

## New Bugesera International Airport – Environmental and Social Action Plan (May 2018)

No.	Action	Deadline
Performance Standard 1		
1	Update and publicly disclose the BAC Environmental and Social Policy to reference MIGA Performance Standards and include commitment to social performance.	Within 30 days of the Effective Date of Contract of Guarantee
2	Document the plan to engage with parties responsible for construction and operation of water pipeline and transmission line.	Within 30 days of the Effective Date of Contract of Guarantee
3	Update the Project commitments register to include legal, regulatory and permit requirements	Within 60 days of the Effective Date of Contract of Guarantee
4	Appoint a Project social performance manager with appropriate qualifications to oversee the development and implementation of the Project's social commitments, including supporting establishment of the resettlement unit and implementation of the livelihood restoration plan.	Within 60 days of the Effective Date of Contract of Guarantee
5	Finalize and disclose the construction Emergency Preparedness and Response Plan	Within 60 days of the Effective Date of Contract of Guarantee
6	Prepare environmental monitoring and reporting procedure for the construction phase, which specifies process and frequency for internal reporting, external monitoring and reporting and audits.	Within 60 days of the Effective Date of Contract of Guarantee
7	Develop and implement a Stakeholder Engagement Plan for the construction phase of the Project.	Within 60 days of the Effective Date of Contract of Guarantee
8	Develop and implement a Stakeholder Engagement Plan for the operations phase of the Project.	Within 1 year of the Effective Date of Contract of Guarantee
9	Update ESMS for Operations Phase	Within 1 year of the Effective Date of Contract of Guarantee
10	Under the Operations ESMS, prepare appropriate plans and procedures, including: Noise Management Air Quality Management Airport safety and security Labor, Working Conditions and Employment Management Plan Energy Management and Resource Efficiency Wildlife Hazard Management Plan Solid and Hazardous Waste Management Water Quality Management Emergency Preparedness and Response Plan (including fire safety and evacuation plan)	Within 1 year of the Effective Date of Contract of Guarantee
11	Fuel Farm EMP (including water, waste, hazardous materials management) and Emergency Preparedness and Response Plan	Prior to operations
12	Establish Airport Emergency Committee	Prior to operations
Performance Standard 2		
13	Finalize development and implement the Project occupational health and safety plan. Ensure that Contractors have prepared occupational health and safety plans in conformance with the Project's requirements and the Performance Standards.	Within 30 days of the Effective Date of Contract of Guarantee
14	Conduct an assessment of occupational, health and safety risks at the quarry site. Work with the supplier to improve OHS practices, as required.	Within 30 days of the Effective Date of Contract of Guarantee

15	Update HR Policy to include non-discrimination, equality of opportunity during the recruitment processes, freedom of association and right to collective bargaining, of the Project's own employees and workers engaged by third parties.	Within 30 days of the Effective Date of Contract of Guarantee
16	Develop a procedure to confirm receipt of employment applications from local residents and PAPs	Within 30 days of the Effective Date of Contract of Guarantee
17	Develop a procedure for the preferential consideration of PAPs, then residents of local communities, then residents of the local cells, sectors and districts (in that order) for employment	Within 30 days of the Effective Date of Contract of Guarantee
18	Update employee grievance mechanism procedure to allow anonymous complaints from employees and contractors and to include development of an internal grievance register to track complaints and resolution	Within 30 days of the Effective Date of Contract of Guarantee
19	Develop a procedure for the preferential consideration Kigali International Airport employees for positions at the NBIA	Within 1 year of the Effective Date of Contract of Guarantee
20	Update HR procedures to include a procedure for the development of a retrenchment plan in the event of any need for retrenchment	Within 60 days of the Effective Date of Contract of Guarantee
<b>Performance Standard 3</b>		
21	Develop a summary of Project-specific environmental protection requirements.	Within 60 days of the Effective Date of Contract of Guarantee
22	Develop a procedure for the use of pesticides and agricultural chemicals for the maintenance of airport green areas	Within 1 year of the Effective Date of Contract of Guarantee
23	Prepare a summary of resource efficiency measures incorporated into the design of the airport	Within 60 days of the Effective Date of Contract of Guarantee
24	Undertake an audit of resource efficiency (energy and water use)	1 year after the start of airport operations
<b>Performance Standard 4</b>		
25	Update transportation safety process to include movement of construction-related vehicles, including employee transportation vehicles, through populated areas.	Within 30 days of the Effective Date of Contract of Guarantee
26	Update traffic management plan for the operations phase	Within 1 year of the Effective Date of Contract of Guarantee
27	Develop plans and procedures to regularly maintain, test and audit life and fire safety systems	Prior to operations
28	Appoint a suitably qualified Security Manager	Prior to operations
<b>Performance Standard 5</b>		
29	Develop a Livelihoods Restoration Plan for economic and physical displacement at the airport site	Within 60 days of the Effective Date of Contract of Guarantee
30	Develop a Livelihoods Restoration Plan for economic and physical displacement for the expressway	Within 60 days of the Effective Date of Contract of Guarantee
31	Develop a time-bound action plan for the airport RAP mitigation measures (to set out roles/responsibilities, for BAC and MININFRA, budget, as well as the monitoring and evaluation process).	Within 60 days of the Effective Date of Contract of Guarantee
32	Develop a SEP, including grievance mechanism (as a sub-plan of the overall SEP) for the resettled (economically and physically) populations	Within 60 days of the Effective Date of Contract of Guarantee

33	Develop a plan for monitoring and evaluation of the resettlement and livelihood restoration program (both airport site and expressway)	Within 60 days of the Effective Date of Contract of Guarantee
34	Support the establishment of and participate in (as requested by MININFRA) a resettlement unit to fund, manage and implement the livelihood restoration measures until a completion audit is undertaken by competent external resettlement experts	Within 60 days of the Effective Date of Contract of Guarantee
35	Provide summary of consultation with government and proposed way forward to resolve outstanding cases of households without ownership papers	Within 60 days of the Effective Date of Contract of Guarantee
36	Engage competent experts to undertake a completion audit of the airport area resettlement, in line with PS5 requirements	Within 1 year of the Effective Date of Contract of Guarantee
Performance Standard 6		
37	BAP to be updated to identify indicators for 'no net loss' of natural habitats	Within 60 days of the Effective Date of Contract of Guarantee
38	BAP updated to address collision risk	Within 60 days of the Effective Date of Contract of Guarantee
39	Develop a plan or procedure to manage the potential for invasive species	Within 60 days of the Effective Date of Contract of Guarantee