

Mwalimu Nyerere Foundation (MNF) House - Environmental and Social Action Plan (ESAP)

PS	Issue & Task	Required Completion Date
1.	Social and Environmental Assessment and Management System	
A	<p>CRJE will prepare and implement an overall Environmental and Social Action Plan that will include the following:</p> <ol style="list-style-type: none"> 1) ESIA's Environmental Management Plan (EMP); 2) NEMC's Terms and Conditions, as spelled out in the environmental license; 3) Site-specific EHS Management Plan, including training program of the casual laborers on Occupational Health and Safety (OHS) for the construction phase, provision of Personal Protective Equipment (boots, helmets, ear plugs, etc.) and related documents control sheets for OHS compliance. 	<ol style="list-style-type: none"> 1) June 15, 2014 2) June 15, 2014 3) June 15, 2014 (and update annually)
B	<ol style="list-style-type: none"> 1) CRJE will designate a resource-person within its organization responsible for the implementation, monitoring and reporting of the E&S Action Plan referred above during the Project's construction phase, and for responding to any grievances, including security concerns, from neighboring properties. 2) Knight Frank and Rotana will designate a resource-person within their respective organizations responsible for the implementation, monitoring and report of the E&S Action Plan referred above during the operation phase and for responding to any grievances, including security concerns, from neighboring properties. 	<ol style="list-style-type: none"> 1) June 15, 2014 2) Prior to receipt of Certificate of Occupancy
C	Recruitment of an environmental and social auditor by CRJE for the preparation of the mandatory annual independent environmental auditing report required by NEMC, as part of the terms and conditions of the environmental license.	Annually
2.	Labor and Working Conditions	
A	Review and revise CRJE's Human Resources Policy to comply with all PS2 requirements, including a formal disciplinary and grievance mechanism and procedures for employees and contractors, employee's right for freedom of association and collective bargaining, and interdiction of using child and/or forced labor.	June 15, 2014

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3.	Pollution Prevention and Abatement	
A	<ol style="list-style-type: none"> 1. Ensure that the detailed technical specification for the on-site activated sludge waste water treatment plant encompasses IFC's effluents guidelines requirements; 2. Provide the procurement details, and the timetable for the construction of the plant and the sewage collection tank; 3. Complete construction of the plant and tank prior to the delivery of the Certificate for Occupation; 4. Monitor effluent quality from the treatment plant in accordance with IFC's effluent guidelines. 	<ol style="list-style-type: none"> 1) December 15, 2014 2) Within six months of commencement of building construction 3) Prior to award of Certificate of Occupation 4) Annually
B	Installation of secondary containment structures for the ground level fuel storage tanks	<ol style="list-style-type: none"> 1) Prior to award of Certificate of Occupation
4.	Community Health, Safety and Security	
A	<ol style="list-style-type: none"> 1) CRJE will confirm that the design of MNF House is based on a recognized international fire safety standard by a qualified and experienced professional of the building design prior to construction commencing. 2) Once construction is complete, a further audit is to be undertaken to confirm compliance with the original Life and Fire Safety design by a qualified professional. 	<ol style="list-style-type: none"> 1) One month prior to commencement of construction. 2) Prior to delivery of the Certification for Occupation.