

Environmental and Social Action Plan (ESAP*)
TGL Dawood Wind Farm #30145, Pakistan

	Action	Completion Schedule
	Assessment and Management of Environmental and Social Risks and Impacts	
1	Designate the person responsible and establish the organization for managing Project EMP and Environmental, Health and Safety (EHS) performance of the project, including activities undertaken by contractors and other third parties (maintenance staff) as well as any on-site staff	4Q12
2	Incorporate appropriate and relevant EMP obligations in the contracts with EPC contractors and O&M contractor, including detailed timelines for implementation of specific mitigation measures and monitoring activities.	For construction phase: 4Q 2012 For operational phase: 2Q 2013
	Labor and Working Condition	
3	Develop HR policy and procedures for in line with IFC Performance Standard 2. They should address employees' workers rights related to wages and benefits, working conditions, terms of employment, the principle of equal opportunity, fair treatment and non-discrimination, grievance mechanism.	4Q2012
4	Develop and include EHS and labour provisions and compliance conditions in contracts which will provide contractors with clear guidelines on labour performance. Develop and implement contractor control system to monitor and enforce contractors and sub-contractors' compliance with labour conditions.	4Q2012
	Biodiversity Conservation and Sustainable Management of Living Natural Resource	
5	Retain an Independent Ornithological Expert and develop and implement a detailed bird/bats monitoring program in consultation with the relevant governmental agency / NGO in Pakistan	4Q2012
	* - ESAP may be modified to cover EHS issues that may be identified during the project implementation.	