

Appendix 1. Environmental and Social Action Plan

No.	Action	Deliverables	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.	ESMS documentation	Within 90 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	Updated contractors' management procedure	Within 30 days of the Effective Date
3	Update Emergency Preparedness and Response Plan (EPRP) in line with MIGA PSs	Updated EPRP	Within 30 days of the Effective Date
4	Update Community Grievance Mechanism (GM) in line with PS 1 requirements	Updated community GM	Within 60 days of the Effective Date
PS 2 Labor and Working Conditions			
5	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.	ToR for hiring companies	Within 30 days of the Effective Date
6	a) Update an Anti-Harassment Policy to adequately account for GBVH incidents and b) develop a training plan to include periodical training on GBV for Nuru/employment broker staff	a) Updated Anti-Harassment Policy; b) Training plan	Within 60 days of the Effective Date
7	Update an internal grievance redress mechanism (GRM) in line with PS 2 to account for GBVH incidents, among other things	Internal GRM documentation	Within 60 days of the Effective Date
8	Develop a Construction and Operation ESMP, including OHS Management Plan and E&S training program	Construction and Operation ESMP, including OHS Management Plan and E&S training program	Within 30 days of the Effective Date
9	Include the following requirements in the contract signed with the EPC: (a) To obtain representation from the module supplier(s) that their sub-suppliers do not engage in unacceptable labor practices and comply with similar international performance standards as the module suppliers; (b) Termination of	Requirements in the contract signed with the EPC	Prior to signing the contracts with the EPCs

	the purchase contract if either the module supplier or its sub-suppliers are found to be in breach of the labor representations; (c) Removal of the module supplier by the EPC and Nuru from all its future solar module tenders, if there is a breach of the labor representations; and (d) Use best efforts to provide a supply chain map of its or the solar suppliers and/or comply with any internationally-recognized traceability protocol as feasible which at such time reflects good international industry practice.		
PS 3 Resource Efficiency and Pollution Prevention			
10	Develop an Air Quality Monitoring and Management Plan in line with the requirements of PS 3	Air Quality Monitoring and Management Plan	Prior to construction
PS 4 Community Health, Safety and Security			
11	Develop a Traffic Management Plan including training & certification, vehicle safety procedures, signage, and awareness campaigns in affected communities	Traffic Management Plan	Within 30 days of the Effective Date
12	Develop a Code of Conduct for employees and contractors to cover rules of interaction with local communities	Code of Conduct for employees and contractors	Within 30 days of the Effective Date
13	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	Security Management Plan	Within 30 days of the Effective Date
PS 5 Land Acquisition and Involuntary Resettlement			
14	Update Land Acquisition Procedure in accordance with MIGA PS 5 and Congolese legislation	Updated Land Acquisition Procedure	Within 30 days of the Effective Date
15	Develop Livelihood Restoration Plans (LRPs) for Goma 2 and Kindu in line with Congolese Legislation and MIGA PS 5	LRPs	Within 30 days of the Effective Date
16	Conduct an independent LRP audit and implement follow up actions (if any)	Agreed terms of reference for the LRP audit Engagement of independent consultant LRP audit report Corrective action plan Reporting on implementation of corrective action plan every	Based on the timeline of the LRP implementation

		3 months until all actions are closed	
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