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<tbody>
<tr>
<td><strong>PS 1 Assessment and Management of Environmental and Social Risks and Impacts</strong></td>
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<td>1.1</td>
<td>Develop and implement an integrated E&amp;S management system (ESMS) aligned to the Performance Standards (PS) as well as international certification standards ISO14001 and ISO 45001. The ESMS should include, but not be limited to:</td>
<td>• Provisions for PS compliant ESIs to be conducted for any new project;</td>
<td>30-Jan-22</td>
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<td>• A Group level EHS Policy that is rolled out across all underlying businesses and sites, and include EHS plans procedures relevant to the Company, such as:</td>
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<td>• Assessment of EHS hazards and risks at each site;</td>
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<td></td>
<td>• Assessment of EHS legal and other requirements at each site;</td>
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<td></td>
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<td>• Environmental plans and procedures relating to energy and water consumption, stormwater management, effluent management, solid waste management, air emissions, chemical management, etc.;</td>
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<td>• OHS plans and procedures relating to lock out tag out, electrical safety, working at height, hot work, ATEX, machine safety, chemical safety, asbestos management, legionella risk management, etc.;</td>
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<td>• Fire Safety Plan;</td>
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<td>• Stakeholder Engagement Plan for each site;</td>
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<td>• External Grievance Management Mechanism; and</td>
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<td>• EHS monitoring and reporting framework for each site</td>
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<td></td>
<td>• Implement a programme of EHS training and awareness for management level staff and other employees, including development of a training matrix and management of training records.</td>
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<td>1.2</td>
<td>Publicly disclose the EHS Policy on BBHL’s website</td>
<td>Publicly disclose the EHS Policy on BBHL’s website</td>
<td>Within 60 days of the Effective Date</td>
</tr>
<tr>
<td>1.3</td>
<td>Develop Emergency Response Plans (ERPs) for each of the sites.</td>
<td>ERP in place and one drill undertaken at all sites</td>
<td>30-Sep-2021</td>
</tr>
<tr>
<td>1.4</td>
<td>Undertake mapping of E&amp;S risks in the primary supply chains for HCFM and ZAK</td>
<td>Supply chain mapping</td>
<td>Within 60 days of the</td>
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<td>1.5</td>
<td>At the corporate level, develop a risk-based procurement policy for sourcing raw materials from third-party suppliers.</td>
<td>Procurement Policy</td>
<td>Effective Date</td>
</tr>
<tr>
<td>1.6</td>
<td>For HCFM, develop a procurement procedure that defines (i) process for evaluating E&amp;S risks within the primary supply chain based on production material; (ii) evaluation of suppliers and source of raw material inputs; (iii) assessment of suppliers E&amp;S systems and capacity to manage risks; and (iv) process for annual reviews of suppliers/source of product based on material production input supply risk assessments.</td>
<td>Procurement Procedure</td>
<td>30-Dec-2021</td>
</tr>
<tr>
<td>1.7</td>
<td>Develop a strategy for procuring soap noodles made with Roundtable on Sustainable Palm Oil (RSPO)-certified (or similar certification for gaining assurances of sustainability) palm oil. Strategy will include specific steps to be taken and interim targets.</td>
<td>Sustainable Soap Noodle Procurement Strategy</td>
<td>Effective Date</td>
</tr>
<tr>
<td>1.8</td>
<td>Obtain from the supplier a detailed plan for making soap noodles that are produced with RSPO-certified (or similar certification) soap noodles.</td>
<td>Transition Plan</td>
<td>Effective Date</td>
</tr>
<tr>
<td>1.9</td>
<td>Update strategy for procuring soap noodles made with RSPO-certified (or similar certification) palm oil based on plan from the supplier.</td>
<td>Updated Sustainable Soap Noodle Strategy</td>
<td>Effective Date</td>
</tr>
<tr>
<td>1.10</td>
<td>Procure soap noodles made with RSPO-certified (or similar certification) soap noodles.</td>
<td>Evidence of certification of the soap noodles</td>
<td>Effective Date</td>
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**PS 2 Labor and Working Conditions**

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<td>2.1</td>
<td>Implement corrective measures resulting from occupational health surveys for noise, illumination (internal and external), heat stress and ventilation at all the sites, and provide validation reports confirming all identified issues have been corrected.</td>
<td>OHS surveys completed and action plan in place Detailed document providing evidence of adequate resources, budget and timeline to implement the corrective actions</td>
<td>CP to second disbursement</td>
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| 2.2  | Prepare an asbestos management plan. The asbestos management plan would have to include (not limited to):  
  • Description of abatement works considered  
  • Detailed planning of OHS provisions  
  • Asbestos-containing waste materials disposal options considered  
  • Budget  
  • Timeline to implement the corrective actions  
  Conduct an asbestos survey at all the Turaco premises and develop asbestos management plans (no | Satisfactory asbestos survey done and, if required, asbestos management plan drafted by a licensed specialist. Asbestos survey and management plans if required | Effective Date |
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<td>removal required unless health risks are associated due to asbestos-containing materials condition, location, etc.)</td>
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| 2.3  | Develop and implement a legionella risk management plan including: -periodic bacterial treatment  
-Identification of networks areas prone to bacterial development (e.g. dead arms, corroded piping sections) and conduct appropriate repair/modification works. | Procedure for bacterial treatment  
Networks survey report and upgrade works plan                                                                                                                                                       | Within 6 months of the Effective Date                                                           |
|      |                                                                                                                                                                                                          |                                                                                                                                                                                                          |                                                                                               |
| **PS 3 Resource Efficiency and Pollution Prevention** |                                                                                                                                                                                                                  |                                                                                                                                                                                                          |                                                                                               |
| 3.1  | Contact local authorities to apply for Water Permits required at ZAK (for the borehole and wastewater discharge), HCFM 2 (wastewater discharge) and Gullele (wastewater discharge). Water permit for the solvent extraction plant.  | Permits                                                                                                                                                                                                  | Within 6 months of the Effective Date                                                           |
| 3.2  | If monitoring identifies it’s necessary, upgrade the effluent treatment plant at HCFM2 to ensure compliance with WBG EHS Guidelines and Ethiopian legislation | Evidence of upgraded equipment and monitoring results that indicate effluent in compliance with WBG Guidelines and Ethiopian legislation                                                                 | If needed                                                                                       |
| 3.3  | Undertake an initial monitoring campaign of stack emissions of boilers and generators be conducted by a qualified laboratory to determine which pollutants are present and the quantities emitted.  
Develop a periodic monitoring process.                                                                                                           | Monitoring results and periodic monitoring process                                                                                                                                                    | Within 6 months of the Effective Date                                                           |
| **PS 4 Community Health, Safety and Security** |                                                                                                                                                                                                                  |                                                                                                                                                                                                          |                                                                                               |
| 4.1  | Prepare site specific community health management plans for HCFM, ZAK and the solvent extraction plant.                                                                                                    | Community health management plans                                                                                                                                                                     | Within 6 months of the Effective Date                                                           |