

BAJGORA WIND POWER PROJECT, KOSOVO
ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP) – FINAL AND AGREED (13 DECEMBER 2019)

Abbreviations and Definitions:

BAP: Biodiversity Action Plan

CH: Critical Habitat

EBRD: European Bank for Reconstruction and Development

E&S: Environmental & Social

ESIA: Environmental and Social Impact Assessment

EBRD/IFC E&S Requirements: EBRD PRs and IFC PSs.

CESMP: Construction Environmental & Social Management Plan

ESMS: Environmental & Social Management System

GIP: Good International Practice

HR: Human Resources

LALR: Land Acquisition and Livelihood Restoration³

Lenders: As defined in Project financing agreements

OHTL: Overhead Transmission Line

PBF: Priority Biodiversity Feature

PRs: Performance Requirements (as defined by EBRD in its 2014 Environmental and Social Policy)

Project: The development and operation of the Bajgora wind power project including the overhead transmission line to be constructed for the wind farm

PSs: Performance Standards (as defined by the International Finance Corporation - IFC - in its 2012 Sustainability Framework)

SEP: Stakeholder Engagement Plan

No.	Action	E&S Risks (Liability/Benefits)	Requirement	Responsibility	Timetable	Completion Indicator ¹
1.1	<p>E&S Manager</p> <p>Appoint a suitably qualified and experienced Project E&S Manager for the early works, main construction and operation phases, responsible for Project compliance with national legislation and EBRD/IFC E&S requirements, and in charge of organizing the implementation and monitoring of the ESIA and ESAP actions. The Project E&S Manager will directly report to the Enlight / Sowi Kosovo Project Manager. The Enlight / Sowi Kosovo Project Manager will maintain overall responsibility for E&S matters on the Project.</p>	E&S risk management and capacity	PR1 / PS1	Enlight / Sowi Kosovo	Prior to financial close	<p>Name, résumé and contact details of Project E&S manager provided to and acceptable to the Lenders</p> <p>Project E&S management structure provided to and acceptable to the Lenders</p> <p>Lenders to be notified and to agree changes to Project E&S management structure and staffing.</p>
1.2	<p>E&S Management: early works</p> <p>Implement, and where relevant update, the Early Works CESMP. The Early Works CESMP will include (i) a description of the early works activities and contract arrangements, (ii) a register of all environmental, social and health & safety risk for the early works period, and corresponding mitigation measures to meet EBRD/IFC E&S requirements following the mitigation hierarchy (including avoidance of impacts to PBF/CH species), and (iii) a mechanism for the effective enforcement and monitoring of the CESMP implementation across the chain of the contractors and subcontractors involved in early works.</p>	Corrective action to ensure compliance of early works with PRs and PSs	PR1 / PS1	Project E&S manager with support from a consultant where necessary	Early works CESMP in place before financial close. Implemented during Early Works.	<p>EW-CESMP in place implemented and monitored.</p> <p>EW-CESMP provided to Lenders.</p> <p>Early works compliant with EW-CESMP and PRs/PSs.</p>

¹ Completion of each action will be determined by the respective Lenders, with the support of an independent consultant where appointed. This will include a review of evidence provided by Enlight / Sowi Kosovo in response to each action.

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1.3	<p>ESMS: main works</p> <p>Establish an ESMS for the implementation of the main construction activities. The ESMS shall include procedures for the management and mitigation of E&S impacts, change or non-compliances management and an E&S monitoring mechanism.</p> <p>The ESMS will define roles and responsibilities and the allocation of E&S commitments and actions (i.e. between the Enlight /Sowi Kosovo team and contractors).</p>	E&S management system	PR1 / PS1 GIP	Project E&S manager with support from a consultant where necessary.	ESMS prepared before the first disbursement ESMS implemented throughout construction and commissioning.	ESMS established and implemented. ESMS documentation provided to Lenders.
1.4	<p>ESMS: operational phase</p> <p>Develop and implement an ESMS (structured according to ISO9001 – 14001 standards) for the operational phase of the Project. The ESMS shall include an E&S policy, E&S impact mitigation and management measures procedures, procedures for change or non-compliances management and an E&S monitoring mechanism.</p> <p>The ESMS will define roles and responsibilities and the allocation of E&S commitments and actions (i.e. between the Enlight /Sowi Kosovo team and any contractors).</p>	E&S management system	PR1 / PS1 GIP	Project E&S manager, with support from a consultant where necessary.	Preparation: before operation commences Implementation: during operation	ESMS established and implemented. ESMS documentation provided to Lenders.
1.5	<p>ESMP finalisation and integration</p> <p>Further develop, and integrate into the respective ESMS, the ESMPs disclosed as part of the ESIA. This will include refinement and further development of the mitigation and management measures, roles and responsibilities, targets, limits and thresholds as well as monitoring and reporting provisions into procedures, plans and/or instructions such that they can be implemented and effectively monitored.</p>	E&S impact and performance management	PR1 / PS1	Enlight / Sowi Kosovo	Prior to construction commencing with respect to construction phase ESMP requirements Prior to operations commencing with respect to operational phase ESMP requirements	ESMPs fully integrated into the ESMS for construction and operation ESMP documentation provided to Lenders (can be part of ESAP actions 1.3 and 1.4).

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1.6	<p>E&S performance for the construction period</p> <p>Include in each contractor's binding contractual documentation a general obligation (i) to meet EBRD/IFC E&S requirements, and (ii) to implement corrective actions required by the Project Lenders in relation to compliance with EBRD/IFC E&S requirements.</p> <p>Include in each contractor's binding contractual documentation a specific obligation to implement the E&S actions identified in the Project's E&S documentation. Attach this E&S documentation (EIAs, ESIA, ESMPs, etc.) to each contractor's contract.</p>	Contractor E&S performance management	Kosovo law PR1 / PS1	Enlight / Sowi Kosovo	Before contract signature with contractors.	<p>Contractor's obligations as per Project E&S documentation included in contractor binding contractual documentation agreements.</p> <p>Contractor binding contractual documentation, specifically E&S obligations, provided to the Lenders.</p>
1.7	<p>Contractors HSEMP and management system</p> <p>Request contractually, review, approve and monitor the effective implementation of a specific Health, Safety and Environment Management Plan (HSEMP) prepared by each contractor in order to meets its contractual E&S obligations and tailored to its activities.</p> <p>Request contractually each contractor to have a management system/plan in place to ensure the effective implementation of the HSEMPs.</p>	Compliance with applicable requirements	Kosovo law PR1 / PS1	Enlight / Sowi Kosovo	Prior to construction and maintenance / rehabilitation works	<p>Contractor HSEMPs approved and their implementation monitored by Project E&S manager.</p> <p>HSEMPs available for review by Lenders.</p>
1.8	<p>E&S responsibility assigned by Contractors</p> <p>Request contractually each contractor to appoint a suitably qualified and experienced E&S Officer, with the responsibility to organise the implementation of the E&S actions that fall under the contractor's responsibility as per their respective contract.</p>	Compliance of construction activities; effective implementation of the E&S actions under the responsibility of contractors.	Kosovo law PR1 / PS1	Enlight / Sowi Kosovo	Before starting on-site activities.	<p>Contractor E&S Officers appointed/designated and details provided to Lenders.</p> <p>Enlight /Sowi Kosovo E&S Manager in routine contact with the contractor E&S officers on implementation of contractor contractual E&S obligations and contractor E&S performance.</p>

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1.9	<p>Regular reporting to lenders</p> <p>E&S Monitoring reports to Lenders and guarantor. The standard EBRD E&S reporting template can be used and adjusted to meet this requirement. This reporting may also be conducted by a Lenders E&S monitoring consultant.</p>	Regular Lenders monitoring process	PR1 / PS1	Project E&S manager	<p>Every four months during construction and every year during operation.</p> <p>During the first two years of operation, reporting will be every six months unless agreed otherwise with the Lenders.</p>	Reports issued and acceptable to the Lenders.
1.10	<p>Code of conduct</p> <p>Provide (and request all contractors to provide) workers with a code of conduct, and an induction training on local customs and behaviours to be avoided, including awareness raising on sexually transmissible diseases and prevalence rates in Kosovo.</p>	Prevention of issues or conflict caused by intentional or unintentional behaviours	PR1 / PS1	Project E&S manager	<p>Code of conduct and induction materials ready before first disbursement.</p> <p>Training and induction of all new workers across construction and operation.</p>	<p>Code of conduct and induction material prepared and updated when necessary.</p> <p>Code of conduct and induction materials provided to Lenders</p> <p>Protocols and records of training and induction conducted included in regular monitoring reports to the Lenders (part of ESAP action 1.9).</p>
1.11	<p>Land entry procedure</p> <p>Prepare, communicate to all contractors and enforce contractually the implementation of a land entry procedure before entering new work areas. The procedure shall include a delineation of (i) sensitive environmental features to be preserved, (ii) delineation of areas that have not been acquired / leased by the Project and should not be entered, and (iii) specific public and worker H&S measures (e.g. asbestos) applicable to the work site.</p>	Prevention of environmental and social damage from inconsiderate land use.	PR1 / PS1	Enlight / Sowi Kosovo	Procedure in place prior to first disbursement	<p>Procedure in place and implemented</p> <p>Procedure provided to the Lenders.</p> <p>No works undertaken outside authorised areas.</p>

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2.1	HR policy and procedures Human Resources (HR) policy aligned with EBRD/IFC E&S requirements to be prepared, disclosed to workers, and shared with contractors with a contractual obligation to apply the policy at the contractor level and to subcontractors (during both the construction and operation phases). The policy shall forbid the employment of staff below 18 years of age in the context of the Project.	Improved human resources practices and compliance with national legislation and PR2 / PS 2 requirements	PR2 / PS2 ILO standards National legislation	Enlight / Sowi Kosovo	Policy prepared before first disbursement Implementation throughout construction and operation	HR Policy and Procedures prepared and abided by contractors HR Policy provided to the Lenders.
2.2	Illegal / informal employment Conduct monthly unannounced and random HR audits of contractors and subcontractors to identify any form of illegal employment (child labour, no work contracts, non-compliance with HR requirements under ESAP action 2.1).	Avoidance of illegal / informal employment	National legislation	Enlight / Sowi Kosovo	Construction (early works and main works) and commissioning period	HR audits conducted, and results included in reports to the Lenders (part of ESAP action 1.9).
2.3	Workers grievance mechanism Prepare and implement a grievance mechanism accessible to all workers (directly or indirectly employed to work on the Project). Grievance register maintained.	Worker grievance management	PR2 / PS2	Enlight / Sowi Kosovo HR manager or similar	Mechanism prepared for early works Implementation throughout construction and operation	Grievance mechanism in place. Workers informed at induction stage. Evidence of communication and implementation of the grievance mechanism provided to Lenders (e.g. photos of posters, training evidence, records of grievances)
2.4	Security personnel Security personnel hired for the construction or operation periods must be subject to a training based on the UN Voluntary Principles on Security and Human Rights.	Mitigation of risks related to non-employee security personnel	PR2 / PS2	Enlight / Sowi Kosovo	Training provided prior to commencement of services (i.e. at induction)	Security personnel trained at the induction stage. Training protocols provided to Lenders.
3.1	Erosion control and reinstatement plan Prepare and implement an erosion control plan, including a comprehensive set of measures to manage earthworks, temporary sites, top soil and reinstatement works in a way that avoids or minimize the risk of uncontrolled erosion or sediments dispersion. Implement the plan directly or through contractors. The reinstatement of impacted areas is to be maximised and the Project footprint kept to a minimum (e.g. turbine platforms).	Prevention of uncontrolled sediments transport and erosion processes.	PR3/PS3	Project E&S manager	Plan prepared and implemented for construction starting from early works. Plan updated for the operation phase.	Erosion controlled; temporary sites reinstated. Plan provided to the Lenders.

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3.2	Turbine oil spills To avoid any pollution caused by lubricants leaks, Enlight / Sowi Kosovo will request contractually the turbine supplier to design the production units so that any unexpected lubricant leak is collected and retained, or that biodegradable / non-toxic lubricants are used.	Prevention of uncontrolled oil leaks to the environment during operation.	PR3/PS3	Enlight / Sowi Kosovo	Design stage.	Enlight / Sowi Kosovo to confirm design provisions to the Lenders
3.3	Disturbances to public facilities Identify sensitive public buildings (hospitals and health facilities, schools, cult and religious sites, police, defence) located in the vicinity of the OHTL worksites, and consult them on the disturbance minimization measures put in place to control noise, dust and traffic.	Prevention of disproportionate disturbance.	PR3/PS3	Project E&S manager	Prior to OHTL works.	Provide protocols or records of consultation to Lenders and include buildings and disturbance minimisation measures in ESMS.
3.4	Pesticides ban Ban the use of herbicides during the construction and operation period. Mechanical removal of plants only is authorised.	Avoidance of unnecessary pollutants dispersion.	PR3/PS3	Project E&S manager	Early works, main works and operation phase.	Provide relevant commitments in ESMS documentation to the Lenders.
3.5	Flicker effect avoidance Apply turbine shutdown during operation to avoid flicker effect on sensitive receptors as identified in the flicker impact assessment.	Avoidance of flicker effect on neighbouring communities.	PR3/PS3	Enlight / Sowi Kosovo	Incorporated into design and operations system	Shutdown mechanism included in design and operation system. Flicker effect related impacts avoided. Records of monitoring and any shut down provided to the Lenders.
3.6	Asbestos Implement the Asbestos Management Plan	Asbestos risk control	PR3/PS3	Enlight / Sowi Kosovo through specialized contractors	Early works, main works and operation phase.	Plan implemented. Asbestos risk controlled. Relevant information regarding the implementation of the plan to be included in the monitoring reports under ESAP action 1.9

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4.1	<p>Workers accommodation</p> <p>Accommodate (and require contractors to accommodate) workers in line with the objectives of the IFC/EBRD workers' accommodation guidance note.</p>	Healthy and safe accommodation of workers	PR4/PS2	Enlight / Sowi Kosovo	Early works and main works	Workers accommodation monitored monthly by Enlight / Sowi Kosovo E&S Manager and findings provided to the Lenders as part of the monitoring reports under ESAP action 1.9.
4.2	<p>Use of explosives</p> <p>If the use of explosives is planned, prepare a specific E&S risk assessment and mitigation and management plan in liaison with the authorised contractor for blast-works and with the Project's E&S experts, with a focus on biodiversity, water springs and social receptors.</p>	Explosives risks management	PR4/PS4 PR6/PS6	Project E&S manager	Before using explosives	<p>Specific E&S risks assessment conducted and mitigation measures adopted and implemented.</p> <p>Assessment and management measures provided to the Lenders.</p>
4.3	<p>Emergency Preparedness and Response</p> <p>Prepare and implement Emergency Preparedness and Response Plans for the construction and operational phases of the Project.</p>	Anticipation of emergency situations.	PR4/PS2&4	Enlight / Sowi Kosovo	Starting from early works for the construction period Update for the operational phase.	<p>Plans prepared, reviewed annually and updated when necessary.</p> <p>Plans provided to the Lenders.</p>

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5.1	<p>Land Acquisition and Livelihood Restoration (LALR) plan Develop the LALR Framework into a LALR plan. Implement the LALR plan and organize internal monitoring, including:</p> <ul style="list-style-type: none"> • detailed records of all aspects of compensation entitlements and payments • database with details of all project affected persons, their compensation entitlements, status of payment, inclusion in livelihood restoration programs, assistance received or jobs. • LALR related complaints and their resolution. <p>LALR plan to have been implemented, as applicable, and determined compensation amounts for land and assets to have been paid and/or reserved in an escrow or similar account prior to land preparation and installation works commencing on the OHTL.</p>	Ensure appropriate compensation is paid to project affected persons and that the LALR Plan achieves its objectives to enhance, or at least restore, the livelihoods of all affected persons in real terms relative to pre-project levels.	PR5/PS5 Kosovo legislation	Enlight / Sowi Kosovo with support from a consultant	LALR plan finalized prior by 20 February 2019. Internal reporting during LALR plan implementation. Progress updates to the Lenders as part of ESAP Action 1.9.	LALR plan satisfactory to the Lenders. LALR plan implemented and implementation monitored. LALR plan implementation and progress update to the Lenders as part of ESAP Action 1.9.
5.2	<p>LALR completion audit Undertake an independent completion audits for all land acquisition and compensation activities subject to the LALR plan prior to commissioning of the Bajgora wind power project. The need for further audits and/or monitoring will be informed by the findings of the completion audit.</p>	Ensure appropriate compensation is paid to project affected persons and that the LALR plan achieves its objectives to enhance, or at least restore, the livelihoods of all affected persons in real terms relative to pre-project levels.	PR5/PS5	Enlight / Sowi Kosovo contracted specialist consultant	Prior to commissioning of the Bajgora wind power project.	Audits signed off by Lenders' Number of land acquisition/livelihood related complaints and their resolution status provided to the Lenders.
6.1	<p>Biodiversity Management Plan (BMP) Implement the BMP, and organize internal and independent monitoring, including for:</p> <ul style="list-style-type: none"> • Natural habitats converted to modified habitats • Effective implementation of no net loss / net gain actions for PBF / CH species. • Corrective actions definition and implementation where success criteria are not met (e.g. biodiversity offsets, etc.) <p>ESAP Action 6.3 is directly related to this action.</p>	Ensure biodiversity mitigation measures are effectively implemented.	PR6/PS6 Kosovo legislation	Enlight / Sowi Kosovo	As per the BMP and Project schedule. Continued implementation of mitigation, management and monitoring measures will be informed by monitoring and in agreement with the Lenders.	BMP implemented and objectives met. Progress reported to the Lenders. Any corrective actions agreed with the Lenders

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6.2	<p>Biodiversity and environment protection</p> <p>Include (and request contractors to include) in the workers induction training an awareness raising training about wildlife conservation in the Project area, and pollution control.</p>	Biodiversity and environment protection	PR6/PS6 Kosovo legislation	Enlight / Sowi Kosovo	During construction period. Workers trained during their induction training.	Records of Workers training provided to the Lenders
6.3	<p>Bird and Bat monitoring (Operations)</p> <p>Develop an appropriate bird and bat monitoring programme for the wind power project, including visual observations and carcass surveys and in line with GIP. Commence implementation of the programme in springtime 2020 (bird observations/surveys) within 1 month of the Lenders' acceptance of the programme. Continue to implement the full programme during construction and for a minimum of two years during operations. The programme should include an adaptive management component and inform the need for additional or modified mitigation measures to avoid and/or reduce, or at a last resort offset/compensate for, impacts to birds and bats.</p> <p>The programme will build on the monitoring defined in the updated Biodiversity Management Plan publically disclosed in December 2019.</p> <p>Appropriate reports will be prepared on a semi-annual and annual basis and included in the six monthly and annual reports to the Lenders as per ESAP Action 1.9</p> <p>Implementation post the first two years of operation will be informed by the outcomes of programme implementation and in agreement with the Lenders.</p> <p>Birdlife to be consulted on monitoring programme outcomes and any adaptive management requirements</p>	Bird and bat monitoring	PR6/PS6 GIP	Enlight / Sowi Kosovo with specialist support	<p>Programme developed and agreed with the Lenders p prior to the commencement of spring bird surveys in 2020.</p> <p>Programme implemented during construction and operations</p>	<p>Programme in place and satisfactory to the Lenders.</p> <p>Programme implemented.</p> <p>Outcomes of monitoring included in six monthly and annual reports to the Lenders</p> <p>Implementation beyond two years of operations agreed with Lenders.</p> <p>Birdlife consulted</p>
PR8.1	<p>Chance finds</p> <p>Prepare a chance find procedure for contractors involved in the Project and include requirement to implement it in tender documents and works contracts. Train (and request contractors to train) workers on the nature of potential chance finds, and the way to manage them.</p>	Minimize risk of impacts on cultural heritage	PR8/PS8	Enlight / Sowi Kosovo	Prior to construction activities	<p>Procedure provided to the Lenders.</p> <p>Deliver training protocols and records to the Lenders.</p> <p>Chance finds reported to the Lenders.</p>

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10.1	<p>Stakeholder Engagement Plan Implement the Stakeholder Engagement Plan (SEP). Review at least annually and update when necessary. Key information to be communicated in English, Albanian and Serbian languages.</p>	Ensure effective stakeholder engagement and maintain good community relations	PR10/PS1	ProjectE&S manager	Prior to disclosure period, continued during construction and operation.	<p>SEP implemented, regularly updated.</p> <p>Records of stakeholder engagement provided to Lenders as part of reporting under ESAP action 1.9</p>
10.2	<p>Community grievance mechanism Establish and maintain an effective community grievance mechanism</p>	Ensure effective stakeholder engagement and maintain good community relations	PR10/PS1	Enlight / Sowi Kosovo	Starting from early works, continued during construction and operation.	<p>IESC to confirm that Grievance mechanism prepared, put in place and communicated to affected communities.</p> <p>Grievance record maintained, and grievances timely managed. Summary provided to the Lenders as part of reporting under ESAP action 1.9</p>
10.3	<p>OHTL social impacts Undertake meaningful consultation of stakeholders along the OHTL route, not limited to those impacted by land acquisition. Inform stakeholders about the OHTL route, its construction planning and arrangements and future rights limitations (land ownership, right of ways, OHTL maintenance, etc.). Seek and document solutions or alternatives where stakeholders raise legitimate concerns. Register concerns deemed illegitimate and the answers that were provided.</p>	Minimization of social risks along the OHTL	PR5/PS5	Enlight / Sowi Kosovo	When finalizing the OHTL route.	<p>Stakeholders engaged by the Project.</p> <p>Register of all concerns raised, and solutions / alternatives.</p> <p>Records of consultation and grievances raised provided to the Lenders.</p>

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10.4	Environmental information sharing Disclose and maintain access to environmental and social documents of interest to the public throughout the Project lifecycle. ESIA disclosure package and other relevant documents available on the Enlight / Sowi Kosovo and Lender website (s).	Ensure effective stakeholder engagement and maintain good community relations	Good practice	Enlight / Sowi Kosovo	During operation	Environmental and social information shared with the public.