

Environmental and Social Action Plan for Silverlands Vineyards

August 2016

No.	PS	Action Required	Milestones and Dates
1	1	Submit a copy of the ESIA upon completion, and address any new risks identified in the ESIA in the ESMS	Upon Completion of the ESIA
2	2	<p>Submit revised human resources policies that are consistent with the Namibian labor code and cover the components of PS 2, specifically addressing the following topics:</p> <ul style="list-style-type: none"> • Procedures on how overtime work is allocated and approved that align with Namibian labor law; updated timekeeping procedures to include the electronic tag system, and reference to the section of the Namibian labor code that permits guards 60 hours of regular work per week. 	October 31, 2016
3	2	<p>Develop and submit an appropriate internal labor monitoring and compliance policy that specifically addresses due diligence and monitoring against PS 2 on labor and working conditions at the Project, including contractors/sub-contractors and the supply chain, to include:</p> <ul style="list-style-type: none"> • Identification of individual(s) responsible for monitoring, • Timetable that delineates the frequency of monitoring, • A monitoring checklist/questionnaire that incorporates labor laws, regulations and requirements (including the requirements of PS 2), <p>A program to interview direct, temporary, contracted and sub-contracted employees and contains guidelines for identifying non-compliance indicators “on the ground.”</p>	October 31, 2016
4	2	Provide evidence that SVL Management Housing is built to standards set out in the IFC EBRD Workers Accommodation: Process and Standards (August 2009) guidance note.	Semi-Annual until completion
5	3	Provide a final Procedure for Management of Pesticides that includes viticulture specific integrated pest management in the Alternatives to pesticide application section.	September 30, 2016
6	3	Provide evidence that pesticide use follows WHO guidelines	September 30, 2016 and Annual E&S Report

7	3	Provide a final Water Monitoring Procedure in response to any findings in the ESIA.	Within 3 months after completion of the ESIA
8	3	Address cumulative water impacts either by including the cumulative impact report in the Project's ESIA, or other impact assessment documentation specific to the project, especially as in response to the possible sensitivity of the riverine habitat.	Upon completion of the ESIA
9	3	Provide evidence that soil resources and water runoff are well managed such that agro-chemical run off does not reach the river or infiltrate any drinking water resources.	September 30, 2016 and Annual E&S Report
10	4	Develop a community health plan in conjunction with local authorities and surrounding farming communities.	Plan to be submitted by February 28, 2017. Updates reported as part of Annual E&S Report