

**ENVIRONMENT AND SOCIAL ACTION PLAN (ESAP) for Kasada Project Wind  
(Namibia)**

**April 8, 2022**

<b>ESAP #</b>	<b>Task Title &amp; Description</b>	<b>Required Completion Date</b>
1.	<u>Labor Audit:</u> Accor, as instructed by Kasada, will conduct a labor audit of the Project Wind hotels to identify key gaps between existing procedures and local legislative requirements as well as Performance Standard 2. Kasada will provide the labor audits findings and will agree upon an improvement plan with MIGA to fulfill the gaps (if any) versus local legislative and PS requirements	30 September 2022
2.	<u>Food Safety:</u> Kasada will conduct an independent audit for food safety hazards of the Project Wind hotels to identify key gaps between existing procedures and practices and internationally recognized good practice (such as the hazard analysis and critical control point (HACCP)). Kasada will provide the food safety hazards audit findings and will agree upon an improvement plan with MIGA to fulfill gaps (if any).	30 September 2022
3.	<u>Life and Fire Safety:</u> Kasada will conduct an independent Life and Fire Safety Audit of both Project Wind hotels. The findings of this audit will be provided to MIGA and a timebound remedial action plan (if needed) to remedy the identified gaps of local legislation and World Bank Group EHS Guidelines will be agreed upon.	30 September 2022
4.	<u>Security:</u> Building on ESAP Action #5 in the first ESAP for Project Ayaba/Awale, carry out security risk assessment per Accor policies and update Project Wind security management plans in line with Accor and PS4 requirements.	30 September 2022