

Environmental and Social Action Plan (ESAP)
Senegal: Kounoune Power
November 8, 2018

Action #	Task Title/Description	Deliverable	Due Date
Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts			
1.	Kounoune Power to develop and implement a documented Environmental and Social Management System (ESMS) , in line with Performance Standards (PS) requirements and Azura Power Policies, including (not limited to) the following management plans: <ul style="list-style-type: none"> a. Waste management b. Emergency preparedness and response c. Stakeholder engagement and external grievance mechanism d. Human Resources Policies and Procedures e. Community Health and Safety Plan 	A copy of the finalized document describing the E&S Management System for the Project, in line with PS 1, in form and substance satisfactory to MIGA	No later than 180 days after the Contract Effective Date.
Performance Standard 2: Labor and Working Conditions			
2.	Include provisions for non-discrimination and equal opportunity in the Human Resources Policy	HR Policy and relevant provisions	No later than 30 days after the Contract Effective Date
3.	Develop and implement a mechanism where employee and sub-contractor grievances related to environment, health and safety issues are handled	Grievance mechanism	No later than 60 days after the Contract Effective Date
4.	Develop and implement a retrenchment plan	Retrenchment plan	No later than 60 days after the Contract Effective Date
5.	Conduct a full Occupational Health and Safety (OHS) audit including review and revision of the OHS policies, risk assessment and training procedures	OHS audit report	No later than 180 days after the Contract Effective Date
6.	Ensure all workers are provided with personal protective equipment (PPE)	Evidence of PPE (such as photographs)	Condition precedent.
7.	Develop and implement a supply chain procedure to ensure no child labor, no forced labor and to manage health and safety aspects of primary supplier operations. This should include: verification/assurance of minimum age of employees; verification that no forced labor will be used; health and safety procedures (including training) to prevent life-threatening situations.	Supply Chain Procedure	No later than 60 days after the Contract Effective Date
Performance Standard 3: Resource Efficiency and Pollution Prevention			
8.	Provide the most recent effluent monitoring data	Current effluent monitoring data	Within the Annual Monitoring Report (AMR)
9.	Extend noise monitoring to include the areas of residential development that has taken place within 500 m of the site since the Project was constructed	Noise monitoring plan	No later than 60 days after the Contract Effective Date

10.	Ensure that the storage of all hazardous materials has appropriate secondary containment and signage	Evidence of secondary containment and signage (e.g., photographs)	No later than 90 days after the Contract Effective Date
Performance Standard 4: Community Health and Safety			
11.	Introduce measures related to the management of the buffer zone as required by the Senegalese Environment Code	Confirmation of compliance with Environment Code (e.g., official correspondence)	Within the Annual Monitoring Report (AMR)
12.	Develop and implement a Security Plan in line with PS 4 requirements	Security Plan	No later than 60 days after the Contract Effective Date