

Figure 7.3 Schedule of the Environmental and Social Management Plan (ESMP) for the Preparatory Works of the Simandou Project

Action Item	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Compensation Plan												
Final optimization of preliminary works' footprints and calculation of compensation												
Public consultation - validation by the Compensation Validation Commission												
Compensation												
Mitigation Plan and Improvement of Impacts/Risks												
Labour and Work Conditions Management Plan												
Distribution of the recruitment notices and candidate selection												
Health and Safety Management Plan												
Workers' Training in Health & Safety												
Risk management and reporting of incidents/accidents												
Monitoring of the workers' health												
Incident and Emergency Management Plan												
Training employees on emergency procedures												
Emergency drills												
Management Plan for New Arrivals												
Control of the migratory flow through the recruitment procedure												
Development of a new arrivals management plan												
Cultural Heritage Management Plan												
Follow-up study of old village of Mamouroudou (and estimation of value)												
Avoidance of the site, or community consultation to define mitigation measures												
Community Development Plan												
Support to the production of a regional community development plan												
Social Investment Program												
Biodiversity Action Plan												
Impact mitigation plan (minimize encroachment)												
Reforestation of altered grounds												
Meeting of the regional committee for biodiversity management												
Community Grievance Management Plan												
Public Consultation and Disclosure Program (PCDP)												
Social and Environmental Surveillance and Monitoring Program												
Surveillance program												
Monitoring program												
Production of reports for surveillance/monitoring												

Construction Period	
Continuous Process	
Discontinuous Process	
Activity continuing beyond the construction period	
Spot Activity	