



ANNEX 1: Environmental and Social Action Plan, Tile Solar

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, including plans to be implemented by Contractor's, 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 EHS Officer with prior experience of overseeing EHS 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, including a community grievance mechanism.	Prior to start of construction.
4	Ensure that any accommodation provided for the Project, by Contractors or the Project Company, are in line with the IFC/EBRD Guidance Note on Worker's Accommodation	Prior to start of construction.
5	Establish HR procedures in line with Performance Standard 2 and local regulation, applicable to direct and contracted workers, including Code of Conduct for employees.	Prior to start of construction
6	Confirm availability of water in the existing well located at the substation adjacent the site, to meet Project requirements without affecting the local communities' water resources.	Prior to start of construction.
7	Establish a Security Management Plan for the Project in line with Performance Standard 4.	Prior to start of construction.
8	Conduct supplementary land acquisition and compensation study to address relevant gaps against the requirements of Performance Standard 5.	Prior to start of construction.