

**Environmental and Social Action Plan – ARC Power Rwanda Ltd (October 2023)**

<b>Number</b>	<b>Action</b>	<b>Deliverable</b>	<b>Deadline</b>
<b>PS 1</b>			
1	The PE will be required to develop E&S sites screening and selection process procedures (including clear site selection criteria) in line with PS1 requirements. The Procedure will detail the criteria and how to screen and screen out high E&S risk items such as biodiversity (including avoiding installation of transmission lines along migratory routes or protected areas), physical displacement, and cultural heritage sites and will be included in the existing ESMS and project level environmental and social management plans.	Submit to MIGA a Sites screening and selection procedure	Prior to MIGA Contract of Guarantee (CoG) signing
2	The PE will be required to update and finalize the Project specific ESMS and ESMPs and ensure they are in line with MIGA PS 1 requirements.	Submit to MIGA a Final ESMS and ESMP	Within 3 months of the Effective Date.
3	The PE will appoint 2 experienced and qualified Health Safety and Environment (HSE) officers (one at corporate level and another at project level) and two additional CLOs to manage the Project E&S risks in line with the MIGA PS1 requirements during the Project construction and operation phases.	Submit to MIGA the appointed HSE officers and CLOs appointment letter and CVs.	Prior to MIGA Contract of Guarantee (CoG) signing
4	The PE will ensure that fire extinguishers are functional, well maintained, and are regularly inspected and will conduct emergency response trainings, including at office and site level.	Submit to MIGA Training materials, register and drill and inspection reports	Within 3 months of the Effective Date
<b>PS 2</b>			
5	The PE will be required to update its HR policy and procedures to stipulate the terms of employment, such as wages and benefits, hours of work, health, safety and security, overtime arrangements and compensation, annual and sick leave, maternity leave, bereavement leave, vacation and holiday, health insurance, disability benefit, death benefit, disciplinary actions, workers and employer' rights and obligations, prohibition of forced or child labor, employee termination and end of service benefits,	Submit to MIGA updated HR policy and procedures	Within 2 months of the Effective Date

	according to national labor regulations and PS2 requirements.		
6	The PE will be required to update the employees' GRM and remove the mandatory requirement for employees to submit their complaints in 30 days in line with PS 2 requirements.	Submit to MIGA the updated GRM	Within 2 months of the Effective Date
7	The PE will be required to conduct a supply chain risk assessment of the nominated primary solar suppliers and develop supply chain risk assessment procedure and a screening mechanism against risks for alleged forced labor in the solar supply chain.	Submit to MIGA the supply chain risk assessment	Within 2 months of the Effective Date
<b>PS3</b>			
8	The PE will be required to develop and implement a water management plan. Water use will be a key performance indicator and the PE will keep track of water usage.	Submit to MIGA a water management plan	Within 2 months of the Effective Date
9	The PE will be required to update the waste management procedure to include a clear process of how solid waste generated from each site is stored, segregated, and disposed to an approved landfill by a licensed vendor in line with MIGA PS3 requirements.	Submit to MIGA the updated waste management procedure	Within 2 months of the Effective Date
10	The PE will be required to develop a hazardous waste tracking and documentation system/mechanisms to ensure that the hazardous waste handling, storage, and disposal of hazardous waste is in line with the national laws and MIGA's PS 3 requirement.	Submit to MIGA the hazardous waste tracking and documentation procedure	Within 3 months of the Effective Date
<b>PS 4</b>			
11	The PE will be required to develop a transportation and traffic management plan.	Submit to MIGA a transportation and traffic management plan.	Within 2 months of the Effective Date
12	The PE will be required to conduct a Security Risk Assessment and develop and implement a Security Management Plan (including site access control and register) for the new sites in line with MIGA's PS4	Submit to MIGA a Security Risk Assessment report and a Security Management Plan	Within 6 months of the Effective Date
<b>PS 5</b>			
13	The PE will be required to publicly disclose the project layout once approved to all stakeholders (including the PAPs) and	Submit to MIGA the final disclosed project layout and meeting	Prior to construction

	conduct stakeholders' meetings to receive feedback and concerns.	minutes for stakeholders' meetings.	
14	The PE will require REG (EPC) to document arrangements with private landowners and compensate them regarding the use of their land for the MV line pole placement, when MV line pole is placed in private land.	Meeting minutes, formal notarized agreements, proof of payment	Prior to construction
15	The PE will be required to update the Project SEP and GRM to be in line with national requirement and MIGA PS5. The PE will regularly engage with REG to ensure that potential grievances are managed per MIGA PS1 and 5.	Submit to MIGA the updated GRM and SEP	Prior to construction
16	The PE will require REG to acquire the MV line land and compensate all the PAPs in line with PS5 and Rwandese laws. The PE will also require REG to submit a completion report on land acquisition and compensation process to be validated by the PE.	Submit to MIGA the validated land acquisition and compensation completion report	Prior to construction
17	The PE will be required to compensate the potential difference if there is a gap in the compensation that REG is providing to the landowners compared with PS5 requirements.	Submit to MIGA evidence of compensation for gaps identified.	Prior to construction
18	The PE will be required to acquire the land per PS5 requirements and national laws	Meeting minutes, formal notarized agreements, proof of payment	Prior to construction
19	The PE will be required to engage the services of a valuer recognized by the Institute of Real Property Valuers in Rwanda to carry out a counter-assessment of the REG valuation and provide detailed reports for all the potential affected persons land along the 120 km MV line.	Submit to MIGA the valuation report	Prior construction