

**Attachment A:  
Environmental and Social Action Plan – Hoi Xuan Hydropower Project**

Action	Timeline
Update ESIA to reflect the requirements of the Performance Standards	Prior to contract signing
Update RLEMPD to reflect the requirements of the Performance Standards	Prior to contract signing
Prepare land acquisition, resettlement and compensation plan	Prior to contract signing
Obtain written agreements from signed by village leaders of project-affected villages, to demonstrate FPIC	Prior to contract signing
Establish internal grievance redress mechanism for project staff	Prior to contract signing
Prepare Waste Management Plan	30 days after contract effective date
Prepare Stakeholder Engagement Plan	30 days after contract effective date
Amend community and project-affected persons grievance redress mechanisms	30 days after contract effective date
Social Impact Management Plan, including <ul style="list-style-type: none"> <li>- Community Health Plan</li> <li>- Community Safety Plan</li> <li>- Labor Management Plan</li> <li>- Camp Management Plan</li> </ul>	30 days after contract effective date
Prepare Labor/EHS-plan for operations phase	Prior to commissioning
Update management plans and programs to take into account the results of the Ma River Cumulative Impact Assessment Study	90 days after the completion of the Cumulative Impact Assessment Study.
Prepare Emergency Preparedness Plan for the construction phase	30 days after contract effective date

<b>Action</b>	<b>Timeline</b>
Prepare Emergency Preparedness Plan for the operations phase, including dam failure and downstream flooding analysis	180 days after contract effective date
Contract E&S Monitoring Consultant	Prior to contract signing
Contract consultant for and conduct independent dam safety review	Prior to contract signing
Prepare Biodiversity Action Plan	90 days after contract effective date
Prepare Reservoir Area Clearing Plan	180 days after contract effective date or prior to any vegetation clearance activities in the reservoir area.