

**Malawi - Salima Solar
Environmental and Social Action Plan (ESAP) – March 2019**

No.	Measure and/or Corrective Actions (Action Description)	Deliverable (Report/Measurement)	Deadline (Date/Event)
<i>PSI Assessment and Management of Environmental and Social Risks and Impacts</i>			
	<i>Policy</i>		
	<i>Identification of Risks and Impacts</i>		
1	Update/amend ESIA on basis of OPIC LTA (ERM) recommendations	Amended ESIA	Within 90 days of the effective date of Contract of Guarantee (CoG)
<i>Management Programs (incl. Monitoring and Reporting)</i>			
2	Finalize, disclose and implement the Grievance Redress Mechanisms for a) workers grievances and b) finalize, update, disclose and implement the Grievance Redress Mechanism for community grievances.	Management approved and formally adopted update of the current Grievance Mechanism	Within 30 days of the effective Date of CoG
3	Draft and finalize management plans under the Environmental and Social Management Plan (ESMP) and associated management plans in line with the requirements of MIGA's PSs and Malawi national regulations, for a) construction phase and b) operations phase: <ul style="list-style-type: none"> • Contractor Management Plan • Human Resources Management Plan and Policy • Training Plan • Community Development Plan • Solid and Hazardous Waste Management Plan • Noise management Plan 	a) Local Employment Plan b) Community Development Plan c) Workers Accommodation d) Project Construction Management Plan, containing: <ul style="list-style-type: none"> • Borrow pit/ Quarry Management • Chance Find Procedure • Hazardous Material Management • Air Quality Management • Emergency Preparedness & Response 	a), b), c): Within 30 days of the effective Date of CoG c), d),e),f),g): Within 60 days of the effective date of CoG

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	<ul style="list-style-type: none"> • Emergency Preparedness and Response Plan • Traffic Management Plan • Labor and Employment Plan • Occupational Health and Safety Management Plan • Storm water Management Plan and Water Management Plan • Community Health and Safety Plan (including STI and malaria prevention) • Worker Code of Conduct • Site Security Plan • Alien Invasive Species Management Plan and Site Rehabilitation Plan • Chance Find Procedure • Stakeholder Engagement Plan • Worker's accommodation 	<ul style="list-style-type: none"> • Equipment and Materials • Fuel Management • Risk Register and Monitoring • Human Resources Management • Training Plan • Noise Management • Traffic Management • Waste Management • Water Management • Security Management • Alien Invasive Management • Worker Code of Conduct <p>e) Project H&S Plan, containing:</p> <ul style="list-style-type: none"> • Occupational Health and Safety • STI/HIV Management • Community Health and Safety <p>f) updated LRP g) updated SEP h) Contractor Management Plan</p>	
4	Set up and implement an operational ESMP	Integrated into ESMP for operational phase	Within 120 days of effective date of CoG
<i>Organizational Capacity and Competency</i>			

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5.1	Hire qualified HSE Manager, with adequate experience with international E&S standards.	Start of work	Within 30 days of the effective date of CoG
5.2	Ensure that the contractor has hired a qualified HSE Manager, with adequate experience with international E&S standards.	Start of work	Within 30 days of the effective date of CoG
5.3	Assign a qualified E&S consultant to: (i) assist in the development of the E&S Management Plans at company and contractor level and (ii) independently monitor the implementation of the E&S Management Plans and of the other ESAP actions in line with MIGA's PS, during construction and until the ESAP has not been completed.	Start of work	Within 30 days of the effective date of CoG
<i>Emergency Preparedness and Response</i>			
6	See PS 1 No. 3 <i>Emergency Preparedness and Response Plan</i>		
<i>Stakeholder Engagement</i>			
7	Disclose non-technical summary of the ESIA in English and Chichewa.		Within 30 days of the effective date of CoG
8	See PS1 section No. 3 <i>Stakeholder Engagement Plan</i>		
<i>PS2 Labor and Working Conditions</i>			
9	See PS 1 No. 3 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-contract workers consistent with PS2. At a minimum, the HR Policy will include the following provisions: working relationship; working conditions (including housing conditions for migrant construction workers); terms of employment; workers' organizations; non-discrimination and equal opportunity; grievance mechanism;		Within 30 days of the effective date of CoG

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	prohibition of child and forced labor in its direct operations; and occupational health and safety.		
<i>PS3 Resource Efficiency and Pollution Prevention</i>			
10	Assess the quantity and quality of water required for construction and operations including potential impacts on other groundwater users. Following the assessment, develop and implement a water management plan to ensure sustainable use of natural resources and prevent impacts on water users.	Assessment of water availability and testing results and extraction permit Water management plan developed and implemented	Within 60 days of the effective date of CoG and prior to any well-drilling or increasing of extraction from existing wells
12	If surface water is going to be used for construction or panel cleaning, identify and use a licensed water vendor, ensuring that the water is sourced from Lake Malawi.	a) Written confirmation that sourcing has been checked b) Copy of license	Within 30 days of the effective date of CoG
<i>PS4 Community Health, Safety, and Security</i>			
13	Develop and implement safe driver and transport safety vehicle procedures, including training sessions for its own and third-party haulage contractors during construction.	Transport safety procedures developed, and training implemented	Within 30 days of the effective date of CoG
14	Before hiring security personnel, JCM will make reasonable inquiries to investigate the employment statement and other available information, including any criminal record, of individuals or firms and will not employ or use any individuals or companies that have abused or violated human rights in the past.	Contract of security provider with provisions found in the Good Practice Handbook on Assessing and Managing Security-Related Risks and Impacts	Within 30 days of the effective date of CoG
<i>PS5 Land Acquisition and Involuntary Resettlement</i>			
15	Perform an LRP implementation monitoring round and report outcomes and follow-up actions, including a proposed approach for ongoing monitoring and reporting.	LRP implementation update and plan for ongoing monitoring	Within 30 days of the effective date of CoG

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16	Fully implement and evaluate the LRP.	LRP implementation and evaluation report	Within 60 days of the effective date of CoG
17	JCM will collaborate with the government agency to achieve outcomes that are consistent with the Performance Standards. This may include additional compensation for lost assets, and additional efforts to restore lost livelihoods, if applicable. After completion of LRP mitigation measures, JCM will commission an external completion audit of the RAP to assess whether the provisions have been met and implement supplemental measures, if applicable.	<p>a) Corrective Action plan developed and implemented in case there are gaps with MIGA's requirements and the LRP. This may include compensation for lost assets, and additional efforts to restore lost livelihoods.</p> <p>b) LRP completion audit (when all compensation and restoration measures are deemed completed) and corrective action plan fully implemented.</p>	<p>Within 30 days of the effective date of CoG</p> <p>Within 2 years of the effective date of CoG</p>
PS8 Cultural Heritage			
18	See PS1 section No. 3 <i>Chance Find Procedure</i>		