

No.	Action	Deliverable <sup>1</sup>	Deadline
1	Develop an <u>Environmental and Social Management System</u> , at corporate level and for all phases of the project (using IFC's Environmental and Social Management System Handbook as reference) and including all Standard Operating Procedures and Monitoring Program	1. ESMS for construction 2. ESMS for operations.	1. BEFORE FINANCIAL CLOSE 2. TWO MONTHS BEFORE TECHNICAL COMPLETION
2	Obtain the <u>environmental impact statement for the PV plant and for the power line</u>	Environmental Impact Statement (License)	BEFORE FINANCIAL CLOSE
3	Develop a <u>matrix with all licenses and permits</u> applicable to the Project, including, if applicable, permits for water abstraction, quarry materials as well, temporary land use agreements. Include validity dates and whether these have been obtained or are pending or have not been requested and reasons for. This document will be open to update in a regular basis	1. Licenses and Permits Matrix 2. Monthly updates	1. BEFORE FINANCIAL CLOSE 2. MONTHLY UPDATES AS PART OF CONSTRUCTION PROGRESS REPORTING
4	Develop and <u>Environmental and Social Management Plan</u> for the construction of the plant and the construction of the power line), including, among others, the following plans and data: <ul style="list-style-type: none"> <li>• Monitoring program (define/propose E&amp;S indicators that are going to be used within the ESMP to assess E&amp;S impacts and performance according to the EIA)</li> <li>• Labor management plan, including plans to integrate local communities in the work force, including women and disadvantaged groups, specific human resources policy indicating description of jobs, hiring policy, schedules, working hours, overtime remuneration, holidays, and workers grievance mechanism</li> <li>• Traffic management plan</li> <li>• Security management plan, including training of security staff</li> </ul>	ESMP PLAN and associated plans and programs.	BEFORE FINANCIAL CLOSE

<sup>1</sup> All deliverables must be presented to the satisfaction of the Lenders

	<ul style="list-style-type: none"> <li>• Emergency preparedness and response plan</li> <li>• Workers Health and safety plan, including: <ul style="list-style-type: none"> <li>○ External medical services available in case of an emergency</li> <li>○ Register log for incidents and accidents</li> <li>○ Accommodation and workers' influx management, if applicable</li> <li>○ workers capacitation and training on H&amp;S</li> </ul> </li> <li>• Chance finds procedure for archaeological findings, including workers' training</li> <li>• Fauna relocation plan for animals found, including workers' training.</li> <li>• Waste and effluents management: evidences that domestic and hazardous wastes are going to be managed appropriately by authorized contractors and authorized facilities, in an environmental sound manner</li> <li>• Water supply management plan</li> </ul>		
5	Appoint an <u>EHSS managing team</u> by Neoen and EPC contractor for the Plant and the Line.	Evidence of hiring an EHSS team with the requisite qualifications and experience	BEFORE FINANCIAL CLOSE
6	Develop the <u>Stakeholder Engagement Plan</u> <sup>2</sup> including, among others, the following programs and actions: <ul style="list-style-type: none"> <li>• <i>Ad hoc</i> Community Relationship Program including a Communication Plan.</li> <li>• Mapping and assessment of all relevant stakeholders; assess the need for new meetings with local communities to: 1) update on the state of development of</li> </ul>	STAKEHOLDER ENGAGEMENT PLAN: <ol style="list-style-type: none"> <li>1. Community relationship program.</li> <li>2. Communication plan.</li> <li>3. Map of stakeholders.</li> <li>4. Office open.</li> </ol>	1, BEFORE FIRST DISBURSEMENT 2. BEFORE FIRST DISBURSEMENT 3. BEFORE FIRST DISBURSEMENT 4. BEFORE PLANT'S CONSTRUCTION 5. BEFORE FIRST DISBURSEMENT

<sup>2</sup> Reference document:  
[https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_stakeholderengagement\\_wci\\_1319577185063](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_stakeholderengagement_wci_1319577185063)

	<p>the Project; 2) explain E&amp;S impacts and mitigation and compensatory measures to be implemented.</p> <ul style="list-style-type: none"> <li>• Open an information office in the area and appoint a community liaison officer.</li> <li>• Community liaison officer.</li> </ul>	5. Appointment of a community liaison officer	
7	<p>Develop a <u>Community Development Plan</u>. The community development plan, should among other aspects, include provision:</p> <ul style="list-style-type: none"> <li>- to maximize project's opportunities for the creation of local jobs during construction and operations (e.g. vegetation maintenance for plant and line done manually) with a specific focus on gender and disadvantaged or vulnerable groups (such as youth).</li> <li>- provide training and capacitation programs to open employment opportunities to the local communities (beyond project).</li> <li>- Promote access to water, energy, sanitation and other basic needs.</li> <li>- Have in consideration the existing regulatory plans for municipalities and province, and look for synergies and cooperation with local authorities, institutions and other relevant organizations or developers (such as developers of other similar projects in the region).</li> <li>- The community development plan should be coordinated with the Stakeholders Engagement Plan and initiatives should have into consideration stakeholders' expectations.</li> </ul>	Community Development Plan	BEFORE FIRST DISBURSEMENT: APPROACH AND MEANS TO INTEGRATE LOCAL COMMUNITY'S WORKERS IN THE CONSTRUCTION OF THE PLANT AND POWER LINE BEFORE SECOND DISBURSEMENT: FULL COMMUNITY DEVELOPMENT PLAN.
8	<p>Develop and formalize a <u>grievance mechanism</u> for workers, including coordination and communication between EPC and O&amp;M contractors and Sponsor.</p>	Grievance Mechanism for Workers	BEFORE FIRST DISBURSEMENT
9	<p>Develop an <u>assessment of the current medical facilities and related services</u> (ambulances) available to attend emergencies in case of work accidents and the potential need of additional medical equipment or infrastructure. Potential conflicts with local people for medical services use. <u>Results to be included, in case deemed so, in the</u></p>	Medical service assessment report and mitigation strategies integrated in the H&S management plan	BEFORE FIRST DISBURSEMENT

	construction H&S Management Plan.		
10	Develop a <u>procedure for the decommissioning phase</u> of the Project.	Procedure for decommissioning phase	TECHNICAL COMPLETION
11	Assess different alternatives for vegetation control and management at the plant and develop an integrated vegetation and pest management plan accordingly. The management plan should include provisions to: <ul style="list-style-type: none"> <li>- avoid use of chemicals by prioritizing mechanical means and, when not feasible, adopt substances with low impact on human health and the environment- ensure techniques that promote/maintain healthy soil conditions</li> <li>- ensure proper handling, storage and disposal of any chemicals used</li> <li>- ensure adequate health and safety equipment and training of workers involved in the vegetation control management</li> <li>- be applicable to both vegetation growth control in the panels area as to maintenance of vegetation planted outside the panels area.</li> </ul>	Integrated Vegetation and Pest Management plan	ONE MONTH BEFORE TECHNICAL COMPLETION
12	Develop a specific <u>Security Plan</u> to: <ul style="list-style-type: none"> <li>- ensure local community and workers safety and security, including training of security guards.</li> <li>- ensure Site Security, addressing security threats and identify specific measures to be adopted.</li> </ul> Potential impact of Maras should be taken into consideration in the planning, as well as the VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS <sup>3</sup> .	Security Plan	BEFORE FIRST DISBURSEMENT
13	Develop and formalize a grievance mechanism for communities, including coordination and communication between EPC and O&M contractors and Sponsor. Designate a community Liaison officer responsible for grievance mechanism management.	Grievance mechanism for communities	1. BEFORE FIRST DISBURSEMENT (construction). 2. BEFORE TECHNICAL COMPLETION (operation)
14	Develop a specific emergency, preparedness and response plan for Capella project, including, at least, all the procedures already applied in Providencia solar for construction and operation.	Emergency, Preparedness and Response Plan	1. Plan applicable to construction: BEFORE FRIST DISBURSEMENT 2. Plan applicable to operations: BEFORE TECHNICAL COMPLETION
15	Develop and implement a bird monitoring program to:	1) Bird monitoring program	1. BEFORE FIRST DISBURSEMENT

<sup>3</sup> <http://www.voluntaryprinciples.org/>

	<ul style="list-style-type: none"> <li>- complete the bird baseline information by covering all seasons for at least two consecutive years.</li> <li>- analyze and access results to determine the use of the area of influence of the project (plant and power line) by endangered and protected species present in the Jiquilisco Important Bird Area.</li> <li>- investigate and assess bird mortality in the area of PV plant and along the power line for at least two years.</li> <li>- Upon the completion of two years of monitoring, assess the need to implement mitigation strategies.</li> </ul> <p>The program should be designed by bird experts and sampling methods, sampling efforts and survey seasons should be clearly defined according to the endangered and protected species which may occur in the region, with relevance for the species present in the IBA.</p>	<p>2) Baseline and monitoring reports 3) Mitigation strategy if applicable</p>	<p>2. JUNE 2019, JUNE 2020 3. JUNE 2020</p>
16	<p>Present the reforestation plan for the project indicating at least: species and number of specimens; areas to be planted; schedule for implementation, management and monitoring of the plan</p>	<p>Reforestation Plan</p>	<p>BEFORE SECOND DISBURSEMENT</p>
17	<p>Develop the archaeological study of the power line area, according to the requirements of national authorities. Definition of mitigation measures, if applicable.</p>	<p>Archaeological study for the power line</p>	<p>AT LEAST ONE MONTH BEFORE THE START OF CONSTRUCTION OF THE POWER LINE</p>