LYDIAN #25924 - FINAL ENVIRONMENT AND SOCIAL ACTION PLAN			
#	Action	Entity Responsible	Deadline
1	Lydian to hire an experienced HSEC consultant to be commuting between London, Kosovo and Armenia to oversee environmental and social management for each propect, initiate E&S baseline work and prepare the corporate ESMS	Lydian Resource Co.	Maximum 6 month after IFC investment signing
2	Develop with support from qualified professional a comprehensive corporate ESMS along with a mutually acceptable time frame for implementation, including allocation of adequate E&S staff and resource for implementation	Lydian Resource Co.	Maximum one year after IFC investment signing
3	Submit Emergency Preparedness and Response Plan applicable for each property to IFC for review	Lydian Resource Co.	Maximum one year after IFC investment signing
4	Negotiate with Kosovo authorities what is required to document past liabilities at Drazjna and provide IFC with final agreements and/or clearance documents	Kosovo Resource Co.	When each investment decision is made for development
5	Carry out environmental and socioeconomic baseline studies for the Drazjna property and subsequently develop same for Rahovac and Crepulja, to be prepared in compliance with Kosovo Law # 2002/8 and IFC requirements	Kosovo Resource Co.	Maximum 3 month after investment decision is made for development
6	Carry out environmental and socioeconomic baseline studies for the Armulsar property, to be prepared in compliance with Armenia Environmental laws and regulations as well as with IFC requirements	Geoteam	Maximum 3 month after investment decision is made for development
7	Carry out an independent HSEC audits of Lydian assets including a review of EIA/SEA commitments, the ESMS implementation and site rehabilitation plans, and check compliance with national laws and IFC requirements	Lydian Resource Co.	Every two year
8	Report annually on progress regarding public consultation and community development for each property	Lydian Resource Co.	Every year