

SENOK WIND
IFC PROJECT # 30470
Environmental and Social Action Plan
Date: March 16, 2011

#	Action	Indicator of task completion	Completion date
1.	Senok to obtain all consents, clearances, approvals, licenses and authorizations for the Project	Copy of current/valid consents, approvals, clearances, licenses and authorizations provided	Prior to first disbursement and in any case prior to commencement of construction at site
2.	Senok will as part of the contract, require the WTG Supply contractor and the O&M contractor to implement: (a) their respective ISO 14001 and OHSAS 18001 certified management system to the Project construction and operation; (b) measures to comply with all conditions stipulated/to be stipulated in the permits and clearances accorded/to be accorded to the Project; (c) ensuring that cumulative impacts from any proposed future developments and/or future wind projects by the Group at this site are assessed and mitigated in a manner consistent with the IFC Performance Standards; (d) the mitigation and monitoring measures for construction and operation phases delineated in the IEE for Mampuri II and Mampuri III projects dated April 2010 including the Bird Study report (Potential Impacts of Proposed Wind Turbines on Birds at Mampuriya, Puttalam dated June 2009) and any additional mitigation measures described in the ESRS; (e) site risk management and emergency response plans; and (f) report on environmental, occupational health and safety (EHS) incidents.	Copy of final contract as agreed with the WTG supplier and O&M contractor incorporating the suggested recommendation made available to IFC	Prior to first disbursement
3.	Senok will, as part of the contract, require the O&M contractor to develop and put in place for Senok's continuing implementation, a social and environmental management system (SEMS) consistent with IFC Performance Standards as described in the ESRS	Copy of final contract as agreed with the O&M contractor incorporating the	Prior to first disbursement
4.	Upgrade and implement HR Policies and procedures including those for: employee grievance redress; disciplinary action; and communication of HR policies in writing and verbally.	Upgraded procedures accepted by IFC	Within 6 months of first disbursement

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5.	Upgrade and implement HR Policies and procedures including those for: medical check program for Project employees and O&M workers deployed by contractors on the Project; obtaining confirmation from WTG supplier on their medical check program for construction workers deployed on Project site; facilities and amenities to be provided in construction and other worker	Upgraded procedures accepted by IFC	Prior to commencement of construction work at site
6.	Senok 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
7.	Senok will strengthen the monitoring program including in-house capacity by: (a) engaging an ornithologist/expert to undertake joint monitoring of bird strikes with in-house team in the first peak collision risk period as identified in the bird study; and (b) train at least two in-house staff on undertaking bird strike monitoring.	Detailed monitoring program including contract with ornithologist/expert accepted by IFC	Prior to onset of the first peak collision risk season/period post commissioning of the first WTG under the Project
8.	In the event the monitoring program indicates significant bird strikes, Senok will implement measures to be recommended by 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	Prior to onset of the second peak collision risk season/period post commissioning of the Project.