

TECHNO WIND
IFC PROJECT # 30400
Environmental and Social Action Plan
Date: March 11, 2011

#	Action	Indicator of task completion	Completion date
1.	Simran will finalize the social and environmental management system (SEMS) manuals and implement the SEMS consistent with IFC Performance Standards as described in the ESRS	SEMS Manual Accepted by IFC Third Party to review and confirm implementation of the SEMS	Prior to commitment Prior to final disbursement
2.	The Company will upgrade and implement HR Policies and procedures including those for: employee grievance redress; disciplinary action; prevention of harassment, non discrimination; and communication of HR policies in writing and verbally.	Upgraded procedures accepted by IFC	Prior to first disbursement
3.	The Company will implement procedures including those for: obtaining assurance on contractor compliance with labor laws; and facilities and ensuring appropriate amenities are provided in construction and other worker accommodation.	Upgraded procedures accepted by IFC	Prior to first disbursement
4.	Simran to implement a community engagement and grievance redress procedure in accordance with IFC Performance Standard provisions and as described in the ESRS.	Copy of community engagement procedure accepted by IFC and documentation detailing how it was communicated to communities provided to IFC	Prior to commencement of construction work at site
5.	The Company will put in place procedures to ensure that the Developer/O&M contractor give preference to land seller and landless laborers in offering employment opportunities in the Project.	Data on employment opportunities provided to land sellers and landless laborers in the Project provided to IFC	Within 3 months of first disbursement

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6.	The Company will: (a) train at least two in-house staff on undertaking bird/bat strike monitoring; and (b) implement a bird/bat strike monitoring program in consultation with independent ornithologists/biologists experts acceptable to the Lenders;;	Detailed monitoring program including details of training provide to two staff accepted by IFC	Prior to commissioning of the Project
7.	In the event the monitoring program indicates significant bird/bat strikes, Simran will implement measures to be recommended by independent experts to address the impacts including if required a shutdown protocol and enhanced collision monitoring program.	Document detailing corrective measures recommended by experts accepted by IFC	Within 2 years of Project commissioning.