

The ESMP mandatorily annexed to the Financing Agreement (FA)

General considerations

1. Central Eléctrica da Namaacha, S.A. is planning to implement the 120 MW Namaacha Wind Farm Project (the *Project*). The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. Central Eléctrica da Namaacha, S.A. will implement measures and actions of this Environmental and Social Management Plan¹ (*ESMP*) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (*OS*) and the National policy and legal requirements.
3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.
4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. Central Eléctrica da Namaacha, S.A. is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the Project Implementation Unit (PIU).
5. Implementation of the material measures and actions set out in this ESMP will be monitored and reported to the Bank by Central Eléctrica da Namaacha, S.A. as required by the ESMP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.
6. As agreed by the Bank and Central Eléctrica da Namaacha, S.A., this ESMP may be revised from time to time during Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, Central Eléctrica da Namaacha, S.A. will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

¹ The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (*Section III.2.3 of Bank's ESP and section D of OST*)

Item	Material Actions² to Manage the Project's E&S Risks and Impacts	Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
1	Periodic E&S implementation report to the Bank	Bank's ESP and OS1	Monthly reports submitted in time, in good standard	Two weeks after the due period
2	Recruitment of E and S specialists as part of the Project implementation unit	Disclosed ESIA, OS1	Seasoned E&S specialists in the PIU	By Project effectiveness date
3	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	Updated Community Grievance Mechanism Evidence of disclosure (meeting attendance registers, photographic evidence)	Three months prior to start of construction
4	Payment of compensation and reinstallation of affected people	SO10	PAP Agreement Annex for receipt of compensation Individual PAP DUATs	Prior to access to land handed over to Contractors Within 3 years of displacement
5	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	E&S Schedule from Contractor Agreements E&S aspects in RFPs, EOI, BOQs from Contractors	Post Contractor Agreement signing as needed
6	Establishment of the Contractor ESMP (C-ESMP)	Bank's ESP and OS1	Contractors C-ESMPs developed to the satisfaction of the Employer's Requirements and the Bank	Three months prior to start of construction
7	Establishment of the Contractors' Grievance Mechanism (GM) and information of workers	OS1, OS2, SO10 and Bank's Disclosure and Access to Information Policy	Functional Worker's grievance mechanism Evidence of inclusion in Workers' induction pack.	Prior to in-country mobilization of Contractors

² Please add any relevant key actions and/or indicate "Not applicable" in the third column ("Basis for requirement") for actions that are not applicable to the project.

				Evidence of disclosure 3 months after mobilization
8	Obtaining nationally required licenses prior commencement of subjected activities (environmental license, excavations, tree-cutting, working at height, working in confined spaces, etc.)	OS1, OS2 and national labor laws	Required permits	All required permits at least two weeks prior to commencement of subjected activities
9	Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank	Bank's ESP, OS1 and national requirements	N/A	N/A
10	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Stakeholder Engagement Chapter of ESIA Engagement during RAP implementation reports	6 months prior to start of construction
11	Establishment of Emergency Preparedness and Response (EPR) Plan	OS1 & OS4, national legislation on contingencies et	Contractor EPR Plan	Three months prior to start of construction
12	Appropriate and timely handling of community complaints/grievances	Bank's ESP and OS1	Grievance log	Ongoing
13	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	N/A	N/A
14	Capacity building of key project implementers	OS1	N/A	N/A
15	Implementation of ESMS/ESAP ³	OS1 and OS9, national requirements	LESA Reporting CEN ESMS prepared and shared with Bank	Variable (per LESA reporting schedule)
15.1	<i>Approval of any required E&S management procedure</i>	Ditto	PIU/ CEN Construction Management Plans and associated procedures Contractor Construction Management Plans and associated procedures	Three months prior to start of construction
15.2	<i>Establishment of the E&S unit</i>	Ditto	HSE structure and CVs of recruited staff including Social Manager, Environmental Manager, H&S Officer	By Project effectiveness date

³ Applies to non-sovereign operations and public sector projects implemented by permanent autonomous Agencies/Institutions.

15.3	<i>Capacity Building of the E&S Unit</i>	Ditto	Implementation of the training specified in the C-EMP and CEN's ESMS.	Variable (per C-EMP and ESMS)
15.4	<i>Processing the Value Chain E&S due diligence</i>	Ditto	Supply Chain Assessment Report Supplier Code of Conduct	Complete Three months prior to start of construction
16	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	Notification	Immediately and no later than 72 hours after the occurrence
17	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	RCA Report/ CAP	Timing to be established in Contractors' OHS Management Plan
18	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	ESIA, RAP, SEP and BAP Disclosure CEN E&S Policy	Complete (uploaded to Globeleq's website April 2024) Prior to construction