

Environmental and Social Action Plan Ejuva 1 and 2, Namibia

Action #	Task Title/Description	Time line
<b>Performance Standard 1: Social and Environmental Assessment and Management System</b>		
1	Hire a competent manager responsible for Environment, Health and Safety to ensure compliance with national law, Performance Standards (PS) and EHS guidelines for both construction and operations.	Within 30 days of contract execution
2	Revise CIGenCo Group's ESMS specifically for the Ejuva 1 and 2 projects, along with environmental, health and safety procedures, facility guidelines and maintenance in compliance with host country regulations, PS and WBG Environment, Health and Safety (EHS) guidelines for both construction and operations. The system shall be consistent with ISO 14001.	Within 60 days of contract execution
3	Develop an emergency response plan (ERP) and implement fire drills to measure preparedness.	Within 30 days of contract execution
4	Appoint dedicated staff as emergency response wardens and provide training in first aid.	Within 30 days
<b>Performance Standard 2: Labor and Working Conditions</b>		
5	Identify and train a Human Resources Manager	Within 30 days of contract execution
6	Revise CIGenCo Groups Human Resources Policy and Procedures including workers' grievance mechanism specifically for the Ejuva 1 and 2 projects	Within 30 days of contract execution
7	Develop training plan and train dedicated staff to deal with EHS	Within 30 days of contract execution
<b>Performance Standard 3: Resource Efficiency and Pollution Prevention</b>		
8	Engage a registered waste disposal company to handle waste	Within 30 days of contract execution
9	Install appropriate secondary containment for generator and for fuel storage	Within 30 days of contract execution
<b>Performance Standard 4: Community Health, Safety and Security</b>		
10	Submit to MIGA qualifications of the selected security contractor, procedures for hiring and training security guards, rules of conduct and monitoring of security	Within 30 days of contract execution
11	Develop a community grievance mechanism and ensure communities are familiar with it	Within 60 days of contract execution