

			commencement of operations.
5	Prepare a Biodiversity Management Plan in consultation and partnership with relevant SI agencies, landowners and conservation groups, which collectively explores opportunities for integrating biodiversity management into the GRML Project and its environmental policies, operating standards, and management system.	Plan submitted to IFC for review and disclosed.	Before mine construction commences.
6	Retain an appropriately qualified independent expert to periodically monitor the ongoing raising, operation and decommissioning of the Tailings Storage Facility (TSF) and its associated pipelines, throughout the life of the mine. Frequency of monitoring to be determined by the initial risk review.	Reports submitted on a regular basis.	First report submitted prior to re-commencement of construction. Thereafter biannual reporting.
7	Formally become a signatory to the International Cyanide Management Code. Develop the necessary procedures to reach certification. Independent audit reports and certification results.	Written commitment made by GRML. Procedures submitted for review. Reports submitted.	Before operations begin. Before any new cyanide is brought to site. As per ICMC requirements.
8	Retain an appropriately qualified independent expert to periodically monitor the implementation of the Resettlement Action Plan (RAP) and the Economic Development Action Plan (EDAP) throughout the life of the mine. ToR will be co-developed between Gold Ridge and IFC. Commission independent external RAP monitoring (approved by IFC) starting three months before the physical relocation of households commences. Disclose the external monitoring results to local communities in a method that each affected group can understand.	Reports submitted on a regular basis.	First report submitted prior to re-commencement of physical relocation. Thereafter biannual reporting.
9	Prepare a Mine Closure & Rehabilitation Plan including cost estimates, for submission to the SI Government and IFC. This will be linked to the Performance Bond (recalculated for inflation) to be lodged with the Government for rehabilitation and closure purposes.	Plan submitted for review.	Before operations begin.
10	Conduct additional geohydrological investigations to a) identify whether groundwater sources in the vicinity of the TSF which may be used now or in future by communities are likely to become unsafe due to egress of leachate from the TSF; and b) investigate the impacts of groundwater on mining operations, and the impact of mining operations, pit backfilling and WRD development on groundwater quality. Implement key recommendations arising from these investigations. Link to operations manual.	Geohydrological report(s) focused on TSF-related impacts and those of mining, pit backfilling and WRD development.	Before operations begin.
11	Ensure that the disclosed Economic Development Action Plan is developed into a series of detailed community investment programs that will benefit local communities in large. The progress of development and implementation of these programs should be monitored and evaluated as a component in the RAP monitoring process. (see #8 above)	Monitoring and evaluation reports.	6-monthly.
12	Commission independent external Environmental, Occupational Health & Safety consultant (approved by IFC) to conduct an independent environmental, health & safety and social audit of the site, including	Audit reports submitted and disclosed locally.	6-monthly starting before construction

	review of GRML monitoring data. ToR will be co-developed between Gold Ridge and IFC with frequency and duration of monitoring to be defined in the ToR but to take place 6-monthly initially and likely reducing to annually after first two years and thence annually for the period of IFC's involvement. Publish the external monitoring results to local communities in a method that each affected group could receive and understand.		commences
13	Build management capacity within GRML by making the following appointments <ul style="list-style-type: none"> - Environmental Manager - Occupational Health & Safety Manager - Resettlement Project Manager (for duration of main resettlement implementation phase) 	Appointment letters and CVs made available.	Before operations begin.