

**TERMO RUBIALES. # 27780 - Action Plan**

<b>Issue</b>	<b>Action</b>	<b>Description</b>	<b>Evidence of Completion</b>	<b>Deadline</b>
ESHS Management System	1.	Implement an Internal ESHS Audit program following ISO 14001 guidance, in form and content acceptable to IFC.	Copy of the Internal Audits procedure and of the Internal Audit Program.	April 2009
	2.	Provide and implement, in form and content acceptable to IFC an Annual EHS performance report	Provide a copy if the report with the AMR .	One year after commitment
Human Resource Management	3.	Update the Human Resource Policy for construction phase and operational phase to reflect IFC PS 2 requirement and provide all employees with a copy.	Provide a copy of the updated Human Resource Police and distribution list .	April 2009
	4.	Develop and implement formal procedures for an employee grievance mechanism.	Provide a copy of the grievance mechanism and report on grievance record in AMR.	April 2009
Health and Safety management	5.	Provide in form and content acceptable to IFC a Contingency Plans for the operational phase.	Provide copies of the Contingency Plan.	3 months before the start-up of the new power plant.
Security management	6.	Provide in form and content acceptable to IFC a Statement of Principle on commitment to the Voluntary Principles on Security and Human Rights.	Provide copy of statement.	April 2009
Environmental management	7.	Implement a Noise Monitoring Plan following the IFC EHS Guidelines requirements, in form and content acceptable to	Copy of the plan.	3 months before the start-up of the

		IFC.		new power plant.
	8.	Provide in form and content acceptable to IFC, an Air Emissions monitoring plan including the estimation of GHG emissions and provide annual monitoring reports.	Copy of the Plan and annual monitoring reports.	3 months before the start-up of the new power plant.
Ongoing Consultation	9.	As part of the ongoing consultation the Company will undertake annual disclosure updates of the ESAP as required in PS1.	Copy of updated Action Plans and description of disclosure process.	<b>12 months from commitment and annually thereafter.</b>