

## Environmental and Social Action Plan - SETRAG Phase II

| <b>Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts</b> |  |                                     |
|--|--|-------------------------------------|
| <b>#</b>   | <b>Action</b>  | <b>Timeline</b>                     |
| 1  | Prepare an Environmental and Social Management System (ESMS) manual to coordinate implementation of the different E&S plans and procedures at all SETRAG sites. The ESMS manual will include an organization chart clearly specifying the roles and responsibilities and reporting lines for all E&S-related departments | August 2022                         |
| 2  | Prepare an updated template for the Annual Monitoring Report (AMR), including information on resettlement, stakeholder engagement and labor and working conditions (including employment statistics and worker accommodation)  | August 2022                         |
| 3  | Develop and implement a Gender and Gender-Based Violence (GBV) action plan to address the findings of the external GBV assessment conducted in 2021  | August 2022                         |
| 4  | Conduct a Climate Risk and Vulnerability Assessment to determine the potential long-term impacts of climate change to the Project  | March 2023                          |
| 5  | Update the Stakeholder Engagement Plan (SEP) to incorporate results of stakeholder mapping and the Interim Advice for IFC Clients on Safe Stakeholder Engagement in the Context of COVID-19 (2020)   | December 2022                       |
| 6  | Harmonize the Emergency Response Plan (2020) with the statutory Plan Fer (2014) and develop an action plan to address the external expert's recommendations  | December 2022                       |
| 7  | Appoint a Senior Social Specialist to oversee implementation of SEP and RAP  | August 2022                         |
| 8  | Build capacity of the team in charge of developing the Resettlement Action Plans (RAPs) and Livelihood Restoration Plans (LRPs) on the requirements of Performance Standard 5 on involuntary resettlement  | August 2022                         |
| <b>Performance Standard 2: Labor and Working Conditions</b>  |  |                                     |
| 9  | Conduct a gap analysis of international labor law requirements and PS2 against Gabonese legislation, and update the Human Resources (HR) Policy and procedures as required   | November 2022<br>Update if required |
| 10   | Develop a formal procedure to handle workers complaints  | August 2022                         |
| 11   | Implement the medium-term renovation plan for worker accommodation, including the upgrade and maintenance of drinking water systems and of sanitation installations  | Yearly updates until December 2026  |
| 12   | Ensure that all employees living in workers' accommodation units have access to potable water. Implement temporary arrangements (e.g. providing bottled water) as needed   | August 2022                         |
| 13   | Develop and implement a corrective action plan to address the findings of the 2020 fire safety audit of permanent workers accommodation  | August 2022                         |
| 14   | Develop an Occupational Health and Safety (OHS) manual in line with international OHS standards  | September 2022                      |
| <b>Performance Standard 3: Resource Efficiency and Pollution Prevention</b>                            |  |                                     |
| 15   | Implement the pollution prevention and pollution remediation plan  | December 2022                       |
| 16   | Complete the feasibility studies to explore options to dispose of used creosote contaminated sleepers.   | December 2022                       |
| <b>Performance Standard 4: Community Health, Safety and Security</b>                                   |  |                                     |
| 17   | Develop a policy on the use of public and private security forces  | September 2022                      |
| 18   | Implement the fire safety corrective action plan, developed following the 2018 Fire Safety audit conducted in all buildings accessible to the public (e.g. railway stations), including passenger wagons   | December 2022                       |
| 19   | Reinforce railway safety in line with good international practices   | December 2022                       |
| <b>Performance Standard 5: Land Acquisition and Involuntary Resettlement</b>                           |  |                                     |

|   |   |  |
|---|---|--|
| 20  | Develop specific RAPs or LRPs for work extending beyond the original limit of the RAP (PK 015) approved in 2017: (i) –Andem; (ii) Ntoum; (iii) Lastourville; (iv) other as needed   | August 2022; others as needed                                  |
| 21  | Undertake completion audit of all resettlement undertaken for the project during (i) Phase 1 and (ii) Phase 2. Implement additional compensation measures as required to ensure the outcomes of the resettlement process are consistent with PS5 requirements   | (i) July 2023<br>(ii) July 2026                                |
| <b>Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b> |   |  |
| 22  | Update the Critical Habitat Assessment (CHA) and the Biodiversity Action Plan (BAP)   | December 2022  |
| 23  | Update the Environmental and Social Management Plan (ESMP) for sand extraction to incorporate measures to prevent, minimize and manage potential impacts on biodiversity.<br>Develop and implement mitigation measures to achieve Net Gain for critical habitat triggers<br>Hire an independent biodiversity expert to oversee the implementation of avoidance and mitigation measures during the 2022 sand extraction campaign | Prior to the 2022 sand extraction campaign<br>(September 2022) |