plant and related activities pursuant to the PPA.

NOW THEREFORE, Lessor and Lessee hereby agree as follows:

1. **Site.** Lessor hereby warrants that it owns the Site, that the Certificate of Title attached as Annex B is a valid proof of Lessor's ownership of the Site, and that the map attached as Annex B is an accurate description of the Site. Lessor agrees to lease to Lessee the Site upon the terms and conditions set forth in this Lease Agreement and the PPA.
2. **Defined Terms.** All capitalized terms used in this Lease Agreement and not otherwise defined have the meanings given in the PPA.
3. **Purpose and Use.** Lessee is permitted to build operate and maintain on the Site a power plant and related facilities in accordance with the PPA. Lessee is not permitted to use the Site for any unrelated purpose.
4. **Term of Lease.** This Lease Agreement shall be effective as of the Effective Date of the

PPA, and shall extend for the same term as the PPA (the "**Initial Term**"), as the PPA term may be extended from time to time (or earlier terminated), and for any renewal or further extension of the PPA (an "**Additional Term**") as may be agreed between the Parties. This Lease Agreement shall terminate on the day the PPA expires or is earlier terminated.

5. No Rent Payment during Initial Term. Lessor and Lessee agree that there is no rent to be paid under this Lease Agreement for the Initial Term, and Lessor confirms that it shall receive sufficient and adequate compensation for Lessee's use of the Site during the Initial Term through the electricity price Lessor will pay Lessee under the PPA; Lessee acknowledges that it took into account the rent-free use of the Site in establishing its bid that resulted in the price of electricity under the PPA. Rent for any Additional Term, if any, shall unless otherwise agreed be the same amount as during the Initial Term.
6. Delivery of Exclusive Possession.
 - 6.1 Lessor shall deliver exclusive and lawful possession of the Site to Lessee on or before the effective date of the PPA ("**Delivery Date**").
 - 6.2. Lessor's delivery of the Site shall constitute confirmation to the Lessee that the Site has been cleared of any occupants.
 - 6.3 Lessor shall, at its expenses, register this Lease Agreement with the relevant Government of Afghanistan (or any local government) office as required under applicable Afghanistan or provincial law.
7. Lessor's Warranties and Representations.
 - 7.1. Lessor undertakes that Lessee shall lawfully, peacefully, and freely hold, occupy, use, operate, and enjoy the Site to fulfill its obligations and exercise its rights under the PPA during the Initial Term and any Additional Term without disturbance, nuisance, or interference by Lessor, successors, assigns, agents, or creditors.
 - 7.2 Lessor undertakes that no third party shall have a right or claim to the Site during the Initial Term and any Additional Term of the Lease Agreement, and shall take all necessary steps to defend Lessee's rights to use the Site as against third parties; provided, that Lessor shall have no obligation to defend Lessee's rights as against any exercise of rights Lessee may grant to its lenders or other financing parties as part of a security package for the financing of the solar power station.
 - 7.3 Lessor warrants and represents that it has obtained all approvals from the Government of Afghanistan, the provincial/municipal authorities, and any other government agencies or bodies with authority over the Site, needed for the Parties to

lawfully enter into this Lease Agreement and for the Lessee to use the Site for the purposes described in Article 3 at all times during the Initial Term and any Additional Term.

- 7.4 Lessor represents that it is the lawful and sole owner of the Site, and warrants that it shall remain the lawful and sole owner of the Site during the Initial Term and any Additional Term, and that there are no encumbrances, mortgages, liens, or security interests on the Site other than those created pursuant to this Agreement or the PPA.
- 7.5 Lessor warrants and represents that the Site is free from pollution, unexploded ordinances, and environmental damage.
8. Authorization to Build. Lessee is hereby authorized by Lessor to carry out all construction works on the Site, in accordance with the PPA and Afghanistan law. Lessee may demolish or renovate any buildings existing on the Site as of the Delivery Date, and reconstruct others in order to carry out its obligations and exercise its rights under the PPA.
9. Signs. Lessee shall have the right to erect any sign related to its business on the condition that such signs comply with Afghanistan law.
10. Lessee Compliance with Afghanistan Laws. Without limiting the Lessee's general obligation to comply at all times with the requirements of Afghanistan law, Lessee while using the Site shall ensure, during the Initial Term and any Additional Term that it is in compliance with:
 - 10.1 All laws and regulations on worker safety, labor, and hygiene;
 - 10.2 All laws and regulations on environmental protection and security; and
 - 10.3 All laws on insurance (employee, general liability, vehicle, and other), tax, and business registration and operations.
11. Lessee Undertakings.
 - 11.1 Lessee undertakes to maintain the Site in good condition at Lessee's own risks and expense and to keep all Lessee's belongings inside the Site at all times during the Initial Term and any Additional Term.
 - 11.2 Lessee undertakes to procure and maintain insurance covering any damages occurring within the Site to third parties and its personal property from fire and other risks, as required under applicable law or the PPA.
 - 11.3 Lessee undertakes that there will be no illegal or prohibited matters, objects, substances, materials, products, and/or the like allowed to operate, be manufactured or used, or held

inside the Site.

- 11.4 Lessee agrees that the rights Lessor grants to Lessee under this Lease Agreement shall not be transferred to any third party by any means without written approval from Lessor except for financing purposes as permitted under the PPA.
- 11.5 Lessee shall return the Site to Lessor upon termination of the Agreement in good condition, which means that Lessee shall, upon agreement in good faith after discussions between the Parties in the last year of the term of the PPA (where the Parties do not agree to a further Additional Term) either (i) remove all installed facilities and equipment, and all debris, and return the Site substantially to the condition existing on the Delivery Date, or (ii) return the Site to Lessor together with the solar power generation facility, and all related stores and equipment, in good working order (normal wear and tear excepted).
- 11.6 Lessee shall have 30 (thirty) days following the termination or expiration of this Lease Agreement to either remove its installed facilities and equipment, or to turn over the Site with the solar power generation facility, as may be determined following the discussions between the Parties.
12. Taxes. Lessor agrees to be responsible for payment of any and all taxes or fees levied by applicable Afghanistan laws, arising from the lease of the Site, including any lease or invoice tax. Should Lessor fail to pay any such tax, or should the Government hold Lessee responsible for paying any tax (including any tax imputed on the value of the lease despite there being no rent payment due under the Lease Agreement in any period), Lessee shall have the right to invoice the amount of the tax to Lessor. Lessee shall provide written notice to Lessor that it will be making such an invoice, and provide the method of calculation, or proof of payment of the tax, together with the invoice. Lessee shall remain liable for all taxes on its operation of, and profits from, the solar power generation facility, as provided in and subject to the terms of the PPA.
13. Lessor's Access to Site. Lessor, and Lessor's agents and employees, shall have no right of entry onto the Site, except as provided by applicable laws or pursuant to the provision of the PPA, during the Initial Term and any Additional Term of the Lease Agreement, without prior written consent of Lessee.
14. Property of Buildings Erected by Lessee. Subject to the terms of the PPA, the erected buildings, solar panels, and all works and developments carried out by Lessee or its legal successors will remain the property of Lessee, and not be deemed "fixtures" that are part of the Site, to the extent permitted by law.
15. Assignment. Lessee shall have the right to conditionally assign or transfer the Site in whole or in part in accordance with the PPA without Lessor's further consent. Lessee may inform Lessor of any assignment or transfer of the Site it enters into and may request from the

Lessor an acknowledgement of such assignment or transfer. Lessor may not assign or transfer ownership of the Site or of this Lease Agreement without Lessee's consent.

16. Termination by Lessee. Lessee may terminate this Lease Agreement, upon written notice to Lessor, without penalty, if Lessor has exercised any right to terminate the PPA, or if Lessor has breached any material term of this Lease Agreement and fails to correct or cure the breach within sixty (60) days.
17. Termination by Lessor. Lessor may terminate this Lease Agreement, upon written notice to the Lessee, if Lessee has exercised any right to terminate the PPA, if Lessee fails to pay rent when due, and fails to rectify this breach within ten (10) Business Days after receiving written notice the failure from Lessor, or if Lessee has breached any material term of this Lease Agreement and fails to correct or cure the breach within sixty (60) days.
18. Registration of the Lease. The Lessor shall, to the extent required by law and practice, promptly and properly register (or re-register) this Lease Agreement with any relevant land registry office, and any other relevant government office that may from time to time serve as a place for registering or recording leases. Lessor shall provide Lessee certified copies (or duplicate originals, if available) of all such registration documentation promptly upon making each such registration or re-registration.
19. Force Majeure. An Event of Force Majeure, as defined in the PPA, shall have the same effect in relation to each Party's obligations under this Lease Agreement as provided in the PPA.
20. Partial Invalidity. If any term of this Lease Agreement shall be invalid or unenforceable, the remainder shall be valid as written to the fullest extent permitted by law.
21. Governing Law. This Lease Agreement shall be interpreted and governed by the laws of Afghanistan.
22. Entire Agreement. This document contains the entire agreement of the Parties, and supersedes all previous communications, representations, and agreements, whether oral or written, with respect to the Site. This Lease Agreement may not be modified except in writing signed and acknowledged by both parties.
23. Heirs and Assignees. This Lease Agreement shall be binding on the heirs, assignees, and the successors in interest of the Lessor and Lessee.
24. Language. This Lease Agreement and any amendments to it may be executed in multiple originals in the English language. All notices required or permitted under this Lease Agreement shall be written in the English language.

25. Arbitration. Any dispute arising out of or in connection with this Lease Agreement shall be resolved as provided in the dispute resolution provisions of the PPA, as if set forth in full in this Lease Agreement.

IN WITNESS WHEREOF, Lessor and Lessee hereby execute and agree to the terms and conditions of this Lease Agreement on the date first set out above.

Lessor:

Lessee:

SIGNED FOR AND ON BEHALF OF THE DA 77 CONSTRUCTION COMPANY:
AFGHANISTAN BRESHNA SHERKAT:

Amanullah Ghalib, CEO:

Passport number: D0004858

SULEYMAN CILIV, PRESIDENT:

Passport number: U 05658013

Witness: Said Bahawoddin Behbodi,

Procurement Director:

Passport number:

Witness: Ermin Yakup Ovali, Director:

Passport number: 561194259

ANNEX-A

COPY OF POWER PURCHASE AGREEMENT

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ANNEX-B
CERTIFICATE OF TITLE

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Annex 6 (List of Consultation Meetings)



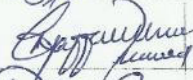

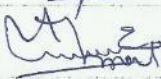
Attendance Sheets

Meeting with Agriculture University Officials

Attendance Sheet

Type of Meeting:

Date:

No	Name	Duty	Signature	Contact Number
1	Ubaidullah Ahmad	Vice Chancellor		0704846448
2	Sayed Irfan	LARP and Social Specialist		0793457457
3	Jaffar Ahmed	ELECTRICAL ENGR.		0700722402
4	Rustum	SSHO		0777779965
5	Asmat Nabi	University operations coordinator		0700338906
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Meeting with Community Elders in Landy Village

Attendance Sheet

Type of Meeting: *consultation meeting*Date: *10/11/2018*

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0799537232






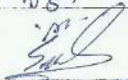
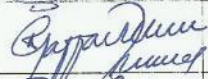

No	Name	Duty	Signature	Contact Number
1	<i>Haji M. Qaseem</i>	<i>Village Representative (Malik)</i>	<i>[Signature]</i>	<i>0700207291</i>
2	<i>Shamsullah</i>	<i>Worker</i>	<i>[Signature]</i>	<i>0707639160</i>
3	<i>M. Khan</i>	<i>former</i>	<i>[Signature]</i>	<i>07</i>
4	<i>Sardar</i>	<i>former</i>	<i>[Signature]</i>	<i>0708358416</i>
5	<i>Sayed Irfan</i>	<i>LARP and Social Specialist</i>	<i>[Signature]</i>	<i>0793457457</i>
6	<i>Rustam</i>	<i>SSHO</i>	<i>[Signature]</i>	<i>0777779965</i>
7	<i>JAFFAR AHMED</i>	<i>ELECTRICAL ENGR</i>	<i>[Signature]</i>	<i>0700722402</i>
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Meeting with Community Elders in Hakim Jan Village

Attendance Sheet

Type of Meeting: consultation meeting

Date: 10/11/2018

No	Name	Duty	Signature	Contact Number
1	Qader Jan	Small Business		0700344316
2	Ab. Raziq	Former		070 8680822
3	Ab. Wahab	Former		0704059961
	Ab. Hadi	Vaccinator		0700 748781
5	Ismail	Village Malik		0700323114
6	B. Irfan	LARP and S. Specialist		0793 457 457
7	Sultan	Worker		0700 327801
8	JAFFAR AHMED	ELECTRICIAN Emer		0700722402
9	Rustam	SSHO		0777779965
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Meeting with Civil Society

Attendance Sheet

Type of Meeting:
















Paywand civil community

Date: 26/01/2019

NO	NAME	Duty	Signature
1	Hikmatullah	KDR - Paywand Manager	
2	Javid Ahmad	Khawaja Shara Manager	
3	Abdul Wali	Paywand member	
4	Khairullah	Paywand member	
5	Ab. Raziq	Paywand member	
6	Hizbulq	Paywand member	
7	Ismail Shah	Paywand member	
8	Idress Ahmad	Paywand member	
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Meeting with Women in Landy Village



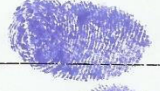












Solar Power Plant - Community Consultation and Information Disclosure Participants Meeting Attendance Sheet					
Meeting Location		Landy Village		Date	29.Jan.2019
Agenda		Awareness about solar Power Plant			
		Project:-			
No	Name	Duty	Contact No	Signature	Key Concerns Shared
1	Samea Jamal		0600727032		1-
2	خانم	دکتر بنج			
3	انار	"			2-
4	مہر گل	"			
5	بخت بی بی	"			
6	حسنا	"			
7	رزمنہ	"			
8	فاطمہ	"			
9	مبینہ غنیم	"			
10	رحم گل	"			
11	مرحہ	"			
12	جمیلہ	"			
13	نوریدہ	"			
14	فریدہ	"			
15	آمنہ	"			

Meeting with Women in Hakim Jan Village

Attendance Sheet

Type of Meeting:

Date:

No	Name	Duty	Signature	Contact Number
1	Samea	Social organizer Female		0700 727032
2	پروان	دکتر سنجی		0700 449264
3	شبان	دکتر سنجی		07039 14170
4	فوزہ	..		
5	خاطره	..		
6	احمد	مستند		0700 316804
7	آمنہ	دکتر سنجی		
8	میت	دکتر سنجی		079944 7484
9	لطیفہ	..		07020 77374
10	مرزا	..		
11	زرمینہ	..		0705757 862
12	مظفر	..		
13	آمینہ	..		
14	شکریہ	..		
15	فہیمہ	..		

Minute of Meetings

Meeting with Agriculture University Officials

STAKEHOLDER ENGAGEMENT

For The Environmental and Social Compliance Audit – Kandahar Solar Project

Discussion No: 1

Meeting time: 10:30

Date: 10/11/2018

Venue:

Participants:

Minutes of Meeting Recorder:

Sayed Infan

AGENDA:

Talking about coordination
concerns opinions

Agricultural University

Deputy Director of Agriculture Univ

Environmental and safe officer of

77 Co "Rostam Juma Hajar"

No	Discussion & Comments	Questions	Answers
1	Introduction, Information about Project 77 Co.		
2	Happy to have such meeting hope we should conduct meetings frequently share issues and coordination		
3	Security. Deputy Director Agriculture University		77 Co: That is good we will prepare plan and will have such meetings every two weeks.
4	Shared Issues about Internet cables of University which extended under project site.		
5	Also Deputy Director of University Request 77 Co. to Assign a tanker for Irrigation of trees once a week		77 Co: we will do it and solve this problem.
6	which is in front of Project site along Asphalt Road		
7			
8			

Meeting with Community Elders in Landy Village

STAKEHOLDER ENGAGEMENT

For The Environmental and Social Compliance Audit – Kandahar Solar Project

Discussion No: 2
 Meeting time: 11:45
 Date: 10/11/2018
 Venue: Malik (community elder) house
 Participants: Haji M. Qaseem, Rastam, Jufayr Ahmad
 Minutes of Meeting Recorder: Sayed Isfah, village Elders and Resident
 AGENDA: Project Information
 Opinions Concerns Discussion

No	Discussion & Comments	Questions	Answers
1	Introduction and Information about Project 77 Co.		
2	Request for better coordination to conduct meetings more		
3	Asked When Project become operational our community should		
4	have Electricity of Project Haji M. Qaseem (malik)		77 Co. We will share the issue with DABS
5	You should Recruit more workers from our community		77 Co. after this we will keep in touch with malik and provide local workers more recruitment facilities.
6	Shamsullah «Local worker»		
7			
8			

Meeting with Community Elders in Hakim Jan Village

STAKEHOLDER ENGAGEMENT

For The Environmental and Social Compliance Audit – Kandahar Solar Project

Discussion No: 3

Meeting time: 2:30

Date: 10/11/2018

Venue: Hakim Jan village

Participants: village malik, Residents

Minutes of Meeting Recorder: Sayed Irfan 77 co Environmental and Safety off

AGENDA: consultation meeting share concerns and opinions

No	Discussion & Comments	Questions	Answers
1	Shared Information about Project by 77 Co Representative.		
2	All People asked that when Project become operational you provide 77 co:- we will Electricity to our village:- Malik		Share the issue to DABS
3	The company should Recruit more Workers from our village as few workers working.		- Qader Jan
4			77 Co:- We will Recruit in terms of our capacity and need.
5	We are happy and Appreciate such Projects Implementation.		Ad wahab
6			
7			
8			

Meeting with Civil Society

STAKEHOLDER ENGAGEMENT

Discussion No#: _____
 Meeting time: 4:52 PM
 Date: 24/01/2019
 Venue: _____
 Participants: _____
 Minutes of Meeting Recorder: _____
















AGENDA:

1. Brief information about the project.
2. Stakeholder discussions & suggestions for the project.
3. Participants have potentially responded to questions and concerns.

No.	Discussion & Comments	Questions	Answers
1		دسولر بریٹا پر اثر ما سونو تھارے کے کے؟	
2		بریٹا پر کنڈھار کے قسم دے اور کنڈھار کو موٹے قدرے کو بھی موتے بدی ہو جن سے مسئلہ آئی	
3		تائیدات پر عملو؟	
		صفت خاتم لیں گے و خلیو (حق) رسمیں دے کنڈھار وقت پر تہ گتہ کو دکان میں بی بی لیں گے	
		پر دکان کی ماسو عالمی تونہ؟	
		دھوانانو دوزخیں راہوں کا رکھو یعنی خواتان عرائس نہ کھو اور دیوہ دیوہ درم سر ہی ہے دینے والا خود سے لیں گے	

دستہ کوہستان کے بارے	
یہی ہو زیارت کوہستان ہے دو صفوں آسمان سے	
کوہستان اوزاریت وضع صفوں میں چلے گا ریکارڈوں پر	
یہ پروگرام ہے تہذیبی و تاریخی و ادبی صفوں کوہستان سے	
صوم گسٹم کوہستان. زیارت وضع کوہستان ہے	
راہان میں صوم گسٹم تہذیبی و تاریخی و ادبی صفوں کوہستان سے	
ادبی و تاریخی صفوں کوہستان سے تاریخی و ادبی صفوں کوہستان سے	

Meeting with Women in Landy Village


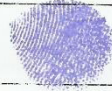
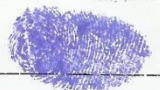









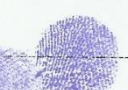


Solar Power Plant - Community Consultation and Information Disclosure Participants Meeting Attendance Sheet					
Meeting Location		Landy Village		Date	29.Jan.2019
Agenda		Awareness about solar Power Plant			
		Project:-			
No	Name	Duty	Contact No	Signature	Key Concerns Shared
1	Samea Jamal		0700727032		1-
2	خانم	دکتر بنج			
3	انارہ	"			2-
4	مہر گل	"			
5	بخت بی بی	"			
6	حسنا	"			
7	رزمنہ	"			
8	فاطمہ	"			
9	مختار غنیم	"			
10	رحم گل	"			
11	مرحہ	"			
12	جمیلہ	"			
13	نوریدہ	"			
14	فریدہ	"			
15	آمنہ	"			

Meeting with Women in Hakim Jan Village

Attendance Sheet

Type of Meeting:

Date:

No	Name	Duty	Signature	Contact Number
1	Samea	Social organizer Female		0700 727032
2	ہروان	دکٹر شیخ		0700 449264
3	شیبان	دکٹر شیخ		07039 14170
4	فوزہ	~		
5	خاطره	~		
6	احیاء	مستقر		0700 316804
7	آمنہ	دکٹر شیخ		
8	میت	دکٹر شیخ		079944 7484
9	لطیفہ	~		07020 77374
10	مروا	~		
11	زرمینہ	~		0705757 862
12	مظاہر	~		
13	آمینہ	~		
14	شکریہ	~		
15	فہیمہ	~		

Annex 7 (The Plant Layout)



Annex 8 (PPE in the site)




Page 88 of 106

دکندهارولایت ۷۷ دبریشنا سولې محتسب شرکت ته!

محترما!

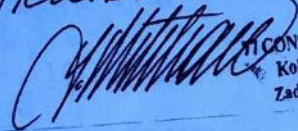
ستا سودغو پېښې په جواب احتراماً لیکلو -
چې دغې بدرفت موټر کرایه ۱۸۵۰۰ اتلس سوه افغانۍ -
د طرز العمل له مخې ټاکل سوی دي .

مخلمې مهربان


دکندهار محتسب بېنار والي ته!

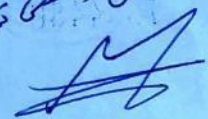
په مېټحان يارديم ۷۷ شرکت دکندهار دڅانگې
د مدير له لورې ستاسو لخوا د پېښې قيمت سره
موافق ټول ستاسو د محاکمې په ډول

Metchan YARDIM



CONSTRUCTION COMPANY
Kolola pashta Main Road
Zadran Plaza Number: 101
Kabul Afghanistan

- ستاسو د غوښتنې په اساس -
د بيارف د موټر ۲۰۱۹-۱۲-۳۱ پورې -
چې ستاسو په کارونې کې پېښه ده -
۱۸۵۰۰ اتلس سوه افغانۍ ده -
د طرز العمل له مخې ټاکل سوی دي -



Annex 10 (The notice of non-compliance)



Kabul Office
Address: Industrial Zone Park Bldg
House# 2000 No 1
Kabul - 1000000000
Phone: +93 77 77777777

Notice of Noncompliance Letter

Date

HSE Officer
77 Construction

Contract No.: Kandahar 15 MW Solar
County: Afghanistan

NOTICE OF SAFETY NONCOMPLIANCE

Below statement indicates the following Safety Noncompliance condition(s):

EMPLOYEE'S NAME:

EMPLOYEE'S TASK/AREA#:

EMPLOYEE'S WORK DESCRIPTION:

SUBJECT OF NONCOMPLIANCE:

DOCUMENT OR PHOTO:

REPORTING TIME:

EMPLOYEE'S STATEMENT:

.....

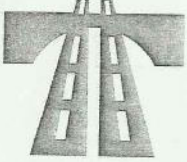
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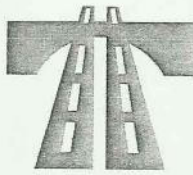
.....

Safety Officer

Employee Signature

Annex 11 (Copy of the Employees Agreement)

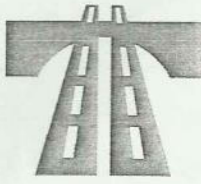
 77 Construction Solar Energy Power Plant KDH Email: info@77constructionusa.com	
Agreement Between 77 Construction Solar Energy Power (Employeer) and (Abdullah s/o Abdul Kareem) 2529311	قرارداد بین شرکت ساختمانی هفتاد و هفت نیروگاه خورشیدی قرارداد کننده و عبدالله ولد عبدالکریم (2529311)
1. The employee shall work as Electrician at Solar Power Plant located at ,Kandahar Province, Afghanistan	1. قرارداد کننده به عنوان (برقی) در نیروگاه خورشیدی ولایت کندهار افغانستان کار خواهد کرد.
2. The Employee will be paid a Brut salary of AFN 37500 (Thirty five thousand Five Hundred AFN) per month. From this salary the Employeer will deduct national income tax Presently 20% and for future pension payments presently 4%. The Net salary after deduction of income tax and pension fund payment will be credited the employees bank account on a monthly basis.	2. معاش ماهوار به مبلغ 37500 افغانی (سی و پنج هزار پنج صد) افغانی خواهد بود که از این مبلغ 20 فیصد برای مالیه و 4 فیصد برای بازنشستگی اخذ خواهد شد و مبلغ باقی مانده از طریق حساب بانکی برای کارمند پرداخت خواهد شد.
3. The Employees working schedule is defined in the job description, in appendix to this agreement	3. تقسیم اوقات کاری کارمندان ضمیمه این قرارداد در بخش شرایط کاری تشریح شده است.



77 Construction Solar Energy Power Plant

KDH
Email: info@77constructionusa.com

4. The employee shall follow all rules & regulation set by the employee, and instruction given by the supervisor. Other payments, dues shall be as per policy of the company.
 5. This offer of employment is subject to prevailing the labour laws of Afghanistan.
 6. During the term of this agreement, the employee will not be allowed to take any employment or carry out any work for other companies or organizations without the written concent of the Employeeer.
 7. The employee has the rigth to paid sick leave 3 times a year, each no longer than 3 working days. If the employee is sick more than 3 days, a medical certificate signed by a medical doctor must be issued and delivered to the Employeeer.
 8. The employee can recieve a paid leave of absent for a number of reasons. However, this must be agreed upon prior to the leave of absent, and be documented.
4. کارمند باید تمام شرایط و قوانین کمپنی را قبول و هر دستورالعملی که از طرف سر تیم یا مدیر بخش داده میشود انجام دهد و پرداخت های دیگر بر اساس پالیسی کمپنی خواهد بود.
 5. این پیشنهاد استخدام تحت شرایط قوانین وزارت کار افغانستان میباشد.
 6. در جریان این قرارداد هیچ کارمند اجازه قرارداد با کدام کمپنی یا سازمان دیگر را نخواهد داشت بدون رضایت کتبی کمپنی.
 7. مدت رخصتی مریضی برای کارمندان در یک سال 3 بار بوده و در هر بار رخصتی صرف 3 روز کاری را میتوان رخصت بود در غیر آن اگر روز های مریضی بیشتر از 3 روز شود کارمند مکلف است که از شفاخانه تصدیق داکتر را از مریضی خویش برای کمپنی پیشکش کند.
 8. به دلایلی کارمند میتواند که ایام رخصتی خویش را دریافت و یا پرداخت کند که قبل از ترک وظیفه و یا غیر حاضری رسماً و یا کتبا اجازه نامه و یا سند رخصتی را اخذ کرده باشد.



77 Construction Solar Energy Power Plant

KDH
Email: info@77constructionusa.com

This contract is prepared in two
copies one for each party

I hereby accept all the terms and
conditions of service contract as recorded
herein above.

The Employment starts

On 05 / 05 / 2018

**Employee's Name: Abdullah s/o Abdul
Kareem**

.....
Signature

.....
Employer's signature

این قرارداد شامل دوکاپی بوده برای هر طرف
یک کاپی داده خواهد شد.

اینجانب تمام شرایط و ضوابط کاری که در بالا ذکر
گردیده است قبول دارم.

شروع استخدام به کار

از 2018/ 05 / 05

نام کارمند عبدالله ولد عبدالکریم

.....
امضاء کارمند

.....
امضاء استخدام کننده

[illegible]

Annex 12 (Weekly training provided during November 2018)

Attendance Sheet

		SAFETY TOOLBOX MEETING ATTENDEES		Date/Time 10/11/2018 007:Am
				Page - 2 of 2
				Record No: TB -
Project:		Pa Afghanistan Breshne Shikast		
Contract No:		15 MW solar Power Generation		
Supervisor / Foreman		77 construction company		
Conducted by:				
Topic:		First Aid Box		
#	Badge/Employee#	Full Name	Signature	
1.		Enayatullah		
2.		Azizullah		
3.		Negazi		
4.		Sawash		
5.		Mehmet Aygun		
6.		Xel Maz		
7.		Yousuf		
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
21.				

"I have attended and understood the safety instructions that have given to be by the safety instructor or supervisor, and have been given opened time for questions items that were unclear or not covered. The orientation concentrates as a matter of common sense, proper human attitude, and good communication and complies with all safety rules and instructions. The discipline to safety makes the supervisor, lead man, and workers aware of responsibility. All employees are to sign after the completion of safety talk with all questions and answers. It has been translated in the language understood by other nationality by their supervisor or interpreter."

SSHO:	Rustam Joma Naza	Superintendent:	Mehmet Aygun
Signature:		Signature:	

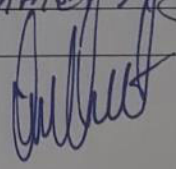
SAFETY TOOLBOX MEETING ATTENDEES		Date/Time 10/11/2018 007: AM	
Project: Da Afghanistan Breshna Sherkat		Page -	
Contract No: 15 MW Solar Power Generation		Record No: TB -	
Supervisor / Foreman			
Conducted by: 77 construction Company			
Topic: First Aid Box			
#	Badge/Employee#	Full Name	Signature
1.		Abdul Mateed	
2.		Murullah	
3.		Abdul Saleem	
4.		Abdul Razzak	
5.		Gul Ahmad	
6.		Nematullah	
7.		Ali Ahmad	
8.		Din Mohammad	
9.		Haji Aziz	
10.		Abdul Rasol	
11.		Mohammad Toman	
12.		Mohammad Shafiq	
13.		Mohammad	
14.		Mohammad Osman	
15.		Mohammad Nasim	
16.		Mohseer	
17.		Abdul Rauf	
18.		Sayed Nezamuddin	
19.		Abdul Qadir	
20.		Kurban Morad	
21.		Tanda	

"I have attended and understood the safety instructions that have given to be by the safety instructor or supervisor, and have been given opened time for questions items that were unclear or not covered. The orientation concentrates as a matter of common sense, proper human attitude, and good communication and complies with all safety rules and instructions. The discipline to safety makes the supervisor, lead man, and workers aware of responsibility. All employees are to sign after the completion of safety talk with all questions and answers. It has been translated in the language understood by other nationality by their supervisor or interpreter."

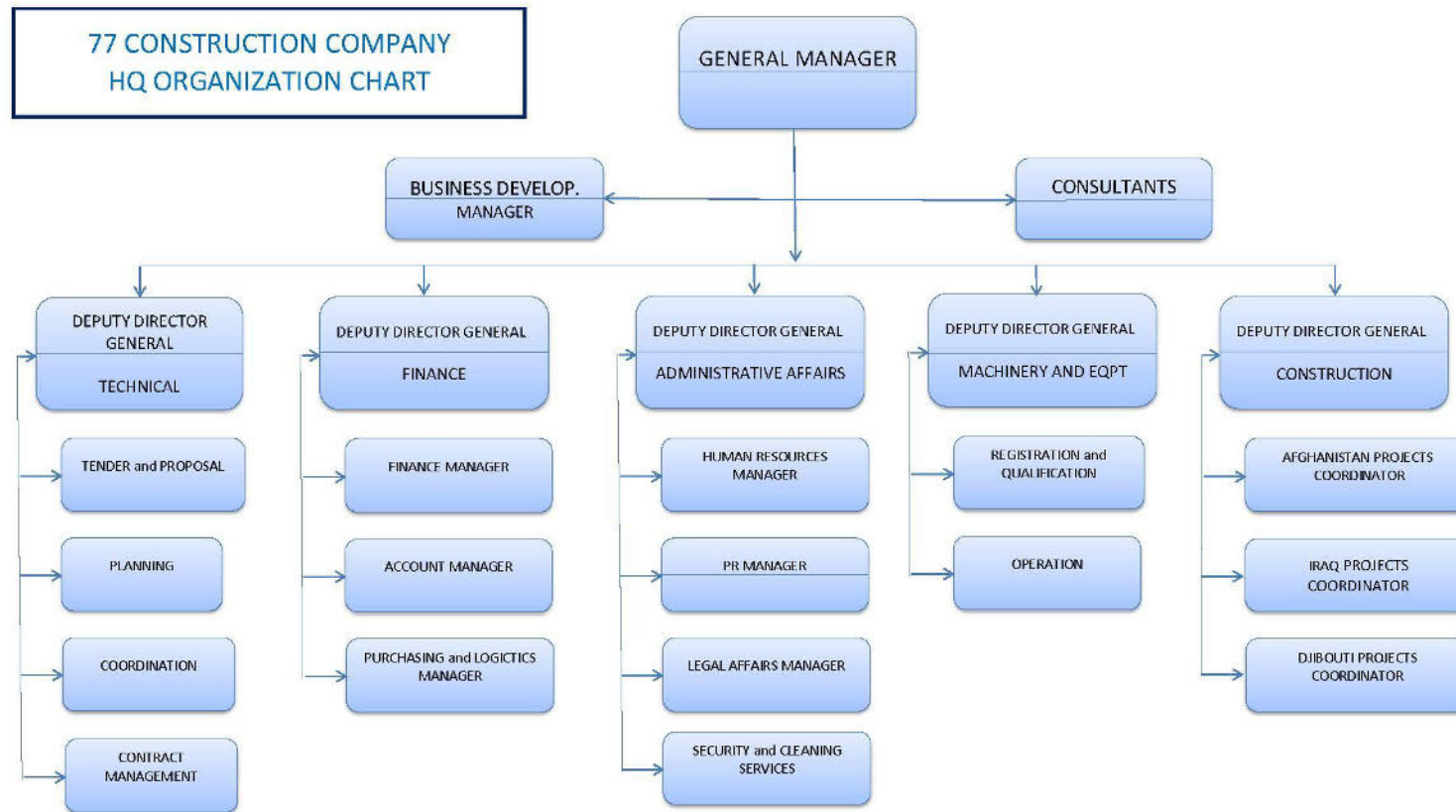
SSHO:	Rustam Toman	Superintendent:	Mehmet Aygun
Signature:		Signature:	

SAFETY TOOLBOX MEETING ATTENDEES		Date/Time 10/11/2018 007:AM	
Project: Da Afghanistan Breshna shekht		Page -	
Contract No: 15 MW solar Power generation		Record No: TB -	
Supervisor / Foreman: Firs			
Conducted by: 77 Construction Company			
Topic: First Aid Box			
#	Badge/Employee#	Full Name	Signature
1.		IBRAHIM Toorun	
2.		Abdul Majeed	
3.		Shir Jaan	
4.		Noor Mohammad	
5.		Mohammad Hashim	
6.		Jaffar Ahmet	
7.		Pazil Mohammad	
8.		Mohammad Awaz	
9.		Samiullah	
10.		Morulleh	
11.		Amanullah	
12.		Mohammad Salim	
13.		Nasrullah	
14.		Mohammad shaa	
15.		Haji Majeed	
16.		Esmatullah	
17.		Hamidullah	
18.		Toma gul	
19.		Rahman Nazar	
20.		Abdul Khalig	
21.		Hamayon	

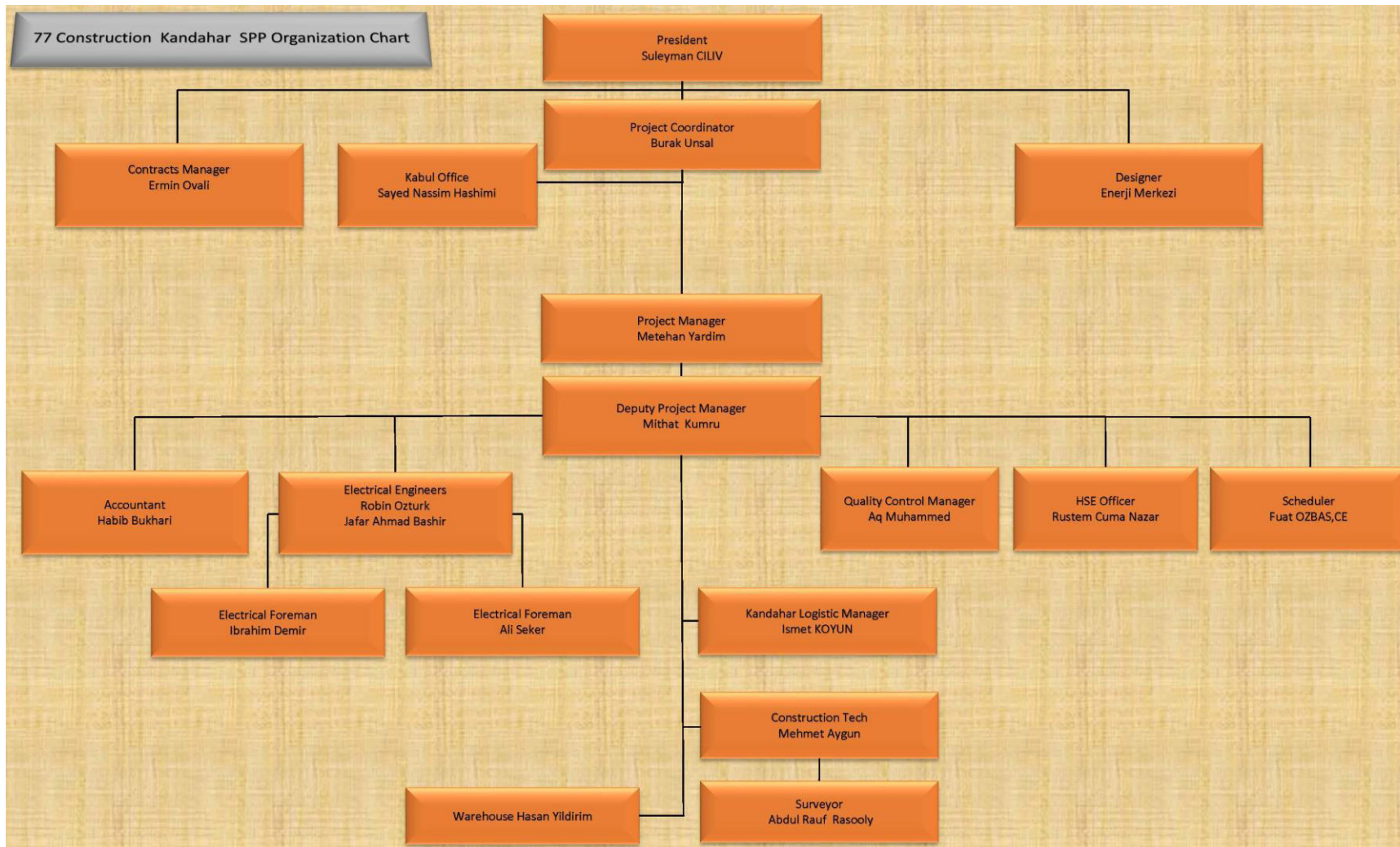
"I have attended and understood the safety instructions that have given to be by the safety instructor or supervisor, and have been given opened time for questions items that were unclear or not covered. The orientation concentrates as a matter of common sense, proper human attitude, and good communication and complies with all safety rules and instructions. The discipline to safety makes the supervisor, lead man, and workers aware of responsibility. All employees are to sign after the completion of safety talk with all questions and answers. It has been translated in the language understood by other nationality by their supervisor or interpreter."

SSHO: Rustam JomaNazar	Superintendent: Mehmed Aygan
Signature: 	Signature: 

Annex 13 (77 Construction Company HQ Organization Chart)



Annex 14 (77 Construction Company Kandahar SPP Organization Chart)



Annex 15 Noise Monitoring Report January 2019

DATE	TIME	Location A	Location B	Location C	Location D
2nd January 2019	8:30 AM	MAX: 76.1dBA MIN: 62dBA	MAX:57.9dBA MIN:47.6dBA	MAX:55.1dBA MIN:43.8dBA	MAX:47.1dBA MIN:43.4dBA
	11:30 AM	MAX: 78.3dBA MIN: 66.5dBA	MAX:44.7dBA MIN:40.2dBA	MAX:65dBA MIN:52.9dBA	MAX:62.1dBA MIN:55.5dBA
	15:30	MAX: 76.2dBA MIN: 69.1dBA	MAX:57.2dBA MIN:45.2dBA	MAX:58.9dBA MIN:47.8dBA	MAX:48.1dBA MIN:43.4dBA
3rd January 2019	8:30 AM	MAX: 78.9dBA MIN: 66dBA	MAX:58.7dBA MIN:47.2dBA	MAX:56.2dBA MIN:43.5dBA	MAX:48.3dBA MIN:41.6dBA
	11:30 AM	MAX: 77.4dBA MIN: 64dBA	MAX:55.7dBA MIN:45.1dBA	MAX:66.2dBA MIN:53.7dBA	MAX:42dBA MIN:35.4dBA
	15:30	MAX: 78.7dBA MIN: 65.7dBA	MAX:45dBA MIN:41.2dBA	MAX:61.8dBA MIN:54.2dBA	MAX:47.1dBA MIN:42.4dBA
4th January 2019	8:30 AM	MAX: 78dBA MIN: 65dBA	MAX:56.7dBA MIN:46.2dBA	MAX:53dBA MIN:42.8dBA	MAX:49.1dBA MIN:42.4dBA
	11:30 AM	MAX:78.7dBA MIN:70.2dBA	MAX:79dBA MIN:46.8dBA	MAX:63.6dBA MIN:53dBA	MAX:43.6dBA MIN:34.9dBA
	15:30	MAX:74.9dBA MIN:70dBA	MAX:61.6dBA MIN:50.7dBA	MAX:70.1dBA MIN:56.8dBA	MAX:66.3dBA MIN:54.2dBA
5th January 2019	8:30 AM	MAX:71.3dBA MIN:65.2dBA	MAX:63dBA MIN:51.2dBA	MAX:62dBA MIN:57.9dBA	MAX:49.8dBA MIN:45.1dBA
	11:30 AM	MAX:77.6dBA MIN:70.5dBA	MAX:54.7dBA MIN:49.3dBA	MAX:64.8dBA MIN:52.2dBA	MAX:46.8dBA MIN:38.7dBA
	15:30	MAX:75.9dBA MIN:71.1dBA	MAX:60.6dBA MIN:50dBA	MAX:70.5dBA MIN:57.8dBA	MAX:48.2dBA MIN:43dBA
6th January 2019	8:30 AM	MAX:77.9dBA MIN:65.2dBA	MAX:61.2dBA MIN:51dBA	MAX:52.7dBA MIN:41.6dBA	MAX:48.5dBA MIN:39.8dBA
	11:30 AM	MAX:68.1dBA MIN:66.5dBA	MAX:48.5dBA MIN:43.2dBA	MAX:41.9dBA MIN:38.7dBA	MAX:46.2dBA MIN:38.8dBA
	15:30	MAX:67.1dBA MIN:62.3dBA	MAX:58dBA MIN:49.8dBA	MAX:44.5dBA MIN:39.6dBA	MAX:48.3dBA MIN:42.9dBA
7th January 2019	8:30 AM	MAX:66.6dBA MIN:60.8dBA	MAX:58.8dBA MIN:48.7dBA	MAX:44.2dBA MIN:40dBA	MAX:45.7dBA MIN:40.2dBA
	11:30 AM	MAX:65dBA MIN:60.2dBA	MAX:57.5dBA MIN:47.6dBA	MAX:43.9dBA MIN:39.8dBA	MAX:44.3dBA MIN:39.7dBA
	15:30	MAX:67.3dBA MIN:61.5dBA	MAX:57.8dBA MIN:49.1dBA	MAX:43.6dBA MIN:40dBA	MAX:42.9dBA MIN:39.5dBA
8th January 2019	8:30 AM	MAX:73.4dBA MIN:68.7dBA	MAX:53.2dBA MIN:52.7dBA	MAX:49.1dBA MIN:35.8dBA	MAX:46.5dBA MIN:38.9dBA
	11:30 AM	MAX:73.6dBA MIN:66.9dBA	MAX:54dBA MIN:51.7dBA	MAX:48.6dBA MIN:36dBA	MAX:45.4dBA MIN:37.1dBA
	15:30	MAX:72.7dBA MIN:64.8dBA	MAX:55.3dBA MIN:50.1dBA	MAX:46.8dBA MIN:35.9dBA	MAX:42dBA MIN:38.3dBA
9th January 2019	8:30 AM	MAX:68.9dBA MIN:65.4dBA	MAX:54.2dBA MIN:46.7dBA	MAX:43.8dBA MIN:39.6dBA	MAX:41.5dBA MIN:36.9dBA
	11:30 AM	MAX:67.1dBA MIN:64.4dBA	MAX:55.1dBA MIN:47.9dBA	MAX:44.4dBA MIN:40.8dBA	MAX:40.4dBA MIN:37.9dBA
	15:30	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA
10th January 2019	8:30 AM	MAX:79.5dBA MIN:60.5dBA	MAX:55.3dBA MIN:44.6dBA	MAX:49dBA MIN:44.2dBA	MAX:41.5dBA MIN:39.5dBA
	11:30 AM	MAX:75.6dBA MIN:64.5dBA	MAX:51.2dBA MIN:45.7dBA	MAX:55.3dBA MIN:47.8dBA	MAX:43.4dBA MIN:38.6dBA
	15:30	MAX:62.3dBA MIN:60.9dBA	MAX:47dBA MIN:44.7dBA	MAX:59.7dBA MIN:49.9dBA	MAX:48.9dBA MIN:39.6dBA
11th January 2019	8:30 AM	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA
	11:30 AM	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA
	15:30	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA
12th January 2019	8:30 AM	MAX:68.1dBA MIN:67.3dBA	MAX:50.7dBA MIN:48dBA	MAX:44.1dBA MIN:36.9dBA	MAX:40.5dBA MIN:38.1dBA
	11:30 AM	MAX:67.9dBA MIN:64.2dBA	MAX:49.8dBA MIN:45.1dBA	MAX:40.9dBA MIN:36.6dBA	MAX:42.3dBA MIN:40.1dBA
	15:30	MAX:68.2dBA MIN:66.3dBA	MAX:50.7dBA MIN:46.5dBA	MAX:44.1dBA MIN:35.4dBA	MAX:45.1dBA MIN:43.3dBA
13th January 2019	8:30 AM	MAX:63.6dBA MIN:61.4dBA	MAX:50.5dBA MIN:40.7dBA	MAX:42dBA MIN:39.5dBA	MAX:46.1dBA MIN:42dBA
	11:30 AM	MAX:65.8dBA MIN:61.5dBA	MAX:43.2dBA MIN:37.8dBA	MAX:41.9dBA MIN:35.8dBA	MAX:47.4dBA MIN:40.1dBA
	15:30	MAX:64.6dBA MIN:62.3dBA	MAX:42.3dBA MIN:38.6dBA	MAX:42.1dBA MIN:36.3dBA	MAX:49.3dBA MIN:39.5dBA
14th January 2019	8:30 AM	MAX:62.4dBA MIN:61.2dBA	MAX:51.7dBA MIN:47.9dBA	MAX:48.1dBA MIN:43.2dBA	MAX:48.3dBA MIN:44.1dBA
	11:30 AM	MAX:63.2dBA MIN:60.5dBA	MAX:46.9dBA MIN:44.1dBA	MAX:45.3dBA MIN:40.2dBA	MAX:45.4dBA MIN:42.3dBA
	15:30	MAX:60.9dBA MIN:60dBA	MAX:45.6dBA MIN:42dBA	MAX:44.2dBA MIN:42.7dBA	MAX:53.4dBA MIN:48.2dBA
15th January 2019	8:30 AM	MAX:66.6dBA MIN:64.5dBA	MAX:43.9dBA MIN:39.5dBA	MAX:46.8dBA MIN:39dBA	MAX:53dBA MIN:45.6dBA
	11:30 AM	MAX:70.1dBA MIN:62.5dBA	MAX:45.9dBA MIN:40.7dBA	MAX:53dBA MIN:40.3dBA	MAX:50.8dBA MIN:42.6dBA
	15:30	MAX:76dBA MIN:54.2dBA	MAX:48.4dBA MIN:49dBA	MAX:68.3dBA MIN:45.2dBA	MAX:45.4dBA MIN:43dBA
16th January 2019	8:30 AM	MAX:65.3dBA MIN:63dBA	MAX:53.8dBA MIN:42.1dBA	MAX:53.4dBA MIN:42.6dBA	MAX:42.3dBA MIN:40dBA
	11:30 AM	MAX:63.3dBA MIN:60.8dBA	MAX:46.2dBA MIN:40.5dBA	MAX:52.3dBA MIN:42.2dBA	MAX:49.5dBA MIN:46.8dBA
	15:30	MAX:59.6dBA MIN:56.8dBA	MAX:44.2dBA MIN:41.7dBA	MAX:54.8dBA MIN:41.7dBA	MAX:49.9dBA MIN:47.6dBA
17th January 2019	8:30 AM	MAX:65.3dBA MIN:64.4dBA	MAX:56.9dBA MIN:49.1dBA	MAX:50.3dBA MIN:42.2dBA	MAX:66.8dBA MIN:57.1dBA
	11:30 AM	MAX:67.5dBA MIN:64.3dBA	MAX:62.8dBA MIN:48.7dBA	MAX:46.5dBA MIN:40.2dBA	MAX:62.9dBA MIN:59.9dBA
	15:30	MAX:66.9dBA MIN:64dBA	MAX:70.6dBA MIN:44.4dBA	MAX:46dBA MIN:41.9dBA	MAX:68.7dBA MIN:58.8dBA
18th January 2019	8:30 AM	MAX:80.1dBA MIN:62.4dBA	MAX:41.3dBA MIN:38.9dBA	MAX:44.1dBA MIN:39.7dBA	MAX:42.6dBA MIN:38.2dBA
	11:30 AM	MAX:69.8dBA MIN:65.4dBA	MAX:43.1dBA MIN:39.3dBA	MAX:42.5dBA MIN:40.6dBA	MAX:40.9dBA MIN:39.9dBA
	15:30	MAX:72.5dBA MIN:65.6dBA	MAX:40.9dBA MIN:38.7dBA	MAX:43.9dBA MIN:40dBA	MAX:41.4dBA MIN:37.9dBA

19th January 2019	8:30 AM	MAX:62.4dBA MIN:60.5dBA	MAX:56.2dBA MIN:51.9dBA	MAX:63.7dBA MIN:54.9dBA	MAX:45.9dBA MIN:44.6dBA
	11:30 AM	MAX:67.1dBA MIN:60.2dBA	MAX:58.3dBA MIN:49.9dBA	MAX:55.5dBA MIN:52.1dBA	MAX:47.4dBA MIN:39.6dBA
	15:30	MAX:66.7dBA MIN:53dBA	MAX:59.6dBA MIN:47.1dBA	MAX:52.2dBA MIN:49.8dBA	MAX:45.7dBA MIN:45.2dBA
20th January 2019	8:30 AM	MAX:74.9dBA MIN:70dBA	MAX:57dBA MIN:52.3dBA	MAX:49.7dBA MIN:42.3dBA	MAX:65dBA MIN:55.4dBA
	11:30 AM	MAX:73.2dBA MIN:70.1dBA	MAX:52.5dBA MIN:48.6dBA	MAX:50.3dBA MIN:45.6dBA	MAX:66.8dBA MIN:56.7dBA
	15:30	MAX:75.7dBA MIN:69.3dBA	MAX:55.9dBA MIN:49.1dBA	MAX:52.4dBA MIN:44.4dBA	MAX:62.9dBA MIN:52.4dBA
21st January 2019	8:30 AM	MAX:60.7dBA MIN:52.3dBA	MAX:60.3dBA MIN:54dBA	MAX:71.6dBA MIN:65.3dBA	MAX:49.1dBA MIN:48.5dBA
	11:30 AM	MAX:61.9dBA MIN:53.5dBA	MAX:60.7dBA MIN:55.5dBA	MAX:65.3dBA MIN:59.9dBA	MAX:47.7dBA MIN:46.2dBA
	15:30	MAX:62.3dBA MIN:55.1dBA	MAX:51.2dBA MIN:48.2dBA	MAX:54.3dBA MIN:47.6dBA	MAX:48.9dBA MIN:47.5dBA
22nd January 2019	8:30 AM	MAX:69.3dBA MIN:64dBA	MAX:56.5dBA MIN:51.4dBA	MAX:80dBA MIN:78dBA	MAX:50.6dBA MIN:48.9dBA
	11:30 AM	MAX:70.2dBA MIN:64.5dBA	MAX:52.3dBA MIN:50.6dBA	MAX:78.9dBA MIN:75.7dBA	MAX:50.1dBA MIN:45.8dBA
	15:30	MAX:68.7dBA MIN:64.1dBA	MAX:55.4dBA MIN:49.5dBA	MAX:77.6dBA MIN:74.3dBA	MAX:49.1dBA MIN:43.4dBA
23rd January 2019	8:30 AM	MAX:68.3dBA MIN:63.7dBA	MAX:56dBA MIN:50.1dBA	MAX:75dBA MIN:70.5dBA	MAX:49.9dBA MIN:47.7dBA
	11:30 AM	MAX:72.1dBA MIN:65.6dBA	MAX:55.7dBA MIN:49.4dBA	MAX:74.1dBA MIN:69.3dBA	MAX:49.5dBA MIN:46.7dBA
	15:30	MAX:70.2dBA MIN:64dBA	MAX:52dBA MIN:48.7dBA	MAX:56.8dBA MIN:55.1dBA	MAX:48.9dBA MIN:44.7dBA
24th January 2019	8:30 AM	MAX:67.5dBA MIN:66.3dBA	MAX:54dBA MIN:52.3dBA	MAX:50.3dBA MIN:49dBA	MAX:60.5dBA MIN:59dBA
	11:30 AM	MAX:69.5dBA MIN:65.4dBA	MAX:51.6dBA MIN:50dBA	MAX:51.3dBA MIN:44.8dBA	MAX:61dBA MIN:58.2dBA
	15:30	MAX:61.2dBA MIN:59.6dBA	MAX:52.1dBA MIN:48.3dBA	MAX:44.9dBA MIN:39.9dBA	MAX:55.3dBA MIN:40.8dBA
25th January 2019	8:30 AM	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA
	11:30 AM	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA
	15:30	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA	MAX:dBA MIN:dBA
26th January 2019	8:30 AM	MAX:74.9dBA MIN:70dBA	MAX:57dBA MIN:52.3dBA	MAX:49.7dBA MIN:42.3dBA	MAX:65dBA MIN:55.4dBA
	11:30 AM	MAX:73.2dBA MIN:70.1dBA	MAX:52.5dBA MIN:48.6dBA	MAX:50.3dBA MIN:45.6dBA	MAX:66.8dBA MIN:56.7dBA
	15:30	MAX:75.7dBA MIN:69.3dBA	MAX:55.9dBA MIN:49.1dBA	MAX:52.4dBA MIN:44.4dBA	MAX:62.9dBA MIN:52.4dBA
27th January 2019	8:30 AM	MAX:75.4dBA MIN:65.1dBA	MAX:45.3dBA MIN:40.8dBA	MAX:49.7dBA MIN:40.8dBA	MAX:48.5dBA MIN:41.2dBA
	11:30 AM	MAX:72.6dBA MIN:58.7dBA	MAX:42.4dBA MIN:40.5dBA	MAX:48dBA MIN:41.1dBA	MAX:47.1dBA MIN:40.3dBA
	15:30	MAX:70dBA MIN:63.4dBA	MAX:41.5dBA MIN:39.4dBA	MAX:46.2dBA MIN:39.6dBA	MAX:45dBA MIN:40.9dBA
28th January 2019	8:30 AM	MAX:65dBA MIN:64.9dBA	MAX:54.5dBA MIN:44.8dBA	MAX:51.1dBA MIN:47.1dBA	MAX:48.9dBA MIN:44.1dBA
	11:30 AM	MAX:70.8dBA MIN:66.3dBA	MAX:52.4dBA MIN:42.3dBA	MAX:49.5dBA MIN:45.6dBA	MAX:51.7dBA MIN:46dBA
	15:30	MAX:76.8dBA MIN:72.6dBA	MAX:49.9dBA MIN:41dBA	MAX:44.2dBA MIN:42.7dBA	MAX:50.6dBA MIN:45dBA
29th January 2019	8:30 AM	MAX:72.6dBA MIN:58.7dBA	MAX:42.4dBA MIN:40.5dBA	MAX:48dBA MIN:41.1dBA	MAX:47.1dBA MIN:40.3dBA
	11:30 AM	MAX:76.4dBA MIN:63.1dBA	MAX:44.7dBA MIN:41.5dBA	MAX:47.9dBA MIN:42.7dBA	MAX:43.4dBA MIN:40.5dBA
	15:30	MAX:75.1dBA MIN:62.3dBA	MAX:41.9dBA MIN:39.7dBA	MAX:43.5dBA MIN:41.6dBA	MAX:44.8dBA MIN:40.2dBA
30th January 2019	8:30 AM	MAX:65dBA MIN:64.9dBA	MAX:54.5dBA MIN:44.8dBA	MAX:51.1dBA MIN:47.1dBA	MAX:48.9dBA MIN:44.1dBA
	11:30 AM	MAX:70.6dBA MIN:65.6dBA	MAX:53.2dBA MIN:45.6dBA	MAX:53.1dBA MIN:44.6dBA	MAX:53.3dBA MIN:46.2dBA
	15:30	MAX:68.1dBA MIN:64.5dBA	MAX:55.6dBA MIN:40.1dBA	MAX:49.7dBA MIN:45.2dBA	MAX:52dBA MIN:45.4dBA
31st January 2019	8:30 AM	MAX:76.8dBA MIN:73.4dBA	MAX:56.2dBA MIN:49.9dBA	MAX:44.2dBA MIN:42.7dBA	MAX:50.6dBA MIN:45dBA
	11:30 AM	MAX:75.8dBA MIN:71.4dBA	MAX:57.1dBA MIN:50.9dBA	MAX:45.7dBA MIN:40.1dBA	MAX:69.6dBA MIN:66.1dBA
	15:30	MAX:74.9dBA MIN:69.9dBA	MAX:56.7dBA MIN:54.2dBA	MAX:44.6dBA MIN:43.1dBA	MAX:70.7dBA MIN:64.3dBA
		LOCATION A: Along Distribution center, Phase 12 and Phase 13.	LOCATION B: Along boundry point of Phase 9, 10 and 11.	LOCATION C: Along boundry point of Phase 1,2,5 and 6.	LOCATION D: Along boundry point of Phase 3,4,7 and 8.