**ANNEX 1: Environmental and Social Action Plan, Nagréongo Solar**

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| **No.** | **Action** | **Timeline** |
| 1 | Establish the Project’s Environmental and Social Management System and associated plans and procedures in line with the requirements of the MIGA PSs and the Project ESIA, for a) construction phase and b) operations phase.  | a) Prior to start of construction;b) 30 days prior to commencement of operations. |
| 2 | Ensure that the EPC Contractor appoints a qualified HSE Manager with prior experience of overseeing ESHS management in construction projects.  | Prior to start of construction. |
| 3 | Develop a Stakeholder Engagement Plan for the Project, in line with the requirements of the Performance Standards.  | Prior to start of construction. |
| 4 | Ensure that any worker’s accommodation is in line with the IFC/EBRD Guidance Note on Worker’s Accomodation.  | Prior to start of construction. |
| 5 | Establish a Local Recruitment Committee, including its Terms of References, to handle job applications and pre-selection of local candidates | Prior to start of construction. |
| 6 | Establish HR procedures in line with Performance Standard 2 and local regulation, applicable to direct and contracted workers.  | Prior to start of construction |
| 7 | Undertake a Water Resources Study evaluating whether water may be sourced from ground aquifers without affecting the communities’ access to water.  | Prior to start of construction. |
| 8 | Update the Project’s Security Management Plan in line with Performance Standard 4, and including a commitment to the Voluntary Principles on Security and Human Rights, rules for use of force, and code of conduct. | Prior to start of construction. |
| 9 | Ensure that shops affected by the construction of the transmission line are compensated for any loss of income caused by the construction. | Prior to construction of the transmission line. |
| 5 | Finalize the land acquisition process and payment for loss of trees in lines with local regulation.  | Prior to start of construction. |