

ANNEX 1: Environmental and Social Action Plan, Konexa

| No. | Action | Timeline |
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| <u>PS1: Assessment and Management of Environmental and Social Risks and Impacts</u> | | |
| 1 | Provide the final version of the ESIA, resulting from the authorities' review and confirmation of approval. | Prior to commencement of construction |
| 2 | Provide an amendment to the ESIA to cover any transmission line sections which were not considered as part of the original ESIA, and confirmation of the relevant government approvals for those sections (ESAP item). | Prior to commencement of construction of relevant transmission line sections. |
| 2 | Develop an Environmental and Social Management System (ESMS) applicable to construction and operation phase activities. | Prior to commencement of construction |
| 3 | Ensure that the EPC Contractor appoints a qualified Health, Safety and Environment Officer. | Prior to commencement of construction |
| 4 | Develop a Stakeholder Engagement Plan (SEP) as part of the ESMS, building on the engagement undertaken to date and in compliance with the requirements of PS1. | Prior to commencement of construction |
| <u>PS2: Labor and Working Conditions</u> | | |
| 5 | Establish Human Resources Policy and Management Plan in line with PS2 and local regulation. | Prior to commencement of construction |
| 6 | Establish a worker accommodation plan in line with the IFC/EBRD Guidance Note on Worker's Accommodation. | Prior to commencement of construction |
| 7 | As part of the ESMS, establish a procedure for due diligence assessment of the Project's primary suppliers of labour and materials. This includes third party suppliers of agency staff; EPC contractors and their supply chain, and suppliers of equipment (e.g., PV panels) to check for risks associated with human rights, child labour and forced labour. | Prior to commencement of construction |
| <u>PS3: Resource Efficiency and Pollution Prevention</u> | | |
| 8 | Develop a Waste Management Procedure as part of the ESMS. | Prior to commencement of construction |
| PS4: Community Health, Safety and Security | | |
| 9 | Integrate community health and safety aspects in to Konexa's Occupational Health and Safety Management Plan (OHSMP) and Contractor's Environmental and Social Management Plans (C-ESMPs). | Prior to commencement of construction |
| 10 | Include rules or engagement and code of conduct for security guards in the contract with Security Service Provider in line with PS4. | Prior to commencement of construction |
| <u>PS5: Land Acquisition and Involuntary Resettlement</u> | | |

| 11 | Conduct a review of legacy land acquisition in relation to the solar plant site, and identify mitigatory measures as adequate to achieve outcomes that are consistent with the objectives of Performance Standard 5. | Prior to commencement of construction |
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