

**Solar Power Company Limited**  
**Environmental and Social Action Plan**  
**Date: April 20, 2010**

#	Action	Indicator of task completion	Completion date
1.	<p>Engage a third party to undertake a cumulative social and environmental assessment (“CSEA”) taking into account combined impact of both Korat 1 and Korat 2 projects and develop a social and environmental management plan (“SEMP”) consistent with IFC’s Performance Standards</p> <p>Complete the above said cumulative social and environmental assessment (“CSEA and develop a social and environmental management plan (“SEMP”) consistent with IFC’s Performance Standards</p>	<p>Copy of appointment contract/work order provided to IFC</p> <p>Copy of final report accepted by IFC</p>	<p>Prior to disbursement to SP(KR1)</p> <p>Prior to commencement of construction work/groundbreaking on Korat2 Project</p>
2.	<p>Put in place a Social, Environmental, Occupational Health and Safety Management System (SEMS) with IFC Performance Standards incorporated</p>	<p>Copy of SEMS manuals accepted by IFC and a third party audit report provided to IFC</p>	<p>Within 3 months of first disbursement</p>
3.	<ul style="list-style-type: none"> <li>- SP(KR1) will develop work rules approved by appropriate labor authorities</li> <li>- SP(KR1) will develop HR Policies and Procedures Manual, which is consistent with IFC’s Performance Standard 2 (PS2).</li> <li>- Full implementation of the Work Rules and HR Policies and Procedures Manual consistent with PS2 provisions across all of SPC projects and operations</li> </ul>	<p>Copy of approved work rules provided to IFC</p> <p>Copy of HR Policies and Procedures accepted by IFC</p> <p>Report of Internal Audit on implementation of HR Policies and Procedures provided to IFC</p>	<p>Prior to disbursement</p> <p>Within 3 months of first disbursement</p> <p>Prior to groundbreaking of Korat 2 project or prior to IFC’s subscription to SPC shares, whichever is earlier</p>

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4.	Implement a community engagement and grievance redress procedure in accordance with IFC Performance Standard provisions	Copy of grievance procedure accepted by IFC and documentation detailing how it was communicated to communities provided to IFC	Within 3 months of first disbursement
5.	Improve sanitary facilities at site including appropriate sewage treatment and disposal facilities.	Note detailing improvements made and facilities provided accepted by IFC	Within 3 months of first disbursement
6.	Provide/make available in the labor accommodation: electricity connection; mess facilities for food; where workers desire self cooking, provision of fuel for cooking; appropriate sewage disposal facilities and/or septic tank and soak pit; and primary medical care for all workers engaged at site.	Note detailing improvements made and facilities provided accepted by IFC	Within 3 months of first disbursement
7.	Put in place control procedures including safe working near live equipment, work permit system, tag out/lock out procedures and institute training programs on working at height, electrical safety and emergency preparedness and response.	Procedures Manual accepted by IFC	Within 3 months of first disbursement
8.	Put in place procedures and facilities for ensuring that hazardous material and hazardous wastes handled/generated at site (both during construction and operation) are: stored under segregation and containment; handled/used with appropriate care and personal protective equipment; and disposed off through entities authorized to handle and dispose hazardous wastes.	Procedures accepted by IFC	Within 3 months of first disbursement

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9.	Put in place security personnel procedure to ensure that: past records of security personnel employed are screened; security personnel have clear objectives and permissible actions laid out; security personnel are trained in avoidance of human rights violations; security incidents are recorded, investigated and corrective action implemented; bona fide complaints against security personnel are investigated and appropriate disciplinary actions are implemented; and there is a grievance mechanism for aggrieved members of community or employees, in the event of a violation of the code for security personnel	Procedures accepted by IFC	Within 3 months of first disbursement
10.	<p>SPC to engage a third party consultant to develop and implement a corporation-wide applicable SEMS as discussed in the ESRS and with IFC Performance Standards incorporated to ensure that all of SPC including its subsidiaries projects and operations meet IFC Performance Standards</p> <p>Complete documentation , manuals and procedures of the corporation-wide applicable SEMS as discussed in the ESRS and with IFC Performance Standards incorporated to ensure that all of SPC including its subsidiaries projects and operations meet IFC Performance Standards</p> <p>Fully implement a corporation-wide applicable SEMS as discussed in the ESRS and with IFC Performance Standards incorporated to ensure that all of SPC including its subsidiaries projects and operations meet IFC Performance Standards</p>	<p>Copy of appointment contract/work order provided to IFC</p> <p>SEMS manuals accepted by IFC</p> <p>Report on third party audit of the SEMS implementation provided to IFC</p>	<p>Prior to disbursement to SP(KR1)</p> <p>Prior to IFC's subscription to SPC shares</p> <p>Within 3 months of IFC's subscription to SPC shares</p>
11.	Environmental and Social Compliance of each of SPC2, SPC3 and SPC4 respectively	Provide Social and Environmental Assessment and other relevant information sufficient for IFC or an IFC recommended third party, including facilitating as necessary site visits, to evaluate compliance of each of SPC2, SPC3 and SPC4 with IFC's Performance Standards	Prior to each project-specific commitment/signing of subscription agreement for IFC's proposed equity investment in SPC2, SPC3 and SPC4 respectively