

## ANNEX 1: Environmental and Social Action Plan – Zano Project

| No. | Action   | Timeline  |
|-----|--|---|
| 1   | Ensure that the EPC Contractor establishes the Occupational Health, Safety and Environmental Plan for constructions phase based on the ESIA and the requirements of the Performance Standards. | Prior to start of construction.                     |
| 2   | Develop an Environmental and Social Management Plan for operations phase.  | 30 days prior to commencement of operations         |
| 3   | Ensure that the EPC Contractor appoints a qualified EHS Manger with prior experience of overseeing EHS management in construction projects, and a Community Liaison Officer.                   | Prior to start of construction.                     |
| 4   | Develop an Emergency Response Plan for the Project in line with the requirements of the Performance Standards.   | Prior to start of construction.                     |
| 5   | Ensure that any worker accommodation provided by the Project or Contractors are in line with the IFC/EBRD Guidance Note on Worker’s Accommodation  | Prior to start of construction.                     |
| 6   | Establish HR policies and procedures in line with PS2, applicable to both direct and contracted staff.   | Prior to start of construction.                     |
| 7   | Conduct a hydrogeological study to ensure the availability of the water resource in the Project area.  | Prior to start of construction.                     |
| 8   | Update the Security Management Plan to includes provisions in line with Performance Standard 4.  | Prior to start of construction.                     |
| 8   | Conduct a Livelihood Restoration Plan completion audit, confirming the finalization and outcomes of the plan.  | Within one year following the completion of the LRP |

## ANNEX 2: Environmental and Social Action Plan – Dedougou Project

| No. | Action   | Timeline  |
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| 1   | Ensure that the EPC Contractor establishes the Occupational Health, Safety and Environmental Plan for constructions phase based on the ESIA and the requirements of the Performance Standards. | Prior to start of construction.                     |
| 2   | Develop an Environmental and Social Management Plan for operations phase.  | 30 days prior to commencement of operations         |
| 3   | Ensure that the EPC Contractor appoints a qualified EHS Manger with prior experience of overseeing EHS management in construction projects, and a Community Liaison Officer.                   | Prior to start of construction.                     |
| 4   | Develop an Emergency Response Plan for the Project in line with the requirements of the Performance Standards.   | Prior to start of construction.                     |
| 5   | Ensure that any worker accommodation provided by the Project or Contractors are in line with the IFC/EBRD Guidance Note on Worker’s Accommodation  | Prior to start of construction.                     |
| 6   | Establish HR policies and procedures in line with PS2, applicable to both direct and contracted staff.   | Prior to start of construction.                     |
| 7   | Conduct a hydrogeological study to ensure the availability of the water resource in the Project area.  | Prior to start of construction.                     |
| 8   | Update the Security Management Plan to includes provisions in line with Performance Standard 4.  | Prior to start of construction.                     |
| 8   | Conduct a Livelihood Restoration Plan completion audit, confirming the finalization and outcomes of the plan.  | Within one year following the completion of the LRP |