

PS #	Issue & Task (Description of the requirement to be met by the project proponent)	Indication of Completion (Objective evidence to be supplied by project proponent to IFC)	Required Completion Date (Calendar date, condition of disbursement etc.)
1	Update the existing Environmental Management Plan (EMP) for the construction phase of the project to include: • The National Environmental Management Authority (NEMA) conditions of approval as may be applicable; • Measures to address security concerns to occupants of neighboring properties; • A communications plan; • A schedule defining stages in the construction phase when compliance audits will be undertaken; and • Comments from occupants of neighboring properties on a draft version of the plan.	• Submission of EMP.	• Prior to commencement of construction. • Condition of first disbursement.
1	Appoint an environmental consultant to undertake compliance audits against the EMP.	• Submission of audit reports as per schedule defined in EMP.	• End of construction phase. • Positive covenant.
1	Include the requirement for a comprehensive health and safety plan, including an indication of how compliance is to be ensured, in tender documentation submitted to construction companies. Note: Pine Investments, via their appointed Project Manager, is to assume overall responsibility for ensuring compliance with plan, while the contractor will be contractually bound to such.	• Copy of relevant section from tender documentation.	• Prior to commencement of construction. • Condition of first disbursement.
1	Compile an Action Plan so as to give effect	• Environmental Impact Assessment	• Prior to commencement of

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	to the following: - NEMA's conditions of approval; - The EMP; and - The tasks defined in this document i.e. the Environmental and Social Action Plan.	Certificate of Approval. Action Plan.	construction. Condition of first disbursement.
1	Designate a person/s responsible implementing the Action Plan referred to above during the construction and operational phases.	Annual report back to IFC.	- Prior to commencement of construction. - Positive covenant.
3	Ensure fuel storage tanks are either bunded if above ground or double walled tanks if situated below ground	Photographic evidence / confirmation via supplier.	- Three months following completion of construction. - Positive covenant.
3	Develop and implement a pest management program consistent with the requirements of IFC PS3: Pollution Prevention and Abatement.	Pest management plan.	- Within the first six months of operations. - Positive covenant.
3	Should the proposed new municipal sewerage treatment plant in Kampala not be operational within one year from that date when construction of Rwenzori Towers is complete, install a treatment plant to treat sewerage as may be generated by the development. Thereafter, undertake monitoring of discharges from the treatment plant in accordance with the World Health Organization's guidelines.	- Installed treatment plant. - Water quality monitoring results.	- One year from completion of the construction phase. - Positive covenant.
4	Undertake an independent Life, Fire and Safety audit, based on a recognized international fire safety standard, of the	Submission of audit findings on building design and following completion construction.	One month prior to commencement of construction and within 3 months of building being occupied by first

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	building design prior to construction commencing. One construction is complete, a further audit is to be undertaken to confirm compliance with the original designs.		tenant. • Positive covenant.
4	Compile a protocol for use of firearms by guards and ensure ongoing training.	• Submission of protocol. • Report on training undertaken to be submitted annually to IFC.	• Positive covenant.