

#	Action Description	Deadline
Performance Standard 1		
1	Commission Environmental and Social baseline data collection that will lead into full Environmental and Social Impact Assessment (ESIA) compliant with IFC Performance Standards prior to any substantive development taking place. Terms of Reference (TOR) for such an ESIA should include specific TOR for Uranium to evaluate any risks.	ESIA to be undertaken in parallel with Bankable Feasibility Studies (BFS) to be complete at completion of BFS.
1(a)	Initiate groundwater quality sampling programme at the community borehole from which KML draw potable water	Immediate
1(b)	Initiate surface water quality sampling programme at the weir from which KML draw water for ablutions	Immediate
1(c)	Erect a weather station on-site and collect seasonal data on wind direction, rainfall, ambient temperature etc	Within 6 months of IFC subscription.
2	Develop an Environmental Policy Statement	Immediate
3	Initiate Environmental incident record keeping and reporting	Immediate
4	Engage an expert on biodiversity ¹²	Once Feasibility Studies commence.
5	Engage an expert on archaeology to verify that there are no high value cultural/archaeological sites and no protected sites as classified by Zambia's National Heritage Conservation Commission	Once Feasibility Studies commence.
6	Complete and document a comprehensive community engagement ³ plan by agreeing a schedule of periodic meetings with key stakeholders. Maintain written/electronic records of the community engagement process, including dates, issues, attendance etc.	Ongoing (provide feedback to communities at least annually)
Performance Standard 2		
7	Develop a Human Resources Policy Statement	Immediate
8	Initiate Occupational Health and Safety incident record keeping and reporting	Immediate
Performance Standard 4		
9	Adopt Voluntary Principles on security and human rights	Once Feasibility Studies commence.

¹ The range map for one endangered species, *Crocidura ansellorum* (Ansell's Shrew) appears to be within or proximate to License 267 and the issue merits follow-up.

² The UNESCO website states that the Zambezi Source National Monument is located in Mwinilunga, one of the seven districts in the North-Western Province of Zambia.

³ Outreach to the community should include community health and safety issues associated with labor mobility.