

**AZITO Phase 3 - IFC PROJECT # 26619**  
**Environmental and Social Action Plan**  
**Date: March 23, 2012**

	<b>Action</b>	<b>Indicator of task completion</b>	<b>Completion date</b>
1	<p><u>Human Resources</u></p> <p>Azito O&amp;M to update the Employment Policy and Handbook to ensure full compliance with national standards and IFC Performance Standards, notably in term of: working hours, over-time, pay-leave, sick/maternity leave, minimum age, minimum wage, non-discrimination and employee grievance redress.</p>	Updated Employment Policy and Handbook	6 months
2	<p><u>Noise</u></p> <p>The Company will ensure that the EPC contractor has incorporated mitigation measures in designing of Phase III to ensure compliance to the national ambient noise standards.</p> <p>The Company will discuss with ANDE, the ESIA findings related to noise from Foxtrot facility including the need for Foxtrot to implement measures so as to meet national standards at the identified sensitive receptors</p> <p>Demonstrate compliance with national standards and IFC Performance Standards<sup>a</sup> by undertaking noise monitoring at the nearest sensitive receptors identified in the ESIA.</p>	<p>Technical specification showing design specification that will ensure compliance with national ambient noise standards</p> <p>The Company to provide an update on this aspect</p> <p>Noise monitoring results</p>	<p>Before start of construction work</p> <p>Before start of construction</p> <p>Every 6 months during construction and as needed depending on construction activities at site and every 3 months during operation</p>
3	<p><u>Wastewater</u></p> <p>Azito Energie to detail a Wastewater Management Plan detailing the facilities and measures that will be implemented to ensure that treated wastewater meets national standards and IFC Performance Standards<sup>a</sup></p>	Wastewater Management plan	Before start of construction works

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4	<p><u>Waste</u></p> <p>Azito Energie to update the Waste Management Plan to ensure proper management of current and future wastes in accordance with national standards and in a manner consistent with IFC Performance Standards<sup>a</sup>.</p> <p>Identify local or international companies that have the capability to collect, treat and dispose hazardous waste in accordance to national standards and consistent with IFC Performance Standards<sup>a</sup>.including the waste stored at Power Plant site (e.g. toners, used batteries, bulbs, computers, oil filters) and on an ongoing basis during construction and operation phases</p>	<p>Waste management Plan for construction works</p> <p>Waste management Plan for operation</p> <p>List of companies identified to collect and treat wastes generated by the Company</p>	<p>Before start of construction works</p> <p>Before start of operation</p> <p>Within 6 months</p>
5	<p><u>Security personnel</u></p> <p>Detail a Security Management Procedure that is consistent with national standards and IFC Performance Standards 4<sup>b</sup> in relation to hiring, rules of conduct, training, equipping, and monitoring of security personnel, and provisions to investigate valid complaints against security personnel.</p>	<p>Security Management Procedure</p>	<p>Within 6months</p>

<sup>a</sup> IFC Standards include IFC Performance Standards on Social & Environmental Sustainability (30 April 2006); the World Bank Group/IFC EHS General Guidelines (30 April 2007), World Bank Group/IFC EHS Thermal Power Plants Guidelines (19 December 2008) and World Bank Group Thermal Power: Guidelines for New Plants (October 1996) for the existing AZITO Power Plant

<sup>b</sup> Security Management Procedure will at a minimum ensure that: security personnel have clear objectives and permissible actions laid out; security personnel are trained in avoidance of abusive conduct and handling various situations with clear procedures; security incidents are recorded, investigated and corrective action implemented; bona fide complaints against security personnel are investigated/disciplinary actions implemented; and there is a grievance mechanism for aggrieved members of community or employees in the event of a violation of the code for security personnel.