

Dalkia DH
Environment & Social Action Plan

The Company commits to the actions as specified below, within the specified deadlines, and declares that the resources specified below have been allocated

<u>Issue</u>	<u>Proposed Actions</u>	<u>Indicator of completion</u>	<u>Target Completion Date</u>
Social and Environmental Assessment and Management System	1. Develop Health, Safety, Environment and Community Policy statements (“HSEC Policy”) for all Dalkia subsidiaries. These policy statements should include, inter alia, explicit statements on the company’s commitment to comply with IFC Performance Standards.	HSEC Policies provided, agreed with IFC	Prior to IFC disbursement
	2. Develop and implement Stakeholder Engagement Plans (SEP) for all subsidiaries. SEP shall describe procedures for informing the nearby communities about the company’s operations, delivery of services, the impacts of the current and potential future activities and consultation process on the project development plans and impact mitigation measures.	SEP provided, agreed with IFC	Prior to IFC disbursement
	3. Conduct comprehensive Health, Safety and Environmental audits as part of its corporate due diligence for all potential new assets prior to commencing operations of the new assets. Such audits must include action plans for achieving compliance with IFC Performance Standards for all new assets. Audits should address, among others: <ul style="list-style-type: none"> - Baseline ambient air, soil, surface and ground water conditions; - Inventory of emissions, discharges, wastes and relevant permits; - Asbestos surveys and asbestos management plans; - Assessment of historical contamination liabilities of soil, ground and surface water; - Workplace HSE assessments; - Review of community-related issues. 	Audit reports for all new assets are provided, agreed with IFC	According to asset acquisition schedule but prior to commencing operation of each asset
	4. Establish environmental monitoring programs for each subsidiary for ambient air, soil, surface and ground water taking in consideration the requirements of IFC Performance Standards and local regulatory requirements of the country where subsidiary is located.	Programs provided, agreed with IFC	Prior to IFC disbursement
	5. Develop and implement an annual energy and water efficiency plan for all subsidiaries that include annual benchmarks. Provide annual reporting on implementation of the plans.	Plans provided, agreed with IFC	30 days before start of new year
	6. Develop/update site-specific Emergency Response Plans or Procedures for all subsidiaries	ERP is provided, agreed with IFC	Prior to IFC disbursement
Labor and Working Conditions	7. In cases of redundancies and retrenchment in the new assets, develop and implement retrenchment plans in a manner consistent with the requirements of IFC Performance Standard 2 (Labor and Working Conditions)	Plans are provided, agreed with IFC	According to asset acquisition and operating schedule

