

ANNEX 1: Environmental and Social Action Plan – IWS Agro

No	Item	Timeline
1	Develop an Environmental and Social Management System (ESMS) in line with the requirements of the Performance Standards (PS), including: (i) an Environmental, Occupational Health and Safety and Social policy; (ii) a legal register of E&S permits required as per national regulations; (iii) an E&S risks and impacts register; (iv) E&S procedures and management plans including transportation management plan, water and wastewater management plan, waste management plan, hazardous substances management plan; (v) an organizational structure defining roles and responsibilities to implement the ESMS; (vi) an Emergency Preparedness and Response Procedure (EPRP); and (vii) an E&S monitoring program and reporting procedures consistent with regulatory and MIGA's requirements.	Within 3 months from the Contract of Guarantee Effective Date
2	Assign an Environmental and Social Officer and a Human Resources Manager for the Project	Within 2 months from the Contract of Guarantee Effective Date
3	Develop a Stakeholder Engagement Plan and a Community Grievance Mechanism consistent with PS1	Within 3 months from the Contract of Guarantee Effective Date
4	Develop a Human Resources (HR) Manual, including: (i) HR Policy in line with PS 2 requirements and national law; (ii) Recruitment procedure; (iii) Template contracts for permanent and temporary employees; (iv) Worker grievance mechanism.	Within 3 months from the Contract of Guarantee Effective Date