

ANNEX 1: Environmental and Social Action Plan, UM6P

No.	Action	Timeline
1	Adopt the UM6P Sustainable Development Policy for the Rabat Campus, and amend it to include provisions related to equal opportunity and prohibition of discrimination and gender-based violence.	Prior to commencement of operations.
2	Develop a Sustainability Plan of Actions for the Rabat Campus.	Prior to commencement of operations.
3	Establish a Sustainable Development Department and appoint a Sustainability Manager for the Rabat Campus.	Prior to commencement of operations.
4	Develop Fire & Life Safety, and Emergency Preparedness & Response procedures for the Rabat Campus.	Prior to commencement of operations.
5	Adopt the UM6P Health and Safety Program for the Rabat Campus.	Prior to commencement of operations.
6	Implement an awareness program related to gender and gender-based violence, in line with the recommendations of the IFC Sector Brief on Addressing Gender-Based Violence and Harassment (GBVH) in the Education Sector.	Within 12 months following commencement of operations.
7	Establish a Security Management Plan for the Rabat Campus, including a code of conduct and rules for use of force in line with the requirements of PS4.	Prior to commencement of operations.