

Environmental and Social Action Plan – Project Khasi (January 2025)

Number	Action	Deadline
PS 1		
1.	Ilitha will develop all the ESMS, ESMPs, Policies, and Procedures to align with MIGA’s requirements. Among others, these will include the following policies or management plans: Gender, Health and Safety, Security, Social Investment, Procurement, Anticorruption and Bribery; the following plans: Emergency Preparedness and Response Plan, Stakeholder Engagement Plan, OHS management plans, E&S impacts assessment and management, E&S Monitoring Plans. When ready, Ilitha will share them with MIGA for review.	[Within 90 days of contract of guarantees signing]
2.	Ilitha will document the consent to construction for pole installation process and develop a Pole Installation Management Plan	[Within 60 days of contract of guarantees signing]
3.	Ilitha will develop a grievance mechanism (GM) in line with MIGA’s requirements, disseminating contacts details and mechanism access in areas accessible to public. The GM will include procedures for the receipt, recording, and responding to grievances from both the public and the workforce.	[Within 60 days of contract of guarantees signing]
PS 2		
5.	Ilitha will develop a human resources policy and worker grievance mechanism, and a specific management plan to address risks related to sexual harassment and sexual exploitation and abuse across all areas of its operations	[Within 90 days of contract of guarantees signing]
6.	Ilitha will develop a Contractor Management Plan	[Within 60 days of contract of guarantees signing]
7.	Ilitha will develop an operational health and safety plan to address operational OHS risks, specifically risks encountered by field staff such as heat fatigue, working at heights, work in wet weather conditions and the right to refuse dangerous/unsafe work. OHS requirements will be applicable to contractors too and enforced through contract conditions and obligations	[Within 60 days of contract of guarantees signing]
PS 3		
8.	The Waste Management Plan will be reviewed and updated by Ilitha and included in the ESMP part of the ESMS	[Within 60 days of contract of guarantees signing]
9.	Ilitha will develop a Resource Efficiency Management Plan for tracking and monitoring water use, waste production, energy consumption, GHG emission.	[Within 60 days of contract of guarantees signing]
PS 4		
10.	Ilitha will develop a Security and Community Health and Safety Management Plan to effectively manage these risks to the community	[Within 60 days of contract of guarantees signing]