

**Environmental and Social Action Plan
Actis South Africa Wind Energy Facilities**

No.	Type of action	Deliverable	Completion date
Performance Standard 1			
1	Develop and implement an overarching ESMS framework or manual including the principles of adaptive management, for the construction and operation phases of the wind and solar power plants in line with PS 1 requirements. The ESMS framework or manual will incorporate the existing management plans and programs.	ESMS Framework or manual	Within 90 days of the Effective Date of Contract of Guarantee
2	Develop and implement a Stakeholder Engagement Plan at corporate level for the construction and operation phases of the power plants in line with PS requirements.	Stakeholder Engagement Plan	Within 60 days of the Effective Date of Contract of Guarantee
3	Update site-specific SEPs to include people who reside in the vicinity of the project sites (e.g. farm workers)	Updated site specific SEPs Minutes of consultation meetings to include farm residents	November 2019 November 2019
4	Initiate the development of the framework for a biodiversity cumulative impact assessment (CIA) for GV 1 by engaging with other willing wind farm projects in the area.	Framework for CIA for GV 1	March 2020
Performance Standard 2			
5	Develop an organizational chart that details the HR structure and persons responsible for HR.	Organizational chart with assigned HR responsibilities	Within 30 days of the Effective Date of Contract of Guarantee
Performance standard 6			
6	Update the site -specific EMPs for both sites in accordance with the findings of the Critical Habitat Assessment (CHA) and requirements of the Biodiversity Action Plans (BAP) for both sites	Updated site-specific EMPs	January 2020
7	Develop Biodiversity Monitoring and Evaluation Program (BMEP) for each wind farm in accordance with the findings of the Critical Habitat Assessment (CHA) and requirements of the Biodiversity Action Plans (BAP)	BMEP for both wind farms	December 2019
8	Develop a turbine shutdown on demand (SDOD) protocol at GV 1 for use when required if thresholds are exceeded, including the relevant staff training	SDOD protocol, staff training records	Prior to start of the operations.

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Performance standard 6			
9	Develop fatality threshold policy for each species of concern at GV 1	Fatality threshold policy for key species of concern	Prior to start of the operations
10	Update BAP to include the additional conservation actions for Cape Vulture at GV 1 based on the collaboration with other wind farms in the area and continuous research	Updated BAP for GV 1	June 2020
11	Conduct research on Cape Vulture behavior including recommendations for offset mitigation at Excelsior	Research Program including timeline for research activities	February 2020
12	Support the research on the ecology of the Long-billed Lark at Excelsior	Research Program including timeline for research activities	February 2020
13	Conduct a survey of the transmission lines in the Excelsior project AoI to define the high- risk sections and potential risks	Survey report with recommendation.	June 2020
		Evidence of communication with other stakeholder (e.g. emails)	June 2020