

## ANNEX 1: Environmental and Social Action Plan, Mocuba Solar PV Project

ESAP			
#	Action	Deliverables	Timeline
<b>Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts</b>			
1	The Project Enterprise will update the attachments in reference to the Health, Safety, Environment, Social and Security (HSESS) Operational Management Plan to be Project specific as part of Globeleq's onboarding process.	Health, Safety, Environment, Social and Security Operational Management Plan Attachments	90 days after the effective date of the contract of guarantee (CoG).
2	The Project Enterprise will implement an integrated management system for the operations and maintenance phase, including but not limited to the following procedures: (i) The Local Crisis Response and Fire Preparedness (ii) Monitoring, measurement and evaluation of compliance (iii) Compliance obligations: legal and other to manage environmental, health and safety compliance (iv) Management system audits (v) Stakeholder Engagement (vi) Contractor management	Procedures, including attachments.	90 days after the effective date of the CoG.
<b>Performance Standard 2: Labor and Working Conditions</b>			
3	Revise and update the Human Resources Handbook in line with national labor legislation, PS 2 and HSESS Policy.	Human Resources Handbook	90 days after the effective date of the CoG
4	The Project Enterprise will update the attachments in reference to: (i) the General Health, Safety, Environment, Social and Security Instructions and (ii) General Health and Safety (H&S) precautions procedures to be Project specific.	Updated attachments in relation to (i) General Health, Safety, Environment, Social and Security Instructions procedure and (ii) General Health and Safety (H&S) precautions procedure	(i) and (ii) 90 days after the effective date of the CoG
5	Globeleq will: (i) introduce compliance with labor and working conditions in line with PS 2 and national legislation in the contract templates for contractors and (ii) develop a procedure for Project Enterprise to monitor contractors' labor and working conditions in line with the requirements of PS 2 and Mozambican Laws, including consideration for grievance mechanisms	(i) Contractor contract template (ii) Procedure to monitor labor and working conditions of contracted workers	(i) and (ii) 120 days after the effective date of the CoG

	for subcontractors and fair working conditions		
<b>Performance Standard 3: Resource Efficiency and Pollution Prevention</b>			
6	The Project Enterprise develop a water balance diagram to reflect the site's water use and identify any potential water losses/leaks as part of the water management plan.	Water balance diagram	60 days after the effective date of the CoG
7	The Project Enterprise will revise and update the waste management attachments in the waste management procedure to reflect waste generation as a result of the Project activities.	Waste Classification and Management register	90 days after the effective date of the CoG
<b>Performance Standard 4: Community Health, Safety and Security</b>			
8	The Project Enterprise will review and update the security related procedures to incorporate a security risk assessment and mitigation measures in relation to its security arrangements to those within and outside the Project site.	Updated security procedures	60 days after the effective date of the CoG
<b>Performance Standard 5: Land Acquisition and Involuntary Resettlement</b>			
9	The Project Enterprise will: (i) finalize livelihood restoration monitoring as per the Independent Consultant's recommendation and (ii) undertake a Livelihood Restoration completion audit and corrective action plan (if needed).	(i) Livelihood Restoration Programme Monitoring Reports  (ii) Livelihood Restoration Completion Audit Report	(i) To commence in Q1 2025  (ii) 120 days after completion of monitoring corrective actions.