

ANNEX 1: Environmental and Social Action Plan, Engie Equatorial Limited – February 2023

#	PS	Action	Deliverable	Deadline
1	PS 1	<p>a. EEA will review and update the health, safety, security and environmental management system (HSSE-MS) for the construction, operations and decommissioning phases to:</p> <ul style="list-style-type: none"> i. Reflect MIGA Performance Standards ii. Include roles and responsibilities iii. Demonstrate the Project E&S governance structure supported by detailed of the project management roles and responsibilities describing the interfaces between Engie Group, Engie Energy Access (EEA) and the PE at the country level (in the case of Uganda, EE) <p>b. The HSSE-MS will be supported by the following management plans/ procedures developed by EEA, including but not limited to:</p> <ul style="list-style-type: none"> i. Emergency response and preparedness plan ii. Stakeholder engagement plan iii. Grievance redress mechanism plan iv. Contractor management plan including procedure to review and approve Construction Environmental and Social management plan v. Waste management plan vi. Community health and safety management plan vii. Occupational health and safety management plan viii. Security management plan ix. Traffic management plan 	<p>a. Updated HSSE–MS</p> <p>b. Project specific management plans</p>	<p>a. 90 days after CoG effective date</p> <p>b. 120 days after CoG effective date</p>

2	PS 1	Review and update the screening process to include: i.E&S desktop assessment ii.Field visit by competent/ qualified E&S specialists iii.Documented assessment of the mini-grid risk categorization	Updated screening procedure Terms of Reference and CVs of E&S specialists Assessment report	180 days after CoG effective date
3	PS 1	a. Review and update the risk assessment to incorporate: i.E&S aspects ii.site specific E&S and climate risks and iii.construction related risks b. Include the risk assessment in the contractual obligations with (i) the construction contractor and (ii) EE' operations and maintenance team	a. Risk Assessment b. Template of the contractual obligations with construction contractor and O&M contractor	a. 90 days after CoG effective date b. 120 days after CoG effective date
4	PS 1	EEA will require the EPC contractor to develop a construction environmental and social management plan (CESMP) in line with PS requirements, the HSSE-MS taking into account the Environmental Project Brief or ESIA recommendations and NEMA approval conditions and the outcome of the risk assessment (per ESAP #2 & 3)	Construction ESMP	At least 60 days prior to the start of construction activities
5	PS 1	a. EEA will develop and implement: a) an operational ESMP at the country level that b) includes specific operational ESMPs for each Subproject taking into account the Environmental Project Brief recommendations and NEMA approval conditions and the outcome of the risk assessment. As a minimum the ESMP should include sections related to: • Occupational Health and Safety • Emergency response and preparedness; • Grievance Mechanism; • Security management procedures	a. Country level ESMP b. Subproject specific operations ESMPs	a. 60 days after CoG effective date b. At least 30 days prior to the start of operations of each Subproject
6	PS 1	a. EEA and EE shall appoint/ retain adequate/ qualified officers	a. Organogram and reporting	a. 60 days after

		with the responsibility for managing E&S issues. b. The EPC contractor will be required to appoint adequate and competent E&S personnel overseeing construction activities, based on site.	structure, job descriptions, short profiles or curricula vitae and signed contracts b. Organogram and reporting structure of EPC and O&M contractors	CoG effective date b. 30 days prior to the appointment of the EPC contractor
7	PS 1	Develop and implement a monitoring procedure with clear reporting requirements for the EPC contractor and O&M and with clear guidance to operationalize EE's self-monitoring reports.	Monitoring Procedure	30 days prior to the start of construction of each sub-Project
8	PS 2	Review and finalize the draft EEA Employee Manual and as a minimum extend the grievance redress mechanism to contractor and sub-contractors	Employee Manual	90 days after CoG effective date
9	PS 2	Review and update the Procurement Policy to (i) include measures to be undertaken if evidence of child or forced labor is encountered in the supply chain and (ii) monitoring practices	Updated procurement policy	90 days after CoG effective date