

Thika Power: Environmental and Social Action Plan (ESAP): September 2011

PS	Action	Completion Indicator	Timetable
1	<p>Update and implement the following plans as included in the Environmental and Social Management Plan (“ESMP”) for the construction phase:</p> <ul style="list-style-type: none"> - Construction Management Plan - Traffic Control Plan - Construction Spoil and Waste Management Plan - Emergency Response Plan - Occupational Health and Safety Plan - Worker Management Plan - Stakeholder Engagement Plan, inclusive of the grievance mechanism - Monitoring Plan 	Submission of updated ESMP and evidence of its implementation.	Condition of disbursement.
1	<p>Develop and implement an Environmental Management System (“EMS”) aligned with the requirements of Performance Standard: Social and Environmental Assessment and Management Systems for the operational phase. This is to include and define the following:</p> <ul style="list-style-type: none"> - A management program - Organizational capacity - Training - Community engagement - Monitoring - Reporting. <p>The following plans as defined in the ESMP are to be incorporated in the EMS:</p> <ul style="list-style-type: none"> - Waste Management Plan - Traffic Control Plan - Emergency Response Plan - Stakeholder Engagement Plan 	Submission of agreed EMS documentation.	<p>Three months prior to project commissioning.</p> <p>Positive covenant.</p>
1	Appoint qualified individual/s to implement the ESMP and EMS.	Submission curriculum vitae and contract confirming appointment.	Condition of disbursement.
2	Develop and implement human resources documentation confirming compliance with IFC’s Performance Standard 2: Labor and Working Conditions and national legislation. This is to include:	Submission of human resources documentation.	<p>Three months prior to project commissioning.</p> <p>Positive covenant.</p>

	<ul style="list-style-type: none">- Human Resources Policy- Documentation defining workers terms of employment including wages and benefits, hours of work and entitlement to leave- Policy regarding non-discrimination and equal opportunity- A procedure for retrenchment- A grievance mechanism		
--	---	--	--