

ENVIRONMENT AND SOCIAL ACTION PLAN (ESAP)

ESAP #	Task Title & Description	Required Completion Date
1a.		31 March 2023
	<u>ESMS Transition:</u> Kasada will be required to transition the Project Galaxy hotels to Accor policies and procedures. This process will be implemented through the Accor Task Manager platform	
1b.		30 June 2023
2.	<u>Additional E&S Resourcing:</u> Kasada will review and assess their internal E&S capacity to ensure adequate oversight and monitoring	30 June 2023
3.	<u>Labor Assessment:</u> Accor, through their Task Manager Platform, will complete labor assessment for Project Galaxy to ensure alignment of existing practices, procedures, employment contracts and working conditions with local legislation, as well as Accor policies and procedures.	30 April 2023

<p>4. <u>Independent Labor Assessment:</u> Kasada will commission an independent labor audit to verify compliance of labour conditions with IFC and MIGA standards. These audits will cover areas relating to labor and working conditions, adequacy, safety and comfort of working areas, hiring, compensation and benefits, employee relations, health&safety, and security. Where gaps or non-alignment are identified, corrective actions will be implemented through a timebound action plan.</p>	<p>Draft Report: 30 April 2023</p> <p>Final Report: 30 June 2023</p> <p>Corrective Action Plan addressing gaps identified in the Final Report (if any): August 2023</p>
<p>5. <u>Employee Grievance Mechanism:</u> Project Galaxy will be required to develop and implement a formal employee grievance mechanism in accordance with both the Accor grievance procedure and Performance Standard 2.</p>	<p>30 April 2023</p>
<p>6. <u>Wastewater permit:</u> Accor will be required to investigate the regulatory status of compliance of the wastewater treatment facility of Project Galaxy against national requirements</p>	<p>30 April 2023</p>
<p>7. <u>Security Management:</u> Kasada will ensure Project Galaxy is SAFEhotels certified, covering security processes and procedures, training, management and organization, systems and infrastructure, and crises management. This will be renewed on an annual basis.</p> <p>Life and Fire Safety must be covered by SAFEhotel certification.</p>	<p>Safehotels Audit Report: 30 April 2023</p> <p>Certification: 31 July 2023</p>