

Template of the ESMP mandatorily annexed to the Financing Agreement (FA)

General considerations

1. SPE Capital is planning to implement the *SPE PEF III, LP* Project (the **Project**). The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. SPE Capital 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. SPE Capital 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 SPE Capital 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 SPE Capital, 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, SPE Capital 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 OSI*)

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
Periodic E&S implementation report to the Bank		Bank's ESP and OS1	Reports submitted in time, in good standard	-Quarterly reports on the E&S aspects : Two weeks after the due period - Annual Environmental and Social Reports (AESRs) on the ESG implementation: before the end of 1 st quarter of the following year
1	Recruitment of E and S specialists as part of the Project implementation unit	Disclosed ESIA, OS1	There is a dedicated ESGI department made up of two full-time employees: a Head of ESG and Impact and an ESG, Impact and Business Integrity associate.	Available throughout project implementation
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	Established an external and internal grievance mechanism procedure and anonymous reporting channel available on website.	Available throughout project implementation
3	Payment of compensation and reinstallation of affected people	SO10	N/A	N/A
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	N/A	N/A
5	Submission of high-risk activity's Contractor ESMP (<i>C-ESMP</i>) to Bank clearance	Bank's ESP and OS1	N/A	N/A
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	OS1, OS2, SO10 and Bank's Disclosure and Access to Information Policy	N/A	N/A

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.

7	Obtaining nationally required licenses prior commencement of subjected activities (excavations, tree-cutting, working at height, working in confined spaces, etc.)	OS1, OS2 and national labor laws	For activities, requiring a permit prior to the start of works, records of permits, issued by the relevant national authority	Available throughout project implementation
8	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 The Fund does not invest in High E&S risk activity companies.	N/A
9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Disclosure of annual Impact Report and E&S report based on quarterly and biannual monitoring.	Continuous throughout project implementation
10	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national legislation on contingencies et	Evidence that an EPR mechanism is in place at investee project level	Prior to financing subprojects or included as part of the ESAP if not available
11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Complainants receive a formal response acknowledging receipt	Whenever required As per the GRM
12	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	N/A	N/A
13	Capacity building of key project implementers	OS1	Trainings occurring throughout the year on different subjects	As per annual Trainings program/calendar
14	Implementation of ESMS/ESAP ³	OS1 and OS9, national requirements	Periodic monitoring of ESAP actions	Evidence of ESAP actions monitored and closed included in quarterly and annual reports
14.1	<i>Approval of any required E&S management procedure</i>	Ditto	Periodic review (and if applicable, updates) of E&S policies and or E&S Guidelines	Periodically

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

14.2	<i>Establishment of the E&S unit</i>	Ditto	There is a dedicated ESGI department made up of two full-time employees: a Head of ESG and Impact and an ESG, Impact and Business Integrity associate.	Available throughout project implementation
14.3	<i>Capacity Building of the E&S Unit</i>	Ditto	E&S training register	Available throughout project implementation
14.4	<i>Processing the Value Chain E&S due diligence</i>	Ditto	N/A	N/A
15	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	Bank notified of the incident	Immediately and no later than 72 hours after the occurrence
16	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	RCA prepared and CAP implemented	Whenever required
17	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Sustainable Investment Policy available on website. Impact reports available in their public version on Company website.	Available on website.