

ENVIRONMENT AND SOCIAL ACTION PLAN (ESAP)

ESAP #	Task Title & Description	Required Completion Date
1.	<u>ESMS – C:</u> Kasada will develop a Construction ESMS focused on construction activities. This system will be aligned with PS1 requirements.	i. 15 August 2023 (draft) ii. 30 September 2023 (final)
2.	<u>ESMS Transition:</u> Kasada will be required to transition Project Lausanne hotel to Accor policies and procedures. This process will be implemented through the Accor Task Manager platform.	Project Lausanne: 30 September 2023
3.	<u>ESIA:</u> Kasada will submit and Environmental and Social Impact Assessment (ESIA) for Project Lausanne, Cosmos and Kiwi. The ESIA's will be consistent with both local legislative as well as IFC PS requirements.	Project Lausanne: 30 October 2023
		Project Cosmos: 30 July 2023
		Project Kiwi: 30 July 2023
4.	<u>Climate Risk Assessment:</u> Kasada will conduct physical climate risk assessment of the sites for Project Lausanne, Cosmos and Kiwi. The risk assessment shall include floods, extreme winds, hurricanes, cyclones extreme temperatures, sea level rise, as applicable. The assessment should cover a time horizon of at least 20 years, or alternatively the lifetime of the sub-projects. If significant and material risks are identified, Kasada will establish and implement necessary mitigation measures.	30 October or prior to commencement of construction
5.	<u>Independent Labor Assessment:</u> Kasada will commission an independent labor audit of Project Lausanne to verify compliance of labour conditions with PS2 requirements. 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.	Project Lausanne: 31 Aug 2023 (final reporting) Ongoing reporting on implementation: every 6 months
6.	<u>Employee Grievance Mechanism:</u> Project Lausanne will be required to develop and implement a formal employee grievance mechanism in accordance with both the Accor grievance procedure and Performance Standard 2.	Project Lausanne: 31 July 2023

<p>7.</p>	<p><u>Security Management</u>: Kasada will ensure Project Lausanne, Kiwi, Cosmos are 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>For Project Lausanne:</p> <ul style="list-style-type: none"> i. Safehotels Audit Report: 31 Dec 2023 ii. Certification: 1 June 2024 <p>For Project Kiwi and Cosmos:</p> <ul style="list-style-type: none"> i. Certification: prior to start of hotel operations
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