

Kosmos II Supplemental Environmental and Social Action Plan (ESAP)

Item	Task	Indicator of Completion	Required Completion Date
Performance Standard 1 – Social and Environmental Assessment and Management Systems			
1.	<p><u>Corporate HSEC Management System.</u> Kosmos Energy will develop its Corporate HSEC Management System to ensure that Applicable Projects are assessed and managed according to IFC's Performance Standards and applicable World Bank Group EHS Guidelines.</p>	<p>(a) The Company has submitted a Development and Implementation Plan, including time-bound targets, for Kosmos Energy HSEC Management System acceptable to IFC.</p> <p>(b) Documentation that the Development and Implementation Plan for the Kosmos Energy HSEC Management System is being implemented.</p>	<p>(a) March 2011</p> <p>(b) Based on schedule in the Development and Implementation Plan</p>
2.	<p><u>Country HSEC Management System.</u> Kosmos Energy will develop country-specific HSEC Management Systems to ensure that Applicable Projects are assessed and managed according to IFC's Performance Standards and applicable World Bank Group EHS Guidelines</p>	<p>(a) The Company has submitted a Development and Implementation Plan, including time-bound targets, for Kosmos Energy HSEC Management System acceptable to IFC.</p> <p>(b) Documentation that the Development and Implementation Plan for the Kosmos Energy HSEC Management System is being implemented</p>	<p>(a) After March 2011 and prior to the start of any material operation of an Applicable Project.</p> <p>(b) Based on schedule in the Development and Implementation Plan</p>
3.	<p><u>Training.</u> Training in the IFC's Performance Standards and the applicable EHS Guidelines will be provided to those involved with the risk management of Applicable Projects.</p>	<p>(a) The Company has developed a Training Plan that incorporates the Performance Standards and relevant IFC EHS Guidelines</p> <p>(b) Evidence of training provided to all regional and line managers.</p> <p>(c) Periodic training sessions to onboard new regional and line managers and to provide managers with updates.</p>	<p>(a) March 2011</p> <p>(b) August 2012</p> <p>(c) discussed in the Annual Monitoring Reports (AMR)</p>

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4.	<p>HSE Review Procedure. Kosmos Energy will configure a procedure under the HSEC Management System to ensure that the Vice President responsible for HSEC reviews all Applicable Projects to ensure that they are evaluated and managed according to the IFC Performance Standards and applicable World Bank Group EHS Guidelines.</p>	<p>(a) The Company has drafted a procedure.</p> <p>(b) The Company has adopted the procedure for all Applicable Projects.</p> <p>(c) Evidence of Applicable Project review by the Vice President to show that any Applicable Project is in compliance with IFC Performance Standards, or has shown that the Applicable Project can come into compliance with the Performance Standards within a reasonable time period following the implementation of a Supplemental Environmental and Social Action Plan to be agreed upon between the Company and IFC.</p>	<p>(a) Condition of disbursement on any non-Jubilee Applicable Project, but no later than June 2012.</p> <p>(b) Finalise and adopt 30 days after IFC's acceptance of draft.</p> <p>(c) Condition of disbursement for the Applicable Project. Applicable timetable for any Applicable Project according to the specified in the Applicable Project-specific Supplemental Social and Environmental Action Plan.</p>
5.	<p>Environment and Social Management Plan. Each Applicable Project will have an ESMP that incorporates all measures needed to meet national law, the Performance Standards, and the EHS Guidelines. The content may vary according to the risks and issues of the specific Applicable Project, but should include in each case an Emergency Response Plan (ERP), Spill Control and Response Plan (SCRIP), a Waste Management Plan (WMP), and a Stakeholder Engagement Plan (SEP) that provides for the local disclosure of the social and environmental assessment documents, including the ESMP itself.</p>	<p>(a) ESMP developed for each Applicable Project, and agreed upon with IFC.</p> <p>(b) Publicly disclose the ESMP</p>	<p>(a) Prior to mobilization of the Applicable Project.</p> <p>(b) Based on schedule in the Applicable Project SEP.</p>
<p>Performance Standard 3 - Pollution Control and Abatement</p>			
6.	<p>Well Control Continuous Improvement Program. To ensure that Kosmos drilling</p>	<p>(a) Undertake an annual review of its</p>	<p>(a) Annually</p>

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	<p>programs, particularly in deep water, follow good international practice as identified by the International Association of Oil and Gas Producers (OGP) with respect to well control, Kosmos will undertake at least an annual review of its well control procedures and their conformity with good international practice.</p>	<p>well control procedures benchmarked again OGP recommendations and develop an action plan for closing any gaps</p> <p>(b) Keep IFC informed on the preparation of recommendations from the OGP</p>	<p>(b) Any changes in the well control procedure as a result of the review to be reported in the AMR.</p>
7.	<p><u>Spill Incident Continuous Improvement Program.</u> To ensure that Kosmos operations follow good international practice as identified by the International Association of Oil and Gas Producers (OGP) with respect to intervention and response to well incidents, Kosmos will undertake at least an annual review of the intervention and response capabilities available to operations and their consistency with good international practice.</p>	<p>(a) Undertake an annual review of the spill incidence intervention and response capabilities available to it and develop an action plan for using reasonable endeavors to close any gaps.</p> <p>(b) Keep IFC informed on the preparation of recommendations from the OGP</p>	<p>(a) Annually</p> <p>(b) Any changes to the incident intervention and response capabilities to be reported in the AMR.</p>