

<p><b>PS1 Assessment and Management of Environmental and Social Risks and Impacts</b></p> <p>1. <u>Environmental and Social Assessment and Management System</u></p> <p>a) During construction, hire an Environment, Health and Safety Manager. he/she will need to develop an Environment, Health and Safety Action Plan; develop a Health and Safety Training plan for all workers; coordinate with the doctor and other staff (Health and Safety Committee) to analyze incidents/illnesses and propose prevention measures; set up a Health and Safety Committee; develop waste management and resources monitoring systems; develop an emergency preparedness and response plan; develop a community engagement plan; etc</p> <p>b) During hotel operation, hire or designate an Environment, Health and Safety Officer to develop and implement an Environmental and Social Management System addressing the followings: local EHS regulations, Life and Fire Safety, emergency preparedness and response, energy and water efficiency, labor and working conditions, occupational health and safety, food hygiene procedures, waste management, equipment maintenance, and environmental performance monitoring.</p> <p>c) Develop emergency preparedness and response plans (for the construction and operation phases) that will include zoning, roles and responsibilities, communication (staff, authorities, and local population), emergency procedures, available resources (fire stations, health center, list and location of available equipment, contacts lists), and training program. The plans will provide for staff training to ensure that all employees are knowledgeable of existing emergency procedures and emergency contingency plans, including evacuation routes. The plans will include schedule for fire drills.</p>	31-Dec-13
	1-Jan-16
	Construction phase (31 December 2013); Operation phase (1 January 2016)
<p><b>PS2 Labor and Working Conditions</b></p> <p>2. <u>Human Resources Policies and Procedures.</u></p> <p>a) Prepare a Human Resources Policy during construction to cover staff and management working relationships, working conditions &amp; terms of employment, workers' organizations, non-discrimination &amp; equal opportunity, retrenchment, grievance redress, child labor, occupational health &amp; safety, workers engaged by third parties, and supply chain.</p> <p>b) Develop a procedure for age verification at hiring. Palma Guinée will review and retain copies of verifiable documentation concerning the age and employment profile of all people. The work of persons under 18 will be subject to an appropriate risk assessment and regular monitoring of health, working conditions, and hours of work.</p>	31-Dec-13
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<p><b>PS3 Resource Efficiency and Pollution Prevention</b></p> <p>3. <u>Pollution Prevention</u></p> <p>a) Appropriate secondary containment capable of containing 110% of the fuel will be installed around the fuel tank.</p> <p>4. <u>Wastes</u></p> <p>a) Build a wastewater treatment system to ensure wastewater is treated to local and IFC/WBG General EHS Guidelines requirements prior to discharge.</p> <p>b) Develop a waste management strategy for the hotel with the aim to reduce the amount of waste generated, followed by reuse, recycling and proper disposal</p>	31-Dec-13
	1-Jan-16
	30-Jun-16
<p><b>PS4 Community Health, Safety and Security</b></p>	

<p>5. <u>Community Health and Safety</u></p> <p>a) Develop formal food safety handling, use and storage procedures consistent with an HACCP system</p>	<p>30-Jun-16</p>
<p>6. <u>Infrastructure and Equipment Design and Safety</u></p> <p>a) Provide a certification by a qualified professional, acceptable to IFC, that Life and Fire Safety design of the hotel is fully responsive to the requirements of the IFC/WBG General EHS Guidelines</p>	<p>31-Dec-13</p>
<p>b) Conduct an audit of the hotel as built to obtain certification of structural and fire safety aspects by engineering and fire safety professionals. The building should be designed, constructed, and operated in full compliance with local building codes, local fire department regulations, local legal/insurance requirements, and in accordance with an internationally accepted Life and Fire Safety standard.</p>	<p>1-Jan-16</p>