



**PROJECT: HYDROPOWER PLANT “BOSKOV  
MOST”**

**ENVIRONMENTAL AND SOCIAL ACTION PLAN**



Prepared by: **GEING KuK** 

The logo for GEING SKOPJE consists of a square grid of colored dots (purple, green, and blue) to the left of the text "GEING" in a bold, purple, sans-serif font, with "SKOPJE" in a smaller, green, sans-serif font below it.

July, 2011

## **Introduction**

The European Bank for Reconstruction and Development (“EBRD,” or the “Bank”) is considering providing financing to Elektrani na Makedonia AD (“ELEM”), a State owned company engaged in electrical power generation. The loan is intended to support design, construction, and operation of a 70-megawatt hydropower plant near Boskov Most on the Mala Reka and several of its tributary streams in the west of FYR Macedonia. The project is known as the Boskov Most Hydropower Plant (HPP). The land where the project is located lies primarily within the municipality of Mavrovo-Rostuse, with some land also within the municipality of Debar. A significant part of the project is in the southwest portion of Mavrovo National Park.

ELEM has prepared and disclosed an Environmental and Social Impact Assessment (ESIA) that describes the project and the natural and human resources that could be affected by the project, and evaluates the potential impacts on those resources. The ESIA was prepared to meet the requirements of FYR Macedonian law and of the Bank’s 2008 Environmental and Social Policy and associated Performance Requirements. The ESIA describes a series of actions that will be taken to prevent, control, or otherwise mitigate potential impacts and to engage with key stakeholders. Requirements that are needed to avoid or control potentially significant impacts are described in this Environmental and Social Action Plan, which will be part of the financing agreement between EBRD and ELEM. The performance of the required actions will be reported annually by ELEM and may be audited or otherwise evaluated by EBRD during construction and operation of the project.

The table below constitutes the ESAP<sup>1</sup>. It identifies the actions required, the basis of the requirement, the timing of the action, and the criteria to be used for determining whether the goal of the action has been successfully achieved. Implementation of all the actions is the responsibility of ELEM<sup>2</sup>. When other companies perform work under contract, ELEM will be responsible for those contractors’ compliance with the requirements of the ESAP. This is expected to be accomplished by inclusion of requirements in contracts and subcontracts, and by direct oversight and supervision by ELEM as needed.

As agreed by the parties, this ESAP may be revised from time to time during project performance. No changes will allow violations of FYR Macedonian law or of EBRD requirements for environmental and social performance.

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<sup>1</sup> For purposes of this ESAP, “construction” includes all actions in the field to prepare and construct the various components of the hydropower plant, including dam and intakes, tunnel, roads, penstock, tailrace, transmission lines, work camps, staging areas, etc.; “operation” means operation and maintenance of all facilities for the ultimate purpose of generating and conveying electricity; and “project performance” includes the entire period of construction and operation.

<sup>2</sup> Where the ESAP requires action by ELEM, it may be read as applying to an owner’s engineer or other entity appointed to represent ELEM in overseeing construction and other contractors. This in no way reduces the obligation of ELEM to ensure compliance of all construction and operation activities with all elements of the ESAP.

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<i>No.</i>	<i>Action</i>	<i>Source of requirement</i>	<i>Date required</i>	<i>Target and Evaluation Criteria For Successful Implementation<sup>3</sup></i>
0	Submit report to the Bank on environmental, social, health and safety performance, including status of each ESAP element and other agreed activity	EBRD	- Each six months during construction - Annually during operation	Submission of reports on schedule
<b>1</b>	<b>PR 1: Environmental and social management</b>			
1.1	Develop and implement integrated environmental, social, and occupational health and safety management systems equivalent to those under ISO 9000, ISO 14001, and OHSAS 18001	Best practice EBRD PR 1	- Develop systems prior to operation - Implement throughout operation	- Systems are developed by qualified consultant, staff are trained, systems are implemented. - Status reported in each report to Bank
1.2	Appoint and maintain on-site a person to be responsible for overseeing occupational health and safety, to report directly to the project site manager, and subsequently to ELEM management.	Best practice EBRD PR 2	At all times during construction and operation	Appointment of qualified official
1.3	Appoint and maintain a person to be responsible for environmental and social compliance, to report directly to the project site manager, and subsequently to ELEM management.	Best practice EBRD PR 1	At all times during construction and operation	Appointment of qualified official

<sup>3</sup> Items required to be reported to the Bank will be presented in the semi-annual or annual reports required under item 0, unless noted otherwise.

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No.	Action	Source of requirement	Date required	Target and Evaluation Criteria For Successful Implementation <sup>3</sup>
1.4	<p>Establish and implement corporate policy and procedures for oversight of contractor environmental, occupational health and safety, and social (ESHS) performance during construction, to include (at a minimum):</p> <ul style="list-style-type: none"> <li>- Inclusion of appropriate ESAP and other legal requirements in contracts, including requirement for staff/management training.</li> <li>- Assignment of clear responsibilities within ELEM for contractor oversight at Boskov Most.</li> <li>- Regular inspections of site and contractors' construction camp.</li> <li>- Contractor reports on performance sufficient to allow inclusion of data in ESHS reports to the Bank, and to allow ELEM to determine if corrective actions are needed.</li> <li>- Verification of training and professional credentials for contractor EHS managers and staff.</li> </ul>	<p>Best practice EBRD PR 1</p>	<ul style="list-style-type: none"> <li>- Upon entry into contracts/subcontracts</li> <li>- Prior to contractor actions</li> </ul>	<p>Reports to Bank on:</p> <ul style="list-style-type: none"> <li>- Program description and adoption status</li> <li>- Highlights of performance (appointments, inspections, etc.)</li> <li>- Training</li> <li>- Contractor summaries (both at contractor level and compiled project level) in terms of environmental and OHS performance summaries</li> </ul>
1.5	<p>Acquire and report on compliance with all permits and authorizations (from Ministry of Environment and Physical Planning, Ministry of Transport and Communication, Ministry of Agriculture, Forest and Water Economy, Mavrovo National Park Administration, and other authorities with jurisdiction)</p>	<p>Law of FYR Macedonia EBRD PR 1</p>	<p>Prior to beginning any activities that require permits or authorizations</p>	<ul style="list-style-type: none"> <li>- All permits and authorizations received</li> <li>- Reports submitted to authorities as required</li> <li>- Compliance report submitted to Bank</li> </ul>
1.6	<p>Develop emergency response plans to cover, at a minimum, flood response, fire, spills, severe injuries or</p>	<p>EBRD PRs 1, 2, 4</p>	<p>Plans prior to construction (fire, injury/fatality, spills, etc.) and</p>	<ul style="list-style-type: none"> <li>- Review and approval of plans by responsible authorities</li> </ul>

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	fatalities, and other events that could reasonably be expected to occur during the life of the project, or that could cause catastrophic impacts if they did occur.	Best practice	operation (dam failure, etc.)	<ul style="list-style-type: none"> <li>- Consultation and coordination with local authorities and communities</li> <li>- Report to Bank on status of planning, and any updates</li> <li>- Report to Bank immediately after emergency response actions are taken</li> </ul>
1.7	Implement the environmental and social monitoring and management plan that is part of the ESIA	EBRD PRs	Throughout construction and operation as required by ESMMP	<ul style="list-style-type: none"> <li>- Report on highlights of implementation</li> </ul>
<b>2</b>	<b>PR 2: Labour and working conditions</b>			
2.1	<p>Develop and implement an occupational health and safety (OHS) plan to guide all activities on project sites during site preparation, construction, and operation. Also require contractor plan/compliance. Requirements to include (but not be limited to):</p> <ul style="list-style-type: none"> <li>- Job- and task-specific hazard analysis and controls for all activities</li> <li>- Provision of PPE, requirements for use of PPE, and enforcement of PPE use</li> <li>- Safety training for all personnel in their language, covering hazards for their jobs</li> <li>- Review and approval of contractors' OHS plans, which must meet same standards as ELEM plan</li> </ul>	EBRD PR 2	<ul style="list-style-type: none"> <li>- ELEM plan: prior to construction</li> <li>- Contractor plan: prior to contractor activities on-site</li> </ul>	<ul style="list-style-type: none"> <li>- Submission and approval of ELEM plan by independent OHS professional and/or lenders prior to construction</li> <li>- Submission of contractor OHS plan(s) and approval by ELEM</li> <li>- Report to Bank on OHS issues, including accident statistics and training (by both ELEM and contractor workforces)</li> <li>- Report to Bank at time of major accidents and/or fatalities</li> </ul>

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	<ul style="list-style-type: none"> <li>- Oversight of contractor OHS implementation, including mandatory reporting</li> <li>- Recording incident statistics, including total work hours, lost time incidents, etc.</li> </ul>			
2.2	Support local labour force by: <ul style="list-style-type: none"> <li>- Providing realistic information on employment opportunities, with transparent hiring practices</li> <li>- Advertise for all open positions</li> <li>- Employing local labour where possible: establish and meet goals for local hires, consider training for permanent positions</li> <li>- Pay wages at least average for the area for comparable positions</li> <li>- Construction camps must comply with Macedonian law and provide adequate heating, showering and cooking facilities.</li> </ul>	Law of Macedonia EBRD PR 2 Best practice	Prior to workforce selection and prior to establishment of work camps	<ul style="list-style-type: none"> <li>- Camp conditions compliant with EBRD PR and international best practice</li> <li>- Report to Bank in semi-annual and annual reports</li> </ul>
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2.4	Develop a formal grievance mechanism for employees and contractors and disseminate information about its uses to the workforce, in the language(s) of the workers	EBRD PR 2	Develop and implement prior to construction and throughout construction and operation	<ul style="list-style-type: none"> <li>- Submission to Bank (with first report under item 0) of grievance procedure for review and approval</li> <li>- Thereafter, report to Bank on worker grievances and resolution</li> </ul>
<b>3</b>	<b>PR 3: Pollution prevention and abatement</b>			

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No.	Action	Source of requirement	Date required	Target and Evaluation Criteria For Successful Implementation <sup>3</sup>
3.1	- Develop and implement solid waste management plan for all non-earthen wastes, including chemicals, fuel, oil, construction debris, domestic/household solid wastes, and insure Off-site management by licensed companies and in licensed places	Law of FYR Macedonia  EBRD PRs1, 3  Best practice	- Develop: prior to start of construction - Implement: throughout construction and operation	Development: - Review and/or approval of plan by authorities, as required - Requirement that all contractors comply - Report to Bank on status of plan and approval Implementation: - All wastes managed in accordance with approved plan - Reports to ELEM by all contractors on amounts, types, and management of all solid wastes - Reports to Bank on amounts, types, and management of all solid wastes (by ELEM and all contractors) - Reports to authorities as required in permits - Report to Bank and relevant authorities of all incidents and response actions (report major events immediately after occurrence)
3.2	Develop and implement plan for transport and management of spoil from tunnel and other excavations, including at a minimum:	Best practice  EBRD PR 3	Prior to excavation or tunneling that generates spoil	- Review and approval by authorities (waste management, transport, local authorities, Park administration) of management plan

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	<ul style="list-style-type: none"> <li>- Temporary on-site storage kept to a minimum and in secure location</li> <li>- Transported in accordance with traffic management plan (item 4.1)</li> <li>- Maximize beneficial use of spoil as fill, in concrete, or otherwise as approved</li> <li>- Dispose in secure and authorized locations away from Mavrovo National Park, except possible placement in reservoir and use in construction/rehabilitation</li> </ul>			<ul style="list-style-type: none"> <li>- Report to Bank on plan approval and implementation, including amount of spoil handled and managed, management methods, etc.</li> <li>- Report to authorities as required by permits</li> </ul>
3.3	<p>Develop air quality management plan to control construction dust and vehicle emissions, to include (at a minimum):</p> <ul style="list-style-type: none"> <li>- Periodic monitoring near construction/ traffic areas for visible dust</li> <li>- Implement dust suppression as needed in dry/dusty conditions (water, gravel, etc.)</li> <li>- Maintain vehicles/equipment in good running condition</li> <li>- Obey speed limits in traffic management plan (item 4.1)</li> <li>- Cover loads as needed to prevent dust</li> </ul>	<p>Law of FYR Macedonia EBRD PR 3 Best practice</p>	<ul style="list-style-type: none"> <li>- Develop: prior to construction</li> <li>- Implement: throughout construction</li> </ul>	<p>Submission to authorities for review as necessary</p> <p>Report to Bank the monitoring results and highlights of dust control/ suppression activities</p>
3.4	<p>Develop erosion and sedimentation control plan for all areas where the ground will be disturbed during construction in accordance to good international practices</p>	<p>Law of FYR Macedonia EBRD PR 3 Best practice</p>	<ul style="list-style-type: none"> <li>- Develop: prior to construction</li> <li>- Implement: throughout construction</li> </ul>	<ul style="list-style-type: none"> <li>- Minimize erosion into streams</li> <li>- Review of plan by authorities as required by permits</li> <li>- Submission of plan with first EHS report to Bank</li> <li>- Report to Bank on highlights of erosion control program</li> </ul>

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3.5	Provide portable toilets or other means to contain sanitary wastes as needed, at all work locations. Discharge wastes to appropriate treatment as required by authorities.	Law of FYR Macedonia EBRD PR 3 Best practice	- Throughout construction and operation	<ul style="list-style-type: none"> <li>- No unauthorized discharges</li> <li>- No discharges or release of untreated sanitary wastes</li> <li>- Report to Bank on any accidental releases/discharges</li> </ul>
3.6	Flush sediments downstream only during periods of high water flow rates	Law of FYR Macedonia  EU WFD  EBRD PRs 3, 6	As needed during operation	<ul style="list-style-type: none"> <li>- Authorization by authorities</li> <li>- No discharge of sediment without authorization</li> <li>- Minimal increase in suspended solids downstream</li> <li>- Report to Bank on sediment sluicing (duration, flow rates, estimated amount of sediment, etc.)</li> </ul>
3.7	Manage/dispose of sediments physically removed from reservoir and/or intakes only as approved by authorities	EBRD PR 3  Best practice	As needed during operation	<ul style="list-style-type: none"> <li>- Receipt of approval from authorities</li> <li>- No unauthorized disposal of sediment</li> <li>- Report to Bank on sediment cleaning and disposal (source, amount, management method and location)</li> </ul>
3.8	Develop and implement program for vegetation clearing and removal, including at a minimum:  - Minimize land-clearing as much as possible - Design and implement erosion controls (item 3.4)	Law of FYR Macedonia  EBRD PR 3 and 6	<ul style="list-style-type: none"> <li>- Develop: prior to land-clearing</li> <li>- Implement: throughout construction</li> </ul>	<ul style="list-style-type: none"> <li>- Review of plan by Mavrovo National Park administration, and other authorities as needed</li> <li>- Report to Bank on plan development and then on</li> </ul>

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	<p>immediately after ground disturbance</p> <ul style="list-style-type: none"> <li>- Begin construction activities as soon as possible after clearing</li> <li>- Remove vegetation from area to be flooded and use/dispose properly</li> <li>- Carefully manage deadwood and other dry vegetation to prevent fire hazard</li> </ul>	Best practice		vegetation management
3.9	<p>Develop and implement a water quality monitoring program, to include:</p> <ul style="list-style-type: none"> <li>- Monitor total suspended solids downstream of all construction activities, with results used to modify erosion controls and construction methods as needed</li> <li>- Visually observe apparent water turbidity downstream of construction, with appropriate action to reduce turbidity due to erosion</li> <li>- Monitor dissolved oxygen in reservoir, and if needed action to prevent development of anaerobic conditions</li> </ul>	<p>EBRD PR 3</p> <p>Best practice</p>	<p>Construction: weekly TSS and daily turbidity monitoring</p> <p>Operation: DO monitoring</p>	<ul style="list-style-type: none"> <li>- Continual TSS and turbidity record throughout construction</li> <li>- Report results to authorities as required in permits</li> <li>- Report summary of TSS and DO results to Bank, including actions taken to control TSS/DO</li> </ul>
<b>4</b>	<b>Community health, safety, and security</b>			

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4.1	<p>Develop and implement – and require contractors to implement -- procedures to protect public health and safety, to include (but not be limited to):</p> <ul style="list-style-type: none"> <li>- Traffic management plan for all drivers and equipment operators (speed limits, training, routes to follow, avoidance of sensitive areas)</li> <li>- Public notice of construction operations near areas open to the public</li> <li>- Security as needed to prevent unauthorized access to project locations, with appropriate training for guards</li> <li>- Notice to local authorities and nearby residents before major activities and traffic, especially including blasting</li> <li>- Hazard notices/signs/barriers to prevent access to blasting areas and to energized components and other dangerous areas, including tailrace and areas subject to rapid water level change</li> <li>- Make best efforts to keep civilian road access to the villages open at all times and provide reasonable advance notice of any temporary closures</li> </ul>	<p>EBRD PR 4</p> <p>Best practice</p>	<ul style="list-style-type: none"> <li>- Develop procedures: prior to commencement of major works</li> <li>- Implement: throughout construction</li> </ul>	<ul style="list-style-type: none"> <li>- Consultations with local authorities on traffic, notices, etc.</li> <li>- Consultations with traffic authorities on traffic plan</li> <li>- Submission of plans to EBRD with first report under item 0</li> <li>- Report to Bank on traffic management, security, other activities, including any incidents/accidents involving the public</li> </ul>
4.2	<p>Establish and enforce rules for worker behavior when dealing with local residents and visitors in order to prevent adverse impacts</p>	<p>EBRD PR 4</p> <p>Best practice</p>	<p>Throughout life of work camps and employment of non-resident workers</p>	<ul style="list-style-type: none"> <li>- No serious incidents between workers and local population</li> <li>- Consultation with local authorities concerning appropriate behaviours and controls</li> <li>- Report to Bank on all incidents</li> </ul>
4.3	<p>Develop a noise monitoring and control program to</p>	<p>Law of FYR</p>	<ul style="list-style-type: none"> <li>- Develop plan: prior to construction</li> </ul>	<p>Report to Bank on monitoring and</p>

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	minimize off-site disturbance.	Macedonia  EBRD PRs 3 and 4	- Monitor: as required by plan - Implement plan: throughout construction	noise/vibration abatement measures
<b>5</b>	<b>PR 5: Land acquisition, involuntary resettlement and economic displacement</b>			
5.1	In consultation with affected persons, develop and then implement the detailed land acquisition and compensation plan based on the existing Framework by completing a detailed asset survey of the impacted houses and lands, an entitlement matrix, and a description of compensation levels at replacement value;	Law of FYR Macedonia  EBRD PR 5	- Finalize plan: before any land acquisition or compensation takes place - Implement plan: after approval of Plan by ERD	- Review and approval of final plan by EBRD - All relocation, land acquisition, or compensation in accordance with approved plan. - Report to Bank on status of land acquisition and compensation
<b>6</b>	<b>PR 6: Biodiversity conservation and sustainable management of living natural resources</b>			
6.1	Develop and implement plan for continuous monitoring of (1) stream discharge downstream of the dam and each intake and (2) intake rates at each intake.	EBRD PR 6	Continuously during operation	- Review and approval of plan by independent expert - Record continuous data on flow rates. - Report to Bank on compliance with minimum flow levels and notify any deviations.

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No.	Action	Source of requirement	Date required	Target and Evaluation Criteria For Successful Implementation <sup>3</sup>
6.2	Develop and implement a comprehensive biomonitoring program, including fish (notably the Macedonian brown trout, <i>Salmo marmoratus</i> ), aquatic macroinvertebrates, and aquatic habitat in all affected streams (upstream and downstream of each project facility, at each flow monitoring location. Data must be sufficient to establish robust baseline and to identify changes due to project activities.	Law of FYR Macedonia EBRD PR 6 Best practice	- Develop monitoring plan and establish baseline: prior to construction - Implement plan: as required by plan, throughout construction and first five years of operation.	- Development of robust baseline database of flora, fauna, and habitat, sufficient to allow evaluation of project impacts on key receptors  - Reports to authorities as required in permits - Report to Bank on monitoring program status and schedules
6.3	Appoint independent expert(s) to conduct independent evaluation of flow monitoring (item 6.1) and biomonitoring (6.2) programs and results in order to evaluate impacts on aquatic biota, and if needed to recommend changes to minimum flow rates and/or other operating parameters	EBRD PR 6 Best practice	- Before operations commence and thereafter after each periodic monitoring report under 6.1 and 6.2.	- Evaluation report from expert, implementation of recommended changes (if needed) - Submission of expert's report to Bank, including proposed changes to minimum flow rates or other operating parameters
6.4	Segregate topsoil from subsurface material, surface vegetation, and other spoil and store in secure area(s). Protect storage pile(s) with covers, including vegetative cover (native grass species) as needed to prevent erosion and dessication.	Law of FYR Macedonia EBRD PR 6 Best practice	- Recover and segregate: at initial ground disturbance - Store: until reused during restoration/rehabilitation	- Maximise recovery of topsoil - Report to Bank on topsoil recovery and storage
6.5	Develop and implement rehabilitation plan for land	Law of FYR	- Develop plan: before first construction season	- Submission of restoration/ rehabilitation plan to National Park

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	affected by construction works, including erosion control, regrading as needed, topsoil replacement, revegetation with native species, etc. After rehabilitation, monitor until natural cover is re-established	Macedonia EBRD PR 6 and 3 Best practice	- Implement plan: when disturbance is complete or when no activities are scheduled for extended period - Monitor: after rehabilitation, until permanent cover is established	administration and (as required) to authorities for review/approval - Maximise land restoration with native species - Report to authorities, including Mavrovo National Park, and to Bank on rehabilitation activities and success.
6.6	Establish and enforce rules for workers to prohibit hunting, fishing, wood-cutting except as allowed with lawful permits	Law of FYR Macedonia EBRD PR 6	Throughout construction and operation	- No violations of hunting, fishing, wood-cutting rules - Draft rules provided to Mavrovo National Park and local authorities for review and suggested revisions - Report to Bank on actions taken to control worker behavior, including incidents
6.7	Maintain minimum biological flow in all streams at all times	Law of FYR Macedonia EBRD PR 6	Throughout operations	- Report to Bank details of any excursions from minimum flow rates (duration, flows, reasons)
6.8	Develop and implement monitoring plan for horse chestnut ( <i>Aesculus hippocastanum</i> ) population and	EBRD PR 6	Develop plan: early in construction planning	- Report to Bank on status of monitoring plan and implementation (no data required,

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	<p>habitat along Garska River, including:</p> <ul style="list-style-type: none"> <li>- Key statistics and conditions of representative specimens of varying ages and locations</li> <li>- At least monthly groundwater levels along at least three cross-sections of the river where chestnuts grow</li> </ul> <p>Data must be sufficient to characterize baseline groundwater levels seasonally and relative health of tree specimens</p>		<ul style="list-style-type: none"> <li>- Monitor to characterize baseline (see item 6.6): monthly at least one year prior to operations</li> <li>- Monitor to characterize impacts: monthly as provided in plan, decision to change frequency or terminate to be made under item 6.9</li> </ul>	<p>but rather an indication of whether monitoring program was implemented according to plan)</p>
6.9	<p>Evaluate results of chestnut monitoring program (item 6.8). If reduced water levels appear to threaten integrity of chestnut population, recommend and implement changes to minimum flows needed during critical periods.</p>	<p>EBRD PR 6</p>	<ul style="list-style-type: none"> <li>- Prior to operations: evaluate to determine adequacy of baseline</li> <li>- Operations: evaluate annually for impacts and possible changes to program/flows</li> </ul>	<ul style="list-style-type: none"> <li>- Report to Bank on results of evaluation, and of changes to minimum flows</li> </ul>
6.10	<p>Prepare and implement landscaping plan for all project elements (see also item 6.5)</p>	<p>Law of FYR Macedonia</p> <p>EBRD PR 6, 4</p>	<ul style="list-style-type: none"> <li>- Complete for each area/element before completion of construction of that element</li> </ul>	<ul style="list-style-type: none"> <li>- Successful implementation of the plan.</li> <li>- Report on completion of each area to the relevant Ministry and Mavrovo National Park</li> </ul>

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		Good practice		administration, - and tourists
<b>8</b>	<b>PR 8: Cultural heritage</b>			
8.1.	Develop a Cultural Heritage Management Plan, covering both construction and operation, to protect local cultural heritage from adverse impacts of project activities and promote its conservation with special regard to designated sites and works of art	FYR Macedonia Law on Cultural Heritage Conservation (no. 20/04 and 115/07)  PR 8	- Framework prepared prior to start of construction. Detailed plans prior to start of relevant activities.	- Review and approval of plan by Ministry of Culture (if required), religious authorities, and EBRD
8.2	Develop a chance find procedure and require implementation by all contractors as well as ELEM.	Law of FYR Macedonia  EBRD PR 8  Best practice	- Develop prior to construction - Implement throughout construction	- Evidence of successful use of the procedure in 100 percent of suspected chance finds. - Report to Ministry in case of finds. - Report to Bank on development of procedure, evidence, and finds
8.3	Retain an external expert to develop a detailed plan for the relocation of the cemetery and Chapel Sveta Paraskeva. Following approval by EBRD, implement the plan.	Law of FYR Macedonia  EBRD PR 5	- Develop plan: before any relocation takes place - Implement plan: after approval of Plan by EBRD	- Review and approval of plan by Ministry of Culture (if required), religious authorities, and EBRD - Relocation of cemetery and church in accordance with plan - Report to Bank on status of approvals and relocation

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<b>10</b>	<b>PR10: Stakeholder engagement</b>			
10.1	Implement Stakeholder Engagement Plan, including stakeholder grievance mechanism and notice to authorities and residents of major construction events (see items 4.1)	EBRD PR 10 Best practice	Throughout construction and operation	- Report to Bank on consultation activities, including notices given - Report to Bank on all grievances received and how addressed/ resolved
10.2.	Report on a regular basis to the impacted communities about progress in the implementation of the measures in this ESAP	EBRD PR 10 Best Practice	Semi-annually during construction and annually during operation	- Report to Bank on consultation activities