

**Medco Power Indonesia (#31462)
Environmental and Social Action Plan (ESAP)**

Item	Action	Documentary Evidence	Due Date
Social and Environmental Management Systems			
1.	<p>Integrated Social and Environmental Management System (SEMS) MPI will:</p> <p>(i) Designate an appropriately qualified individual supported by adequate financial and professional resources with overall HSE & S corporate responsibilities or retain qualified consultant to fulfill role in a full time capacity until permanent hire is completed.</p> <p>(ii) Develop corporate level SEMS policies and procedures.</p>	<p>(i) Roles, responsibilities, job descriptions, reporting lines, budget resources, list of prequalified outside consultants, etc.</p> <p>(ii) MPI SEMS policies and procedures handbook (per IFC Guidance)</p>	<p>(i) Condition of Subscription (COS)</p> <p>(ii) COS</p>
Environmental and Social Assessment			
2.	<p>Projects under development:</p> <p>(i) Augment existing “UBE Project” E&S-related assessments and studies to account for mitigation of any additional impacts and risks addressed by the Performance Standards.</p>	<p>(i) “UBE Project” Supplemental E&S Action Plan</p>	<p>(i) COS</p>
HR Policies and Procedures			
3.	<p>Corporate HR policies and procedures</p> <p>(i) Upgrade HR policies and procedures consistent with PS2 requirements</p>	<p>(i) Updated MPI HR policies and procedures handbook</p>	<p>(i) COS</p>