

Environmental and Social Action Plan for Kasada Project Umbrella (Kenya)

August 2022

ESAP #	Task Title & Description	Timeline
1.	<p><u>Security Management:</u> Kasada will ensure all their hotels are Safehotels certified, covering security processes and procedures, training, management and organization, systems and infrastructure, and crises management. This will be renewed on an annual basis.</p> <p>Life and Fire Safety is also covered by Safehotel certification.</p>	31 December 2022
2a.	<p><u>ESMS Transition:</u> Kasada will be required to transition the Project Umbrella hotel to Accor policies and procedures. This process will be implemented through the Accor Task Manager platform</p>	31 October 2022
2b.		31 December 2022
3.	<p><u>Employee Grievance Mechanism:</u> Project Umbrella will be required to develop and implement a formal employee grievance mechanism in accordance with both the Accor grievance procedure and Performance Standard 2.</p>	31 March 2023
4.	<p><u>E&S Resourcing:</u> Kasada will review and assess their internal E&S capacity to ensure adequate oversight and monitoring</p>	31 December 2022
5.	<p><u>Labor Assessment:</u> Accor, through their Task Manager Platform, will complete a labor assessment for Project Umbrella to ensure alignment of existing practices, procedures, and employment contracts with both local legislation, as well as Accor policies and procedures.</p>	31 December 2022