

Environmental and Social Action Plan – Scatec Solar

PS	Task Title and Description	Indicator of Completion	Anticipated Completion Date
1a	Develop a project-specific Environmental and Social Management System (ESMS) that will include the followings: (i) an overarching E&S policy that will indicate who within the client's organization will ensure implementation and maintenance of E&S programs and be responsible for their execution; (ii) identification of risks and impacts; (iii) management programs/procedures for environmental and social aspects, including occupational health and safety; (iv) organizational capacity; (v) emergency preparedness and response; (vi) monitoring and review; and (vii) stakeholder engagement.	ESMS with management programs developed and implemented	1 April 2017
1b	Draft a final construction phase Environmental and Social Management Plan (ESMP) to ensure that the ESIA management programs are fully implemented.	ESMP developed and implemented	1 November 2016
1c	Hire an EHS Manager and a Community Liaison Manager on site	EHS Manager and Community Liaison Officer hired and on site	At the earliest of start of construction or 1 December 2016
2a	Develop a Human Resources (HR) Policy and procedures for the construction and operations phases that will cover all type of workers, including direct workers and sub-contracted workers. At a minimum, the HR Policy will include the following provisions: working relationship; working conditions; terms of employment; workers' organizations; non-discrimination and equal opportunity; grievance mechanism; prohibition of child and forced labor in its direct operations; and occupational health and safety.	HR Policy and procedures for construction developed and implemented HR Policy and procedures for operations developed and implemented	1 January 2017 1 July 2017

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3a	Assess the quantity and quality of water required for construction and operations as well as the potential impacts on other users. Should water testing show that groundwater is not available in required quantity and of potable quality, then treatment or alternative source of potable water will need to be identified and shown to be sustainable. Following the assessment, a water management program will be developed and implemented.	Assessment of water availability Testing results of potable water Water management program developed and implemented	1 October 2016 (COD) 1 December 2016 1 January 2017
4a	Develop and implement safe driver and transport safety vehicle procedures, including training sessions for its own and third party haulage contractors, especially during construction	Transport safety procedures developed and training implemented	1 January 2017
4b	Assess the security risks and develop appropriate policies and procedures for managing the project's use and relationship with security personnel, whether public or private (including either an in-house or third-party guard force), in light of IFC Performance Standard 4. If any armed guards are envisioned in providing security for Company personnel, assets, and/or installations, the risk assessment and resulting procedures should reflect appropriate measures (e.g., vetting of personnel, a written code of conduct, training, procedures in the event of any incident or alleged violation) to ensure effective oversight and accountability for the guard force.	Security risk assessment completed to define risks to those inside and outside the project site (e.g. workers and communities); Development and deployment of procedures to ensure effective oversight and accountability for the guard force;	1 January 2017 1 March 2017
5a	Ensure that all social-related management programs of the Resettlement Action Plan (RAP) and ESMP are successfully implemented, and that informed consultation and participation was conducted in all host communities	Consultations reports with host communities Material evidence of compensation for the construction site RAP completion audit	1 January 2017 Before the earliest of 1 March 2017 or start of construction

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		report available	1 January 2020
8a	Develop and implement a chance find procedure applicable during construction and operation. The client will also conduct field surveys covering the project footprint (including the plant, the logistics area, the access road and the underground transmission line corridor) prior to construction	Chance finds procedure developed and implemented Cultural Heritage field survey report	Before the earliest of 1 March 2017 or start of construction