

Environmental and Social Action Plan – Djibouti Ghoubet Wind Power Project (January 2019)

No.	Type of action	Deliverable	Completion date
1	As part of cumulative impact assessment, undertake a risk assessment of the 70 km 230 kV transmission line and expand the scope of the Project's ongoing bird and bat studies to include assessment of the potential impacts the line.	Avian Fauna Baseline and Impact Assessment Report for the 70 km 230 kV transmission line	Prior to construction
2	Establish a Project Health, Safety, Social and Environment (HSSE) Management System (MS), including a Contractor management plan as well as policies/frameworks/guidelines for main contractors to prepare and implement: <ul style="list-style-type: none"> - Emergency Preparedness and Response Plan - Worker Accommodation Plan - Waste management plan - Traffic Management Plan - Influx management plan (including Worker Code of Conduct), - Security Management Plan - Chance Finds Procedure - Stakeholder Engagement Plan 	DWP Consortium HSSE MS documentation (Policy, Manual, Guidelines, Procedures, Instructions)	Prior to construction
3	EPC contractor to develop a HSSE MS for the construction phase	EPC Contractor HSSE MS documentation	Prior to construction
4	Ensure suitably qualified HSE Manager and officers engaged by EPC for the construction phase	CVs of HSE Manager and Officers	Prior to construction
5	Develop Human Resources Policy and Management Plan that would include: <ul style="list-style-type: none"> - recruitment procedures, - training requirements - targets around the hiring of local workers - local content plan 	Human Resources Policy and Management Plan	Prior to construction
6	Develop Grievance Mechanism (GM) for communities and workers including contractor workers including awareness rising and information dissemination	GM guideline documentation and the evidence that the employees were informed about the GM	Prior to construction
7	Undertake a desktop water resources study to determine whether allocation of water to the Project will result in any impact on rural community water supply in Djibouti	Water resources study report	Prior to construction of turbine foundations
8	Complete comprehensive baseline birds and bats studies to ensure that at least one full year of observations is covered and variation between different seasons is captured.	Observations studies reports	July 2019
9	Develop Biodiversity Action Plan	Biodiversity Action Plan (BAP) document	Prior to commissioning
10	Demarcate the graveyards identified at the project site to avoid disruption	Evidence that the graveyards are demarcated (photos, ESMP measures)	Prior to construction near graveyards
11	Develop Community Investment Program. <ul style="list-style-type: none"> - Coordinate community investment plans with other developments in the area (e.g. Salt Investment Company and the World Bank financed geothermal project) 	Community Investment Program Documentation. <ul style="list-style-type: none"> - Evidence of coordination (e.g. correspondence; meeting minutes) 	Prior to commissioning