

Appendix 1. Environmental and Social Action Plan. Nuru Solar-Hybrid Mini-Grids Project (#16650)

No.	Action	Timeline
PS 1 Assessment and Management of Environmental and Social Risks and Impacts		
1	Update the Project's Environmental and Social Management System and associated plans and procedures in line with the requirements of the MIGA PSs for construction phase and operations phases.	Within 30 days of the Effective Date
2	Update the contractors' management procedure to include the requirements for the EPC contractor to prepare and submit an ESMP for each site and appoint OHS Officers	Within 30 days of the Effective Date
3	Update Emergency Preparedness and Response Plan in line with MIGA PSs	Within 30 days of the Effective Date
4	Update a Stakeholder Engagement Plan for the Project, in line with the requirements of the Performance Standards	Within 30 days of the Effective Date
5	Update Community Grievance Mechanism in line with PS 1 requirements	Within 30 days of the Effective Date
PS 2 Labor and Working Conditions		
6	Develop Terms of Reference (ToR) for the local hiring companies to ensure fair distribution of labor requests between the local villages, affected communities and contractors.	Within 30 days of the Effective Date
7	Update the HR handbook in line with the DRC Labor Code and the requirements of PS 2	Within 30 days of the Effective Date
8	a) Update an Anti-Harassment Policy to adequately account for GBV incidents and b) develop a training plan to include periodical training on GBV for Nuru/employment broker staff	Within 30 days of the Effective Date
9	Develop an internal grievance redress mechanism which would account for GBV incidents, among other things	Within 30 days of the Effective Date
10	Develop a Construction and Operation ESMP, including OHS Management Plan and E&S training program	Within 30 days of the Effective Date
11	Update the Procurement Policy in line with the requirements of PS 2 to ensure that potential suppliers of equipment and services are screened against the risks of forced and child labor	Within 30 days of the Effective Date
PS 3 Resource Efficiency and Pollution Prevention		
12	Develop an Air Quality Monitoring and Management Plan in line with the requirements of PS 3	Prior to construction

13	Develop a stormwater management plan	Prior to construction
14	Develop a waste management procedure to cover construction and operations	Within 30 days of the Effective Date
15	Develop Hazardous Substances Management Plan for construction and operations	Within 30 days of the Effective Date
PS 4 Community Health, Safety and Security		
16	Develop a Traffic Management Plan including training & certification, vehicle safety procedures, signage, and awareness campaigns in affected communities	Within 30 days of the Effective Date
17	Develop a Code of Conduct for employees and contractors to cover rules of interaction with local communities	Within 30 days of the Effective Date
18	Develop a Security Management Plan to ensure that the security contractor and the supporting PNC officers operate in a manner which meets the requirements of local regulations and PS 4	Within 30 days of the Effective Date
PS 5 Land Acquisition and Involuntary Resettlement		
19	Update Land Acquisition Procedure in accordance with MIGA PS 5 and Congolese legislation	Within 30 days of the Effective Date
20	Develop Livelihood Restoration Plans (LRPs) for Goma 2, Bunia and Kindu in line with Congolese Legislation and MIGA PS 5	Within 30 days of the Effective Date