

**Mixta Africa (27060) Environmental and Social Action Plan (ESAP)**

| Item                                                                   | Action                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Completion Indicator                                                                               | Timetable                                                      |
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| <b>PS1: Social and Environmental Assessment and Management Systems</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                    |                                                                |
| 1                                                                      | MA will develop a desk-based review process to screen adverse E&S impacts (including pollution prevention and abatement, community health, safety and security, biodiversity and cultural property related issues as described below) arising from each project. The review will be implemented prior to the design and implementation of housing projects. Results of the review may require specific actions and should be included in contractual requirements as appropriate. | Existence and of a desk based review procedure/protocol                                            | 3 months from disbursement                                     |
| 2                                                                      | MA will create an ESHS function in Morocco (and subsequently in other countries of operation as they transition from emerging market to consolidated market status). The ESHS function will assume responsibility for (i) developing and documenting an ESHS system that can be applied consistently in each country of operation and (ii) key environmental issues, OHS and Contractor ESHS management                                                                           | Recruitment of staff to fill the ESHS function<br><br>Development and documentation of ESHS system | 6 months from disbursement<br><br>12 months from disbursement  |
| 3                                                                      | MA will ensure that tender documents include the requirement for an OHS assurance/management plan and that this will be an integral part of tender evaluation                                                                                                                                                                                                                                                                                                                     | Sample tender documents and contracts demonstrating requirement                                    | When new tender documents and contracts are developed          |
| 4                                                                      | MA will ensure that projects currently under consideration for IFC financing will be properly fenced and appropriate traffic management plans are developed.                                                                                                                                                                                                                                                                                                                      | Documentary proof of adequacy of fencing                                                           | In accordance with construction schedule for proposed projects |
| <b>PS2: Labor and Working Conditions</b>                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                    |                                                                |
| 5                                                                      | MA will recruit an Human Resource Manager for Morocco (and subsequently in other countries of operation as they                                                                                                                                                                                                                                                                                                                                                                   | Recruitment of staff to fill the HR function                                                       | 6 months from disbursement                                     |

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|                                                           | transition from emerging market to consolidated market status) to: (i) develop country-specific human resource document; (ii) address MA human resource requirements; (iii) build the capacity of, and monitor Contractor compliance; and (iv) ensure development and use of grievance mechanisms by MA and Contractors.                                                                                                                                   | Development of country-specific HR documentation                        | 12 months from disbursement |
| <b>PS3: Pollution Prevention and Abatement</b>            |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                         |                             |
| 6                                                         | As per PS1, MA will develop a policy and protocol to support site-specific pollution prevention and abatement. This will require: (i) PPA screening to be included in the site screening process; (ii) inclusion of specific actions relevant to PPA in the terms and conditions of relevant contracts; and, (iii) specific initiatives to identify and where necessary develop the capacity of contractors responsible for management of hazardous waste. | Existence of policy and protocol defining PPA screening                 | 3 months from disbursement  |
| 7                                                         | MA will further explore opportunities to improve energy and water efficiency in design of housing projects                                                                                                                                                                                                                                                                                                                                                 |                                                                         |                             |
| <b>PS4: Community Health, Safety and Security</b>         |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                         |                             |
| 8                                                         | As per PS1, MA will develop a policy and protocol to support site-specific community health, safety and security issues. The will require: (i) CHSS screening to be included in site screening process and (ii) inclusion of specific actions relevant to CHSS in the terms and conditions of relevant contracts                                                                                                                                           | Existence of policy and protocol defining CHSS screening                | 3 months from disbursement  |
| <b>PS5: Land Acquisition and Involuntary Resettlement</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                         |                             |
| 9                                                         | MA will develop a policy and protocol addressing potential economic and physical displacement associated with land acquisition. This will require consideration of the potential for or occurrence of economic and physical displacement in                                                                                                                                                                                                                | Existence of policy and protocol to be used in land acquisition process | Condition of disbursement   |

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|    | support of the land acquisition process, and where such risk exists ensure that people adversely affected are adequately compensated in accordance with requirements of PSS.                                                                                                                       |                                                                                                         |                            |
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|    | <b>PS6: Biodiversity and Sustainable Natural Resource Management</b>                                                                                                                                                                                                                               |                                                                                                         |                            |
| 10 | As per PS1, MA will develop a policy and protocol to support site-specific biodiversity assessment. This will require: (i) assessment (to be include in site screening process) and (ii) inclusion of specific actions relevant to biodiversity in the terms and conditions of relevant contracts. | Existence of policy and protocol defining biodiversity assessment procedures, documentation and action. | 3 months from disbursement |
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|    | <b>PS8: Cultural Property</b>                                                                                                                                                                                                                                                                      |                                                                                                         |                            |
| 11 | MA will develop a 'chance find' protocol providing adequate protection in the event of an unexpected discovery of items of cultural heritage and ensure the contractual right to apply such a protocol if necessary.                                                                               | Existence of 'chance find' protocol                                                                     | 3 months from disbursement |
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