

**[THE COMPANY]**  
**Environmental and Social Action Plan**  
**Date: March 12, 2010**

| #  | Action                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Indicator of task completion                                                                                                                                                                        | Completion date                                                                                                                     |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| 1. | <p>COMPANY 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 COMPANY's 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 COMPANY's 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 COMPANY's 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 first disbursement</p> <p>Within 6 months of first disbursement</p> <p>Within 12 months of IFC's first disbursement</p> |
| 2. | Put in place a occupational health and safety management system certified to OHSAS 18001 standards in [Project Company]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Copy of the OHSAS 18001 certificate provided to IFC                                                                                                                                                 | Within 6 months of first disbursement                                                                                               |
| 3. | <p>COMPANY to engage a third party consultant to undertake a comprehensive review of its HR Policies, procedures and practices for conformance to IFC Performance Standard 2 provisions.</p> <p>Third party to complete the comprehensive review of COMPANY's HR Policies, procedures and practices for conformance to IFC Performance Standard 2 provisions.</p> <p>COMPANY upgrades and implements HR Policies, Procedures and Practices based on the findings of this third party review</p>                                                                                                                                                                                                                                                                                                                                                         | <p>Copy of appointment contract/work order provided to IFC</p> <p>Copy of report provided by the third party accepted by IFC</p> <p>Upgraded policies, procedures and practices accepted by IFC</p> | <p>Prior to first disbursement</p> <p>Within 3 months of first disbursement</p> <p>Within 6 months of first disbursement</p>        |
| 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 1 month of first disbursement                                                                                                |

| #  | Action                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Indicator of task completion                                                 | Completion date                       |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------|
| 5. | Provide/make available in the labor accommodation: adequate living conditions including appropriately sized rooms with basic amenities; electricity; potable water, mess facilities for food; provision of toilets and bath including separate toilets and baths for women workers/family members of workers; appropriate sewage disposal through septic tank and soak pit; fire prevention and control; primary medical care for all workers engaged at site; and during the construction phase at least a fully equipped ambulance. | Note detailing labor accommodation and facilities provided accepted by IFC   | Within 3 months of first disbursement |
| 6. | 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 |
| 7. | The [Project Company] will partner with an appropriate organization , acceptable to IFC, to assess, monitor, map and where required mitigate adverse conditions/impacts in accordance with PS6 provisions: (a) potential impact of the [Project Name] project on the neighboring conservation zone; (b) presence and/or the nearest flight corridors for international or domestic migratory birds; (c) evidence of nearest nesting/breeding sites; and (d) evidence of bird hits from existing wind turbines.                        | Copy of joint report prepared by the Company and its partner accepted by IFC | Within 3 months of first disbursement |