ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

AYSHA 300 MW WIND POWER PROJECT, ETHIOPIA

AMEA POWER AYSHA WIND ONE PLC

AYSHA-E&S-ESMP

RESPONSIBILITIES

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REVISION HISTORY

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02	12 December 2025	Anna Savoskina	Address Technical Comments
03	15 December 2025	Anna Savoskina	Address Technical Comments
04	04 March 2026	Anna Savoskina	Address Lender Comments

EXECUTIVE SUMMARY

Introduction

The Aysha I Wind Power Project (hereafter referred to as the "Project") is a proposed 300-megawatt (MW) Independent Power Producer (IPP) Wind Energy Facility (WEF) in Ethiopia, led by AMEA Power L.L.C. (hereafter referred to as the "Developer") through its local entity, AMEA Power Aysha Wind One PLC (APAWOPLC) (hereafter referred to as the "Project Company").

The Project has already carried out an Environmental and Social Impact Assessment (ESIA) in line with the Ethiopian "Environmental Impact Assessment Proclamation No. 299-2002". The initial ESIA (dated 2020) was compiled by ECO Consult and Mid-Day International Consulting Engineers (MDI), a local Ethiopian consultancy, and was submitted to the former Ministry of Water, Irrigation and Energy (MoWIE) in 2020 (now referred to as Ministry of Water and Energy, MoWE), and received Environmental Clearance in January 2021, Ref No MWIE /126/707. The ESIA was subsequently updated by ECO Consult and MDI in 2021 and 2022. The ESIA was required to be updated again as the Environmental Clearance is now more than two years old, thus, the Project Company appointed MDI in March 2025 to review and update the local / national ESIA report to fulfil local requirements and obtain a new Environmental Clearance License. The updated ESIA Report (MDI 2025) was submitted to the MoWE and received Environmental Clearance on 07 November 2025.

In addition, the Project Company will be seeking financing for the Project from International Financial Institutions (IFIs). SLR Consulting Africa (Pty) Ltd (SLR) has been appointed by the Project Company to undertake a Supplementary Lender Information Package (SLIP) as a supporting document for the ESIA for the Project, to identify and assess key E&S risks and impacts associated with the Project and to manage these risks in this Environmental and Social Management Plan (ESMP). Those have been undertaken in accordance with relevant National Proclamations, African Development Bank E&S Operational Safeguards (OS) and IFC Performance Standards (PS). Following comments raised by the Lenders, the AMEA Power E&S team has addressed and incorporated the relevant feedback.

This ESMP documents the Project's Environmental and Social (E&S) risk management strategy. The aim is to outline measures to avoid, reduce or compensate adverse impacts, enhance positive impacts, and provide mechanisms for their implementation.

Project Context

The Government of Ethiopia, under its latest Growth and Transformation Plan II (GTP II) of 2016, is a strategy that envisions transitioning from a developing country to a middle-income country. The ability to achieve such an ambitious goal is significantly constrained by current challenges in the power sector. Although Ethiopia has extensive renewable energy potential (such as hydroelectric, wind, solar and geothermal), it has a limited electrical generation capacity installed to serve its population, with around 57% household connectivity (MDI 2025).

The current GTP II targets a total generation capacity of 25,000 MW by 2030 including 2,000 MW from wind power. Earlier interim targets (e.g. 17,000 MW by 2020) were not fully achieved, underscoring the urgency of expanding private sector investment. This would help sustain Ethiopia's continued economic growth and enable it to become a regional renewable energy hub in East Africa (EcoConsult, 2020).

The Government of Ethiopia has determined that private sector investment is critical to achieve such aggressive power generation targets and, therefore, aims to roll out a sustainable framework that will enable and stimulate investments by IPP in the renewable energy sector in Ethiopia (EcoConsult, 2020).

Wind power is widely used in both developing and developed countries. Unlike coal or gas-fired power plants, wind power generation does not rely on fossil fuels and, therefore, emits significantly fewer greenhouse gases and pollutants compared to conventional thermal power technologies. Unlike other power generation technologies, local communities can continue daily activities within the Project site once construction is complete. Power produced by this Project will be delivered to the national grid (EcoConsult, 2020).

The Project will consist of 32 to 39 turbines, each with a rated power of up to 9.5 MW (for a total generation capacity of around 300 MW). Each turbine will have a maximum hub height of 130 m, a maximum rotor diameter of 210 m and, therefore, a tip height of 235 m. A road network will be required for the installation of the turbines during the construction process and for ease of access to the turbines for maintenance purposes during operation. Permanent site access roads will be 8 m wide. The Project will have a step-up substation from 33 kV, collected from the wind turbines to 230 kV. The step-up substation is connected to Aysha I substation, located 3-4 km away, to export the power to the national grid.

The substation will include administrative buildings (offices) used for normal daily operational related work, switchgear room, control room and a warehouse for storage of equipment and machinery such as spare parts, oil cartridges, fuel, lubricants and HV Gantries.

The Project will have a Supervisory Control and Data Acquisition (SCADA) system for the remote operation of the facilities. A communication network will be installed which will consist of fibre optic cables connecting the turbines to the SCADA system at substation

Climate and Precipitation

The Project area falls within hot arid climate and is part of the Ethiopian moisture region that is characterized with a low rainfall. In addition, the region has two distinctive rainy seasons that include: (i) gu/ dira which normally starts from late March and ends by mid-May and (ii) karan which starts in July and continues up to early September.

The mean annual rainfall of the area is below 200mm, with a very low peak between February and May and the main peak July-September. In general, the driest month is December while in August precipitation reaches its peak.

Temperature

According to the records from the nearby metrological station (Dire Dawa), the mean annual maximum temperature of the study area varies from 23^{o}C to 34^{o}C and monthly maximum temperature is recorded on the month of June; while the mean minimum temperature varies from 11^{o}C to 19^{o}C and monthly minimum temperature recorded on January.

Wind Speed and Direction

The monthly mean wind direction in general is eastern during October - May and becomes south-western from July – September. Wind speed in general is between 5m/s - 10m/s throughout the year with an average of around 8m/s.

Surface Radiation

The Project area lies in a hot desert climate and received high level so surface solar radiation daily, often among the highest in Ethiopia (around 5.2 – 6.5 kWh/m2/day) due to clear skies and intense sunlight typical of eastern lowlands.

Ecology

The Project site is of low ecological significance due to the natural setting with low vegetation cover. Native vegetation is mostly sparse and highly degraded mainly due to intensive grazing and browsing while wildlife resources are also considered of low significance. In terms of birds and bats, the Project site is considered of low significance as activity is extremely low due to the characteristics of the site which does not offer feeding habitat for bats. Finally, the Project site is not located inside any Key Biodiversity Areas, including Important Bird and Biodiversity Areas. In addition, the Project site is neither located inside nor in close proximity with any area of conservation management, such as national parks nor other protected areas.

Land Use

The Project site is located in a communal grazing land owned by the Issa-Somali Clan. However, a relatively small number migrate out of their villages in search of adequate pasture and water for livestock – those are referred to as *seasonal dwellers*. Within Project site, they are mostly found within the northern parts, but some are scattered within other areas. Grazing by both permanent settlers and seasonal dwellers is practiced openly over communally owned lands, part of which is the Project area.

Socioeconomics

The project area and local communities is dominated by Somali ethnic group and predominantly affiliated to Muslim religion. They are characterized with high rate of illiteracy. Main livelihood is pure pastoralists and agro-pastoralists where livestock rearing is the dominant economic activity in the project area and also the primary occupation of the local people Majority of households are living sedentary life, and minority are seasonal migrant who move from place to place dictated by pasture and water.

Document Structure

This document consists of the following chapters:

- An introduction which provides the background as well as the objectives of the document.
- A project description which contextualises the Project and its key sensitivities including site works and activities.
- A policy and legal framework which guides the Project.
- The institutional framework under which the Project operates including the resources required and key role players, roles and responsibilities and training and oversight requirements.
- Specific ESMP management plans for the Pre-construction / Construction Phase, Operational Phase and a conceptual Decommissioning and Closure Plan.
- Management and monitoring procedures.
- Record keeping.

Environmental and Social Management Plan

The Project's ESMP will ensure measures proposed to mitigate or optimise the Project's potential impacts are clearly documented for all phases of the Project allowing for the effective implementation of these actions. The ESMP proposes the implementation of monitoring and follow-up programmes. Responsibilities for the implementation and oversight of management measures are to be shared among several stakeholders, including the Project Company and the Contractor. This ESMP is based on, but not limited to, permitting requirements, soil integrity, terrestrial habitats, biodiversity, flood risks, air and dust pollution, noise disturbances, hazardous material management, waste management, considerations, social and economic advantages for local communities, and community and worker health and safety.

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1 INTRODUCTION

1.1 Background

The Aysha I Wind Power Project (hereafter referred to as the “Project”) is a proposed 300-megawatt (MW) Independent Power Producer (IPP) Wind Energy Facility (WEF) in Ethiopia, led by AMEA Power L.L.C. (hereafter referred to as the “Developer”) through its local entity, AMEA Power Aysha Wind One PLC (APAWOPLC) (hereafter referred to as the “Project Company”).

The Project aligns with the Ethiopian “Ten Year Development Plan: A Pathway to Prosperity (2021 -2030)” and the “Ethiopian Long term Low Emission and Climate Resilient Development Strategy” which targets a substantial expansion in renewable energy capacity to support the country's transition to middle-income status by 2025. With only 57% household connectivity and ambitious goals to increase national generation capacity to 25,000 MW by 2030, including 2,000 MW from wind, the Ethiopian government has prioritised private sector investment to meet these targets.

The Project has already carried out an Environmental and Social Impact Assessment (ESIA) in line with the Ethiopian “Environmental Impact Assessment Proclamation No. 299-2002” and received the Environmental Clearance Certificate in November 2025 from the Ethiopian Environmental Protection Authority (EPA). The initial ESIA (dated 2020) was compiled by ECO Consult and Mid-Day International Consulting Engineers (MDI), a local Ethiopian consultancy, which was submitted to the former Ministry of Water, Irrigation and Energy (MoWIE) in 2020 (now referred to as Ministry of Water and Energy, MoWE), and received Environmental Clearance in January 2021, Ref No MWIE /126/707 which are included in Appendix D. The ESIA was subsequently updated in 2021 and 2022 and was required to be updated again as the Environmental Clearance is now more than two years old. In 2025, AMEA Power decided to upgrade the turbine technical specifications, which are larger in size, to meet the requirements of the Memorandum of Understanding (MoU) with the MoWE to supply the 300 MW and reduce the number of turbines on site.

In addition, the Project Company will be seeking financing for the Project from International Financial Institutions (IFIs). SLR African Holdings (Proprietary) Limited (SLR) were appointed to undertake a Supplementary Lender Information Package (SLIP), a supporting document for the MDI EIA (2025), which includes this Environmental and Social Management Plan (ESMP) to comply with the International Finance Corporation (IFC) Performance Standards (PS) and the African Development Bank (AfDB) E&S Operational Safeguards (OS), as well as the National Environmental and Social policies and legal frameworks.

1.2 Project Developer

As indicated in section 1.1, the Project Developer is AMEA Power L.L.C. The local entity, APAWOPLC, is the Project Company.

1.3 Financing Partners

The Project Company is considering a loan from the IFC and the AfDB.

The IFC was founded in 1956 by the World Bank to promote private sector growth in developing countries, aiming to end extreme poverty and foster shared prosperity. Its purpose is to finance private enterprises through loans, equity, and advisory services, thereby catalysing economic development and creating jobs.

The AfDB was established in 1964 by newly independent African nations to foster economic development and reduce poverty on the continent. Its primary purpose is to finance and coordinate projects, loans, and grants for sustainable economic growth and social progress within its member countries.

1.4 Scope of the Environmental and Social Management Plan

To ensure compliance with the IFC PS and the AfDB E&S OS, as well as the National Environmental and Social policies and legal frameworks, an ESMP is required as a component of the SLIP to support the existing EIA (MDI, 2025). Additional impacts were identified from the additional specialist studies that were undertaken for the Project. The existing ESMP (MDI, 2025) is, therefore, required to be updated to reflect all additional mitigation and monitoring measures. **Accordingly, this ESMP should, therefore, be regarded as the final version, superseding that in the updated ESIA report (MDI, 2025)**.

The ESMP is a live and dynamic document which will be updated throughout the project implementation and as new information is received or site conditions changes.

The Project involves the construction of a WEF. The Aysha 1 WEF, located within Ethiopia's Somali Regional State in Aysha Woreda, requires several key components to facilitate the generation of electricity at a large scale, including:

- Wind turbines (approximately 39);
- Road networks that will include three (3) main road types:
- Access Roads: 6m width with a total length of 19km
- Internal Roads: 12m width for crawler crane movement and other vehicles with total length of 26km
- Internal Roads: 6m width for other internal access for a total length of 2.5km
- Medium-Voltage Collector System:
- Transformers that convert the output from the wind turbine to a higher voltage (step up from approximately 1140 V to 33 kV);
- Underground or overhead medium voltage cables (33 kV) that collect power from the wind turbines and send it to the step-up substation.
- A 33 kV / 230 kV step-up substation (step up from 33 kV to 230 kV for transmission);
- A switching station which routes and controls electricity (no change in voltage);
- A 230 kV transmission line which connects the step-up substation to the Aysha I substation to export electricity to the national grid.
- A Supervisory Control and Data Acquisition (SCADA) system which monitors and controls the electrical network remotely; and
- An operations and maintenance area for control, operation, workshop, storage buildings / areas.

The step-up substation and switching station will be ceded to Ethiopian Electronic Power (EEP) and form part of the national grid.

1.5 Objectives of the ESMP

The purpose of the ESMP is to provide a practical plan for managing the E&S impacts associated with the Project's activities, as well as to facilitate meaningful and inclusive multi-stakeholder consultations and engagement throughout the Project's lifecycle. The ESMP further aims to assist the Project Company and the contractors in maintaining and/or improving their Environmental and Social Assessment and Management System (ESMS) during the Project's preparation and implementation.

The ESMP ensures that throughout the Project implementation, the Project team has the necessary information to continuously screen all activities proposed under the Project and monitor any potential unintended E&S impacts properly and sufficiently. This plan outlines mitigation measures to avoid, minimise, or mitigate adverse E&S impacts arising from the Project. Where impacts are identified and if these are unavoidable, the mitigation hierarchy will be applied (Figure 1-1) and measures will be properly planned to adequately compensate for residual impacts and to provide for restoration. Therefore, the ESMP serves as an overarching document that integrates the findings of all the impact studies that have been carried out.

The ESMP has the following specific objectives:

- Providing a framework that sets out site-specific and implementable actions to achieve the desired E&S management outcomes for the Project;
- Continually improving E&S performance, standards and practice with regards to impacts on the biophysical environment (water; waste; air; soils) and people;
- Complying with all applicable laws, regulations, standards and guidelines;
- Establishing a method of monitoring and auditing E&S practices during the Project implementation and ensure corrective actions are completed in a timely manner;
- Providing appropriate information for the training and awareness of all employees, Contractors, and Service Providers with regards to their E&S obligations;
- Provide guidelines for record keeping on site; and
- Ensure that no change is made to the ESMP without the written permission of the Project Manager, or their nominated representative(s).

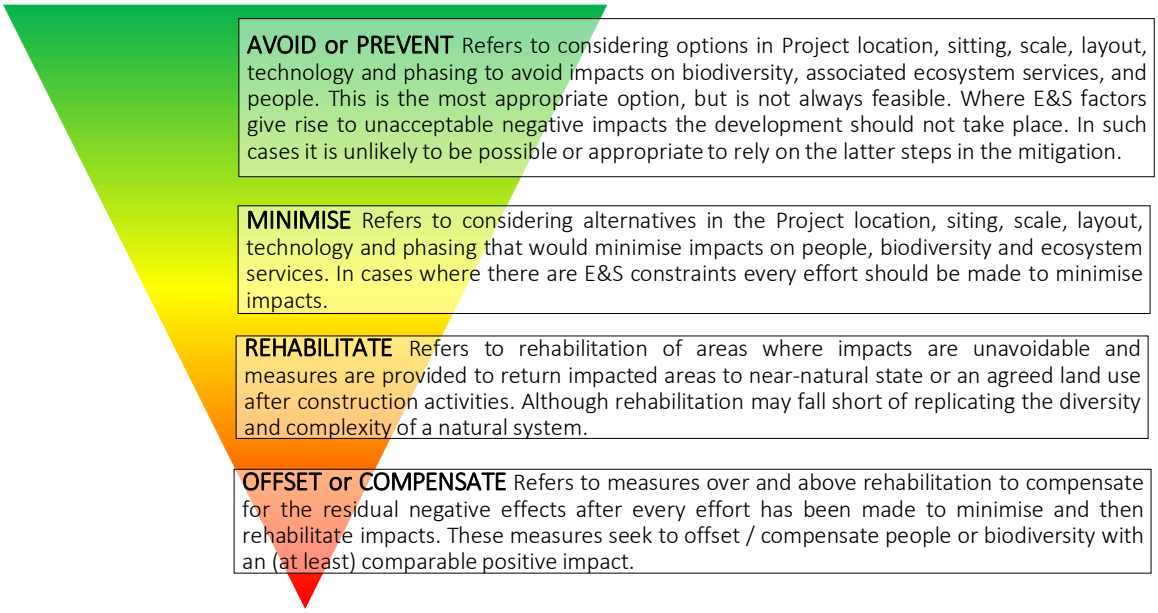

FIGURE 1-1: MITIGATION HIERARCHY

An ESMP is a dynamic document that will be periodically reviewed and updated. The approach adopted for this ESMP is derived from the Deming Cycle (Figure 1-2 below), a cycle of continuous improvement that entails the reiterative actions of 'plan', 'do', 'check', 'act', and critically to then return to the planning phase.

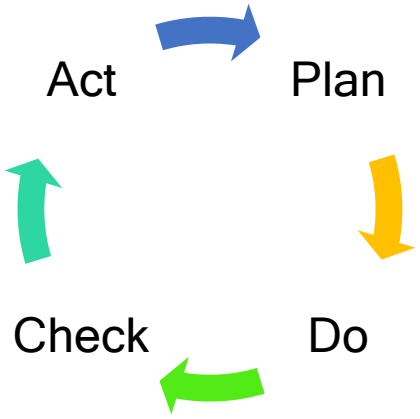

FIGURE 1-2: DEMING CYCLE OF CONTINUOUS IMPROVEMENT

2 PROJECT DESCRIPTION

2.1 Project Location and Ownership

The Project Area of Influence (PAOI) is located within Ethiopia's Somali Regional State in Aysha Woreda. The Woreda is situated in the northern part of Sitti Zone and is bordered by Dembel in the south and Shinile Woreda on the southwest. It borders Djibouti in the north and Somaliland on the east. The main road that connects Ethiopia and Djibouti crosses this Woreda, as does the Ethio-Djibouti railway line.

As noted in the figure below, the Project is located between Aysha town and Lasarat town. Aysha town is the administrative town of the Woreda and is located approximately 5 km to the northeast of the boundary of the lease area and 630 km by road from the capital of Addis Ababa. The Lasarat town is located approximately 3 km west of the Project boundary. Figure 2-1 illustrated the locality of the Project.

The Project Company has secured the Land Certificate issued by the Somali Regional State, Environmental Protection and Rural Land Administration Bureau (MDI, 2025) as well as lease agreement. Both are presented in Appendix E and Appendix F accordingly.

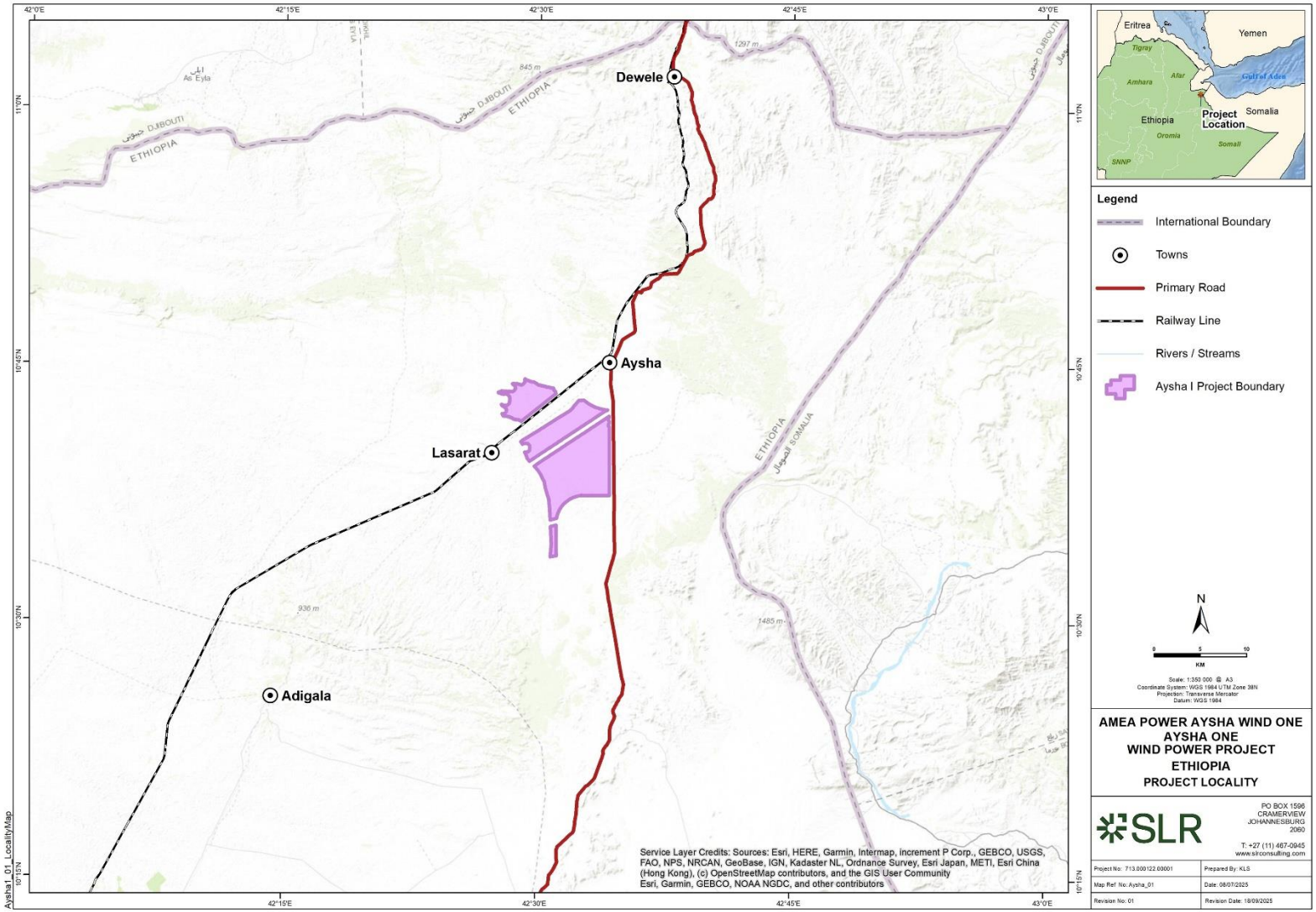

FIGURE 2-1: PROJECT LOCALITY MAP

2.2 Overview of Required Infrastructure

The Project will consist of 32 to 39 turbines, each with a rated power of up to 9.45 MW (for a total generation capacity of around 300 MW). Each turbine will have a maximum hub height of 130 m, rotor diameter of 210 m and, therefore a tip height of 235 m.

A road network will be required for the installation of the turbines during the construction process and for ease of access to the turbines for maintenance purposes during operation. The materials that will be used for the construction of the road network will be aggregate with varying thickness procured locally from existing providers. The exact specification including type and volume of the aggregate will be confirmed by the EPC contractor. The road network will include three (3) main road types: (i) access Roads with 6m width with a total length of 19km; (ii) internal roads with 12m width for crawler crane movement and other vehicles with total length of 26km; and (iii) internal roads with 6m width for other internal access for a total length of 2.5km

The wind turbines will be connected through medium voltage (MV) underground or overhead medium voltage cables (33 kV) that collect power from the wind turbines and send it to the step-up substation. The step-up substation will step-up the power from 33 kV, collected from the WTGs to 230 kV. The step-up substation is connected to Aysha 2 substation, located 3-4 km away, to export the power to the national grid. The step-up substation is located within the Project footprint and under same landownership structure to that of the Project site. The environmental clearance certificate covers the substation as well.

A substation, including administrative buildings, will be established and will include offices, a control room and a warehouse. The Project will have a SCADA system for the remote operation of the facilities. A communication network will be installed which will consist of fibre optic cables connecting the turbines to the SCADA system at substation.

2.3 Project Phases

Construction for the Project is planned over a period of approximately 24 months. The following phases are planned for the construction phase:

- Phase 1: Engineering and Documentation: This involves obtaining the permits required for the Project and undertaking studies for development (e.g. geotechnical, topography, etc.) as well as preparing the detailed design for all Project components.
- Phase 2: Procurement and Delivery of Materials: This involves the procurement of all materials required for the Project development to include wind turbines as well as other material required for civil works, mechanical works, and electrical works.
- Phase 3: Assigning of Subcontractors: This includes tendering and selection of all subcontractors for the Project to include civil, electrical and mechanical contractors.
- Phase 4: Mobilization and Early Works: This includes undertaking all mobilization and early works to include installation of site offices, preparation of laydown area, preparation of site storage and workshop area and other as appropriate.
- Phase 5: Construction of Turbines: This will involve all civil works (excavations, foundations, drainage, etc.), mechanical works, and electrical works (underground works, low voltage works, earthling and lightning protection, etc.).
- Phase 6: Erection of Turbines: This will involve all works related to assembly and installation of the turbines through onsite cranes.

- Phase 7: Construction of Substation: This includes the civil and electrical works for construction of the substation located onsite and which will include civil works (grading, foundations, drainage, etc.) and electrical works (AC works, Medium Voltage works, etc.).
- Phase 8: Construction of Control Building and Warehouse: This includes the civil works, mechanical, and electrical works for construction of the control building and warehouse.
- Phase 9: Construction of Road Networks: This includes the civil works for construction of all required access road and internal road networks as discussed earlier.
- Phase 10: Testing and Commissioning: Commissioning tests involve standard electrical tests for the electrical infrastructure as well as the turbines, and inspection of routine civil engineering quality records. Careful testing at this stage is vital if a good quality wind farm is to be delivered and maintained.

The operational phase of the Project will have an expected lifetime of 25 years before it and the associated infrastructure are decommissioned.

2.4 Site Sensitivity

Figure 2-2 presents the consolidated environmental and social sensitivity map, which identifies spatial areas of higher environmental, biodiversity, and socio-economic sensitivity within the PAOI. This map informs the mitigation hierarchy and forms the spatial basis for ESMP requirements.

The following sensitive environmental and social features have been identified for the Project:

- Aysha and Lasarat towns
- Temporary settlement of seasonal dwellers
- Other sensitive receptors within the vicinity of the PAOI
- Cultural heritage resources
- Natural habits (Accacia bushland, grassland, rocky outcrops, shrubland and thicket mesquites)
- The recommended buffer for noise impacts
- The recommended buffer for shadow flicker impacts

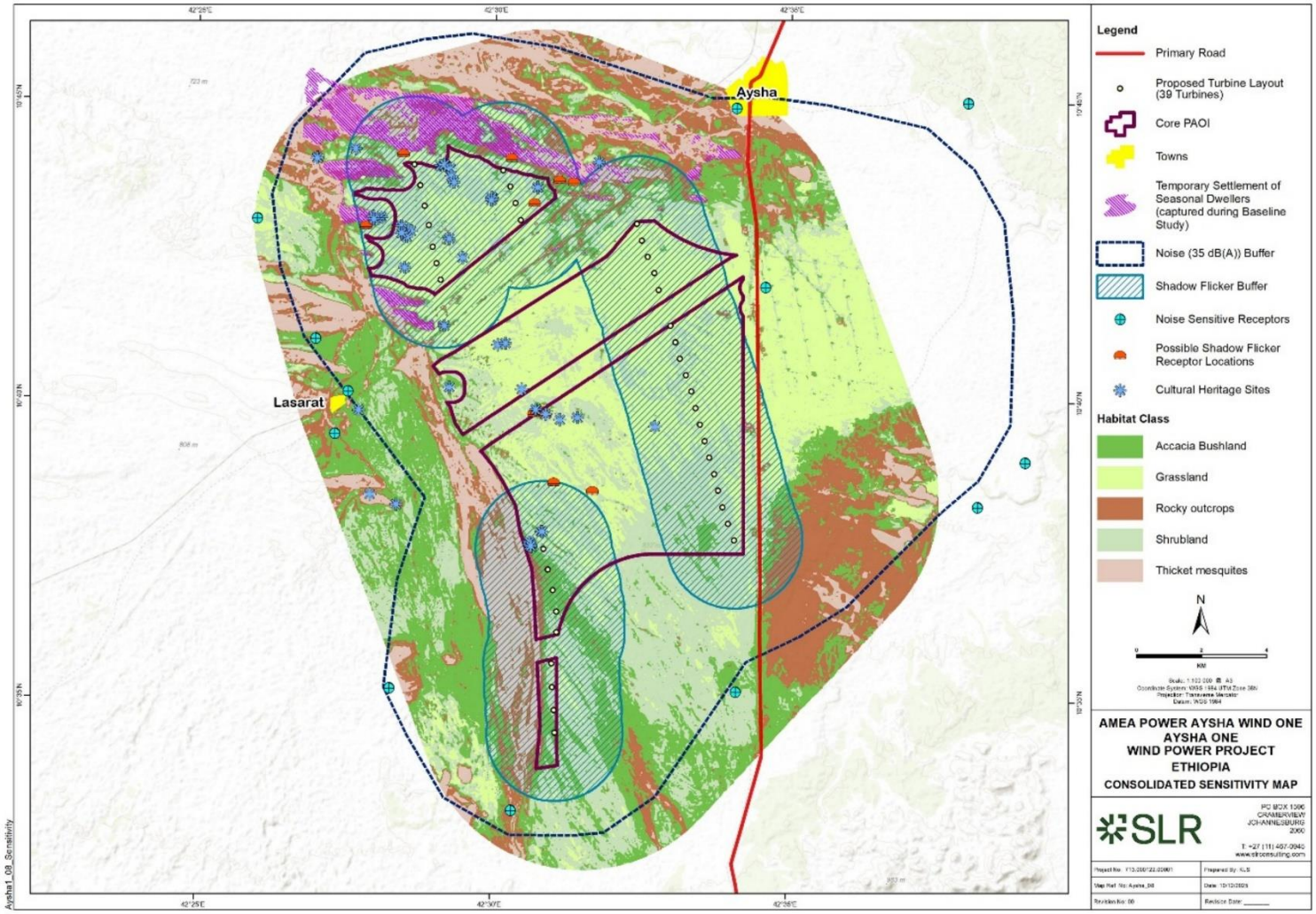

FIGURE 2-2: CONSOLIDATED SENSITIVITY MAP

3 POLICY AND LEGAL FRAMEWORK

This section outlines the key legal and regulatory framework and further provides the various legal aspects that will be adhered to during the Project life cycle (design, implementation/construction, operation and later when it is decommissioned and closure).

3.1 Key National Acts, Policies, Guidelines and Strategies Considered

To protect the environment and ensure that development is undertaken in an environmentally and socially responsible manner, a significant number of E&S-related statutes have been considered for the Project. The relevant Ethiopian acts, guidelines and policies are set out in the Table 3-1 below.

TABLE 3-1: APPLICABLE ETHIOPIAN LEGAL FRAMEWORK AND POLICIES

ACTS / POLICIES / GUIDELINES AND STRATEGIES	DESCRIPTION	RELEVANCE TO THE PROJECT
Acts and Legislation		
The Constitution of Federal Democratic Republic of Ethiopia (FDRE), 1995	The Constitution provides the basic and comprehensive principles and guidelines for E&S protection and management. Among other things, the constitution states that everyone has the right to live in a clean and healthy environment and the government will make every effort to provide such an environment. The Constitution has the following key E&S objectives that have relevance to the development projects. Development projects shall not damage or destroy the environment. People have the right to full consultation and the expression of their view in the planning and implementation projects that affect them directly. Government and citizens shall have the duty to protect the environment. The Ethiopian government has implemented a range of policies and strategies, including E&S sectoral policies, grounded in the provisions of the Ethiopian Constitution, to promote sustainable development. Furthermore, these policies have informed the creation of several E&S proclamations and regulations that reflect the Constitution's core principles. The following sections of the Constitution are applicable to the Project:	Provides the legal foundation governing environmental protection, sustainable development, land rights, and public participation, and is therefore directly applicable to the Project. The constitutional right to a clean and healthy environment requires that the Project be designed, constructed and operated in a manner that avoids environmental degradation and prevents pollution in line with the ESIA and ESMP.

ACTS / POLICIES / GUIDELINES AND STRATEGIES	DESCRIPTION	RELEVANCE TO THE PROJECT
	Article 40 (4) Indicates 'Ethiopian pastoralists have a right to free land for grazing and cultivation as well as a right not to be displaced from their own lands' Articles 41(8) also affirms that "Ethiopian…pastoralists have the right to receive fair prices for their products, that would lead to improvement in their conditions of life and to enable them to obtain an equitable share of the national wealth commensurate with their contribution. Article 43 (1) gives broad right to the peoples of Ethiopia to improved living standards and to sustainable development. Article 43 (2) acknowledges the rights of the people to be consulted with respect to policies and projects affecting their community. Article 43 (3) requires all international agreements and relations by the State to protect and ensure Ethiopia's right to sustainable development. Article 44 (1) Environmental Rights stipulations that all citizens have the right to a clean and healthy environment Article 90-Social Objectives Article 91- Cultural Objective Article 92 (1-4) Environmental objectives are identified as government would endeavour to ensure that all Ethiopians live in a clean and healthy environment. The design and implementation of programs would not damage nor destroy the environment. Citizens also have a right to full consultation and to expression of views in the planning and implementation of environmental policies and projects that directly affect them.	
Council of Ministers Regulations No. 472/2020	This Regulation contains property valuation and compensation methods and formulae that should be used in calculating compensation for various properties. It also contains lump sum compensation to be paid for severed social relationships and moral damages. The regulation also sets the provision of land expropriation procedure, proprietary right to develop the land to be expropriated, and provision of substitute land, housing and resettlement, and shareholder rights of the displaced.	This will apply if land acquisition, restriction of access, or asset impacts occur as a result of the Project. Should a Livelihood Restoration Plan (LRP) be triggered, compensation and support measures must comply with the Regulation's prescribed valuation methods and legal procedures to ensure fair and transparent treatment of affected persons.

ACTS / POLICIES / GUIDELINES AND STRATEGIES	DESCRIPTION	RELEVANCE TO THE PROJECT
Investment Incentive Regulation No. 517/2022	The regulation expands the scope of incentives to boost investment in priority sectors and less developed areas of the country.	This Regulation provides incentives to promote investment in priority sectors and less developed regions. As a large-scale renewable energy development, the Project aligns with national priorities for expanding private sector participation in the energy sector and supporting regional economic growth and may qualify for applicable investment incentives in accordance with Ethiopian law.
Ethio-Telecom Regulation No. 480/2021	The Ethiopian Broadcasting Authority (EBA) has the overall responsibility for planning, permitting and control of broadcasting services related to radio and TV. Due to the location of telecommunication towers in the Project area, the EBA is considered to be a stakeholder and needs to be engaged with during the permitting process.	Should any such infrastructure be identified during detailed design or construction planning, coordination with the Ethiopian Broadcasting Authority (EBA) and relevant telecommunication authorities will be required to ensure that wind turbines, transmission infrastructure, or construction activities do not interfere with radio, television, or communication signals. Compliance with this Regulation will ensure appropriate consultation, permitting (if required), and technical clearance to avoid disruption of national communication services.
Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025	The Proclamation outlines the following process for implementation and licensing: Implementation of any project is subject to an authorisation process from the EPA or from the Regional Environmental Agency (REA). Any licensing agency, before issuing an investment permit for a developer or an operating license for any project, must ensure that the EPA or the relevant REA has authorised its implementation.	The Project must obtain environmental authorisation from the EPA or relevant REA before construction and operation, and no investment or operating licence may be issued without such approval. The ESIA and ESMP ensure compliance with this legal requirement.
Rural Land Administration and Use Proclamation No. 1324/2024	This proclamation establishes an improved land administration system in Ethiopia to enhance the land rights of farmers and pastoralists, promote sustainable land use, and reduce land-related disputes.	This Proclamation is relevant to the Project as it governs land administration, protection of pastoral and farming land rights, and sustainable land use in Ethiopia. As the Project is located on communal grazing land, compliance with this Proclamation ensures that land use is formally authorised, pastoral rights are respected, and any land-related processes are managed in accordance with national legal requirements to prevent disputes and promote sustainable land management.

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Proclamation on Expropriation of Landholding (Amendment Proclamation No.1336/2024)	The proclamation addresses payment of compensation for property situated on landholdings expropriated for public purposes (if applicable). It contains provisions on assessment of compensation for various property types (including buildings, fences, crops, trees and protected grass), permanent improvement of rural land, relocation of property, and a formula for calculating the amount of compensation. In addition, it has provisions for replacement of urban land and rural land, displacement compensation for land used for crops, protected grass or grazing, and provisional expropriation of rural land.	This Proclamation is relevant to the Project in the event that land expropriation or restriction of access is required for public purpose. It establishes the legal framework for compensation for affected assets, including crops, trees, structures, grazing land, and permanent land improvements. Should land acquisition or economic displacement occur, compensation and any associated livelihood restoration measures must be implemented in accordance with this Proclamation to ensure lawful procedures and fair compensation.
Environnemental Pollution Control Proclamation No. 3002002	The main objective of the proclamation is to provide a basis for the setting up of standards on the protection of the ambient environment in Ethiopia and to endorse the respect of these standards.	The Project will ensure adherence to these standards through the implementation of the ESMP, which includes specific management plans for air quality and dust control, noise management, waste and wastewater management, hazardous material handling, and soil and groundwater protection. Compliance will be supported through routine monitoring, contractor oversight, internal audits, and corrective action procedures where exceedances are identified. Environmental performance will be documented through regular reporting and maintained in accordance with permit conditions and national regulatory requirements, thereby ensuring ongoing protection of the ambient environment throughout construction and operation.
Solid Waste Management and Disposal Proclamation No.1383/ 2025	This proclamation sets the rules for sustainable management of wastes to achieve social and economic development through projects and preserve nature and protect the environment.	The Project will implement a Waste and Wastewater Management Plan to ensure proper segregation, storage, handling, and disposal of all waste streams, while waste minimisation and recycling will be prioritised. Waste tracking and record keeping will be maintained to ensure compliance with national environmental requirements and prevent pollution.
Investment Proclamation No1180/2020	This proclamation states that issuance, renewal, and cancellation of investment permits for power generation or transformation shall be carried out by Ethiopian Electric Agency. The primary law governing investment in Ethiopia, issued on April 2, 2020, to modernize the country's foreign investment	As a private sector renewable energy development, the Project must comply with the permitting, licensing, and regulatory requirements established under this Proclamation. It provides the legal framework supporting foreign investment, transparency, and dispute resolution, thereby enabling lawful

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	regime. It aims to increase and diversify foreign investment by opening up new sectors, streamlining registration and incentive processes, and promoting a more competitive and transparent business environment. Key changes include allowing foreign investment in sectors like export, import, wholesale, and retail trade, and establishing a new investment council and dispute resolution mechanisms.	establishment and operation of the Project within Ethiopia's energy sector.
Hazardous Waste Management and Disposal Control Proclamation (Pro. No.1090)	The proclamation establishes a system for managing and disposing of hazardous waste to protect public health and the environment. The proclamation aims to create a framework for the safe handling of these materials, which include oils, lubricants, transformer fluids, batteries, solvents, and other maintenance-related substances associated with wind turbine and substation operations.	The Project will ensure that hazardous wastes are properly identified, segregated, stored in bunded and labelled areas, transported by authorised contractors, and disposed of at approved facilities to prevent risks to public health and the environment.
Ministry of Transport Proclamation 1263/2021 supplemented by the more specific Road Transport	This Proclamation allowed for the establishment of the Ministry of Transport and Logistics (MoTL). The MoTL is the federal institution for transport under which several relevant Institutions are accountable, including the Ethiopian Civil Aviation Authority, and Ethio-Djibouti Rail Enterprise. Due to the location of the Project, the MoTL is considered a stakeholder and needs to be engaged with during the ESIA process.	Due to its proximity to national transport infrastructure, including major roads and the Ethio-Djibouti railway corridor. Accordingly, engagement with the MoTL and its relevant agencies may be required to ensure that turbine transportation, oversized equipment delivery, and construction traffic are managed in compliance with national transport regulations and without disrupting existing transport systems.
Ministry of Works and Urban Development. EBCS – 8. Proclamation No. 41/1993. Design of Structures for Earthquake Resistance.	This Proclamation ensures that all buildings and structures are compliant with the minimum requirements for design, construction and quality of materials as set down by the National Building Code. This ensures that during seismic activities, human lives are protected, damage is limited and important structures remain operational.	According to ThinkHazard, Sitti Zone is classified as having a medium earthquake hazard based on currently available information, indicating a 10% probability of potentially damaging earthquake shaking occurring within the next 50 years. Based on this classification, seismic risk must be considered throughout all phases of the Project, particularly during design and construction. Project planning, structural design of turbines, foundations, substations, and associated buildings will incorporate earthquake-resistant standards in accordance with EBCS 8. Where necessary, additional site-specific geotechnical and seismic assessments will be undertaken to ensure the hazard level is adequately addressed and that nearby settlements, including Aysha and Lasarat, are not exposed to structural risk.
Labour Proclamation No.1156/2019	The proclamation provides overall requirements for labour and working	This Proclamation applies to all Project workers and contractors, governing

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	conditions (leave, salary, women's employment, child labour, sexual harassment, discrimination etc.) as well as occupational health and safety requirements and conditions at the workplace. The Project, throughout all its phases, must adhere to the labour proclamation for occupational health and safety and labour and working conditions, as well as for public health and safety.	labour rights, working conditions, and occupational health and safety requirements. The Project will ensure compliance through implementation of its Labour and Working Conditions and Occupational Health and Safety Management Plans.
Right to Employment of Persons with Disability Proclamation (No. 568 of 2008)	This act promotes equal employment opportunities by prohibiting discrimination against qualified persons with disabilities, mandating reasonable accommodations from employers, and outlining specific responsibilities for the Ministry of Labour and Skills (MoLS) to ensure inclusivity in workplaces and training programs. The Project, throughout all its phases, must adhere to the right of employment for persons with disability.	This Proclamation requires non-discrimination and equal employment opportunities for persons with disabilities. The Project will comply by ensuring inclusive recruitment practices and providing reasonable workplace accommodations where applicable.
Prevention and Suppression of Trafficking in Persons and Smuggling of Persons Proclamation No. 1178/2020.	This law is designed to prevent, suppress, and punish trafficking in persons (TiP) and smuggling of migrants (SoM). It aligns with international standards like the United Nations (UN) Palermo Protocol. The proclamation criminalizes various forms of trafficking, establishes penalties including imprisonment and the death penalty for aggravated cases, and mandates victim protection, rehabilitation, and compensation. It will be applicable throughout the Project phases.	This Proclamation is relevant to the Project as it prohibits trafficking in persons and smuggling of migrants and establishes obligations for prevention and protection. The Project will ensure compliance through responsible recruitment practices, contractor oversight, and implementation of labour management procedures to prevent forced labour and exploitation throughout all Project phases.
Ethiopia Energy (Amendment) Proclamation No. 1085/2018	▪ The Policy is divided into five main sections, which include: ▪ Section 1: provides an overview of the Ethiopian energy sector. ▪ Section 2: discusses key issues identified in the energy sector. ▪ Section 3: sets the energy policy goals and objectives in more concise and general terms. ▪ Section 4: sets out the Supply and Demand side policy objectives with available corresponding policy instruments; and ▪ Section 5: identifies cross-cutting Energy Policy Issues. ▪ Section 4 sets out specific policy objectives and instruments for the supply and demand of electricity. Under the	This Proclamation is directly relevant to the Project as it promotes diversification of Ethiopia's energy mix, encourages Independent Power Producers (IPPs), and supports expansion of renewable energy generation, including wind power. The Aysha I Wind Power Project aligns with the national objective of increasing reliable electricity supply, strengthening environmental and safety management practices, and integrating ESIA requirements into power sector investments.

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	electricity sector, the Policy sets out 5 key objectives including: ▪ Policy Objective 1: provide adequate, reliable and affordable electricity supply to meet growing power demand for socio-economic development. ▪ Policy Objective 2: increase access to electricity services. ▪ Policy Objective 3: ensure continuous improvements in electric power efficiency and conservation. ▪ Policy Objective 4: improve power sector governance; and ▪ Policy Objective 5: strengthen environmental and safety management practices. ▪ Policy instruments are also identified, including: ▪ Diversify energy generation mix based on cost, efficiency, environmental considerations, appropriate technologies and competitiveness. ▪ Encourage IPPs, small-scale private power producers and co-generators through creative incentive mechanisms; and ▪ Integrate ESIA in all power system investment projects and environmental audits. ▪ In addition, Section 4 also sets out a specific policy objective for the renewable energy sector, which includes the promotion and enhancement of renewable energies such as solar, wind, small-scale hydro power and low-enthalpy geothermal for small-scale applications and identifies the following policy instruments: ▪ Promote the wide application of solar, wind and small-scale hydro energy to meet decentralised electricity demands in rural areas. ▪ Encourage the participation of the private sector and enhance investment for exploiting resources; and ▪ Encourage wide participation of IPPs in renewable energy development.	
Policies		
National Conservation Strategy Volume II;	The National Policy on Natural Resources and the Environment is an overall comprehensive cross-sectoral and sectoral	This Policy is relevant to the Project as it establishes the national framework for sustainable natural resource

ACTS / POLICIES / GUIDELINES AND STRATEGIES	DESCRIPTION	RELEVANCE TO THE PROJECT
National Policy on Natural Resources and the Environment.	policy framework developed by the Transitional Government to guide natural resources and environmentally sustainable development, use and management. The overall policy goal is to improve and enhance the health and quality of life of all Ethiopians and to promote sustainable social and economic development through the sound management and use of natural, human-made and cultural resources and the environment to meet the needs of the present generation without compromising the ability of future generations to meet their own needs. It recognises the need for development projects to undertake ESIA to address social, socio-economic, political and cultural impacts, in addition to physical and biological impacts.	management and environmentally responsible development. The Project aligns with this Policy through the implementation of the ESIA and ESMP, ensuring that environmental, social, and cultural impacts are assessed and managed to support sustainable development.
Updated Nationally Determined Contribution (NDC) (Updated 2021)	The purpose of the Ethiopia's NDC is to outline the country's plans to mitigate greenhouse gas (GHG) emissions and to adapt to climate change. Ethiopia's first NDC, which was updated in July 2021, has committed to reducing the country's GHG emissions by 68.8% against the business-as-usual (BAU scenario by 2030. In the BAU scenario, the country's GHG emissions are projected to increase from 247 million tonnes of carbon dioxide equivalent ($MtCO_2e$) in 2010 to 403.5 $MtCO_2e$ by 2030. The mitigation target encompasses all sectors. Approximately 20% of Ethiopia's mitigation and adaptation measures are unconditional (i.e., state-funded), while the remaining 80% are conditional (i.e., dependent of international or donor finance). In the BAU scenario, it is projected that the energy sector would contribute 20 $MtCO_2e$ (or 5% of total emissions) by 2030. With the implementation of the unconditional mitigation measures only, the contribution of the energy sector could be reduced from 20 $MtCO_2e$ to 14.9 $MtCO_2e$ by 2030, whereas with the implementation of the condition mitigations measures, the contribution of the energy sector could be reduced further from 14.9 $MtCO_2e$ to 9.5 tCO_2eb y 2030. The potential contribution of the Project's GHG emissions on the country's modelled domestic pathways is assessed in this report and in the Climate Change Risk Assessment (CCRA) for the Project.	The Project supports these national commitments by contributing renewable electricity to the grid, reducing reliance on fossil fuel-based generation, and aligning with the country's low-carbon development pathway as assessed in the Project's Climate Change Risk Assessment.

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Pastoralist Development Policy and Strategy, 2019	The policy aims to improve livelihoods by increasing livestock and dryland agricultural productivity, diversifying income, and improving infrastructure and social services. The policy seeks to integrate pastoral communities into national development, address past neglect, and build resilience through better land management and disaster risk reduction. Its two main pillars are maximizing the commercial potential of the livestock sector and diversifying livelihoods to make them more resilient to shocks. Moreover; The policy is more pastoral-centered and emphasizes on community engagement for renewable energy developers	This Policy is relevant to the Project as it promotes protection and improvement of pastoral livelihoods, sustainable land management, and resilience in pastoral areas. Given that the Project is located on communal grazing land within a predominantly pastoral region, implementation must ensure that grazing access is respected where possible and that any livelihood impacts are appropriately managed in line with national pastoral development objectives.
National Women Policy,1993 Gender Equality and Women Empowerment Policy, 2025 (Under Revision)	The policy recognizes the persistent gaps between policy and practice. The Ethiopian government and its partners are in the process of developing and refining a new, more comprehensive policy framework for 2025 and beyond. **Current Status:** The policy is under revision or is being developed as part of ongoing national efforts and in collaboration with development partners like UNs Women. Various reports and joint statements in early 2025 highlight the ongoing commitment to put in place and implement robust policy and legal frameworks. **Focus Areas:** The new policy is expected to build upon past efforts and address persistent challenges. The focus includes: Eliminating all forms of discrimination, violence, and harmful practices like Female Genital Mutilation (FGM) and child marriage. Addressing the significant time women spend on unpaid care and domestic work. Ensuring equal pay and opportunities in the workplace. Improving women's access to education at higher levels, where disparities still exist. Strengthening institutional capacity and ensuring adequate, gender-responsive financing for implementation. Promoting women's meaningful participation in decision-making at all levels of government and society. The development of the 2025 policy demonstrates an ongoing commitment to	These policies are relevant to the Project as they promote gender equality, non-discrimination, equal employment opportunities, and protection against gender-based violence. The Project will support these objectives through implementation of its Gender Equality Plan and Gender-Based Violence and Harassment Management Plan, ensuring inclusive employment practices, safe working conditions, and meaningful participation of women in stakeholder engagement processes.

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	achieving full gender equality and women's empowerment.	
National Child Policy,2017	The National Child Policy aims to create a supportive environment for children by protecting their rights and welfare and fostering responsible citizens. Key objectives include strengthening alternative care for vulnerable children, protecting them from harm, improving inter-agency collaboration, and ensuring their active participation in matters affecting them. The policy is also designed to provide a comprehensive framework for coordinating the efforts of various stakeholders to improve children's well-being and development.	
National Youth Policy, 2004	The policy serves as a framework to ensure the active participation of youth (defined as 15- to 29-year-olds) in the country's democratic, economic, and social development. It aims to equip young people with the necessary competencies, skills, and ethics to contribute to and benefit fairly from national development efforts.	The policy serves as a cross-cutting framework for the wind power project by emphasizing youth empowerment through employment and skill-building in key developmental sectors
Ethiopia's Climate-Resilient Green Economy (2011)	The purpose of Ethiopia's Climate-Resistant Green Economy is to protect the country from the adverse effects of climate change and to build the country's economy. Primarily, this Policy seeks to identify green economy opportunities that could assist Ethiopia in realising their ambitious growth targets while minimising GHG emissions. The Policy highlights increasing the country's renewable energy generation capacity, leapfrogging to modern and energy-efficient technologies in transport, industrial sectors, and buildings. Diversification of the national grid's energy sources is once again highlighted, as 90% of the country's total power generation capacity comes from hydro power, creating the potential for grid instability should periods of drought become more frequent.	This Strategy is directly relevant to the Project as it promotes expansion of renewable energy generation and diversification of Ethiopia's energy mix to reduce greenhouse gas emissions and enhance climate resilience. The Project contributes to these objectives by providing non-hydropower renewable electricity, supporting grid diversification, and strengthening long-term climate-resilient economic development.
National Biodiversity Policy 1998	The key objective of this policy is to conserve, develop and utilise the country's biodiversity resources. All developments must take note of the biodiversity of the Project area and the regional biodiversity initiatives/strategies.	The policy provides the framework for ensuring that the wind power project does not compromise biological diversity. Since the wind farm is located on a lowland plain. This policy acts as a green brake on project siting.
Ethiopian Revised National Biodiversity Strategy and Action	The NBSAP addresses the underlying causes of biodiversity loss by mainstreaming biodiversity across government and society and making the public and decision makers aware of the value of biodiversity and	Promotes conservation of biodiversity and sustainable ecosystem management. The Project aligns with this Strategy through implementation of the Biodiversity Management Plan,

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Plan (NBSAP) (2015 -2020)	ecosystem services. Ecosystem-based approaches of resource management are recommended as the main implementation strategy required to conserve and sustainably utilise biodiversity to be archived through sustainable management of resources, such as participatory forest management, sustainable range land and aquatic ecosystem management practice.	application of the mitigation hierarchy, and avoidance or minimisation of impacts on natural habitats and ecosystem services within the Project Area of Influence.
Cultural Policy of Ethiopia,1997, and amended in 2016	The Policy provides strategic issues and strategies regarding the conservation and protection of the heritage resources of the country. The Policy also requires the systematic identification, development, preservation, and use of cultural, historical, and natural heritages of the peoples of Ethiopia, and facilitates their study, documentation, visibility and transfer to the next generation. It also devised implementation strategies, which include: The country's heritage resources shall be protected and maintained per their cultural and historical values by devising and applying a heritage management system; and Close relations shall be forged with communities and other partners to protect and manage the country's heritage.	This Policy is relevant to the Project as it requires the protection and preservation of cultural and heritage resources. The Project will comply through implementation of a Chance Find Procedure, protection of any identified cultural heritage sites, and ongoing engagement with local communities to ensure that cultural values are respected throughout construction and operation.
National Social Protection Policy of Ethiopia,2012	The policy aims to move from a fragmented, emergency-based welfare approach to a coordinated national framework that protects citizens from economic and social deprivation. It seeks to enhance knowledge, skills, and employment opportunities, and ensure access to basic services.	This Policy is relevant to the Project as it promotes protection against economic vulnerability and supports improved access to employment and basic services. The Project aligns with this objective by promoting local employment opportunities, skills development, and implementation of livelihood restoration measures where applicable.
Water Resources Policy, 1999	The overall goal of the water resources policy is to enhance and promote all national efforts towards the efficient and optimum utilisation of the available water resources for socio-economic development on a sustainable basis. The policies are meant to establish and institutionalise environmental conservation and protection requirements as integral parts of water resources planning and project development. The policy emphasises the need to control and ensure that water bodies are protected from indiscriminately discharged industrial wastewater and other wastes to protect water bodies and water systems from pollution and depletion.	This Policy is relevant to the Project as it promotes sustainable and efficient use of water resources and protection of water bodies from pollution. The Project will comply through implementation of its Water Management Plan and Wastewater Management measures, ensuring controlled water use, prevention of contamination, and protection of surface and groundwater resources during construction and operation.

ACTS / POLICIES / GUIDELINES AND STRATEGIES	DESCRIPTION	RELEVANCE TO THE PROJECT
Health Policy, 2017	The Ethiopian health Policy of 2017 centres on decentralization and achieving Universal Health Coverage by 2035. It prioritises primary healthcare, disease prevention, and community-based insurance. Key strategies included the Health Sector Transformation Plan and the Health Extension Program, focusing on accessible, comprehensive care for all, especially rural populations.	This Policy is relevant to the Project as it promotes public health protection, disease prevention, and access to healthcare services, particularly in rural areas. The Project will support these objectives through implementation of its Community Health and Safety and Occupational Health and Safety Management Plans to prevent health risks to workers and surrounding communities during all Project phases.
Guidelines and Strategies		
The Climate Resilient Green Economy (CRGE) Strategy	The CRGE Strategy addresses both climate change adaptation and mitigation objectives to ensure Ethiopia achieves a carbon-neutral middle-income status before 2025, achieving economic development in a sustainable way.	The Project supports this objective by contributing clean wind-generated electricity to the national grid and supporting Ethiopia's transition toward a low-emission development pathway.
The Rural Job Opportunity Creation Strategy, 2017	The strategy aims to address rural unemployment, migration, and poverty by creating jobs in the rural economy. Key aspects of the strategy include focusing on agri-food sectors like livestock, cash crops, and food crops, encouraging entrepreneurship, improving rural infrastructure, and investing in skills development, particularly Agricultural Technical Vocational Education and Training. The strategy targets a broad range of job seekers, including youth, women, those with limited education or land, and graduates.	This Strategy is relevant to the Project as it promotes rural employment, skills development, and poverty reduction. The Project will support these objectives by prioritising local recruitment where feasible, providing skills development opportunities during construction and operation, and contributing to local economic activity within the surrounding rural communities.
Technical Guidelines on Households Waste Management	The guidelines identify overall requirements for management and handling of household waste, to include solid waste as well as wastewater (liquid wastes).	These Guidelines are relevant to the Project as they establish requirements for the proper handling and disposal of solid and liquid household waste. The Project will comply by implementing appropriate waste segregation, storage, and disposal practices at worker accommodation areas and site facilities to prevent environmental contamination and protect community health.
Occupational Safety and Health Directive, 2007	The main objective of this Directive is the overall management of worker health and safety at the workplace throughout the various Project phases. It includes requirements for air emissions and dust control, use of protective equipment, monitoring, sound level limits for construction activities for workers, working in confined spaces, sanitary facilities, working in high temperatures, prevention of injuries, electrocution, fire prevention and safety and drinking water.	The guideline, issued by the Ministry of Labour and Social Affairs, provides the mandatory safety standards for the high-risk environments of wind power construction and operation. Mandatory Safety Requirements for Wind Projects 1.Personal Protective Equipment (PPE): Mandates that developers provide appropriate gear at no cost. For wind sites, this specifically includes high-altitude harnesses, fall-arrest systems,

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		and specialized helmets for turbine technicians. 2.Work at Heights: Given that wind turbines exceed 100 meters, the directive requires strict safety protocols for climbing and nacelle work, including mandatory "buddy systems" and rescue plans. 3.Electrical Safety: Sets standards for preventing electrocution and electrical fires during the installation of substation and underground cabling. 4.Machine Guarding: Requires all moving mechanical parts (such as the yaw and pitch mechanisms) to be properly shielded during maintenance to prevent crush injuries.
Ethiopia's Long-Term Low Emission and Climate Resilient Development Strategy (2020-2050) (2023)	The purpose of Ethiopia's Long-Term Low Emission and Climate Resilient Development Strategy (LT-LEDS) is to provide a path going forward in order to place the country on a low-carbon trajectory, while at the same time ensuring broader socio-economic development. Ethiopia's energy sector is highlighted as contributing minimally to the country's overarching GHG emissions profile (approximately 4% of total GHG emissions). Regarding the energy sector, Ethiopia's LT-LEDS includes to the following strategic actions: ▪ Households – Electrification and adoption of energy efficient technologies in all household applications. ▪ Agricultural sector – increase the electrification rate of farm machinery and water pumping. ▪ Industrial sector – expansion of clean and efficient production technologies and increasing the electrification rate of key industrial processes (i.e. boilers). The adoption of green fuels is also highlighted. The transportation sector – transition to zero-emissions regarding intracity, intercity, and freight travel private and public modes of transport. General – enhancing and maximising power generation and usage in the industrial, agricultural, and commercial sectors, through renewable energy adoption. The Project should, to the extent possible, ensure that it is compatible with the vision	This Strategy is relevant to the Project as it outlines Ethiopia's pathway toward low-carbon, climate-resilient socio-economic development through expansion of renewable energy and electrification across sectors. The Project contributes to these objectives by increasing renewable power generation capacity and supporting the country's long-term transition to a diversified, low-emission energy system.

ACTS / POLICIES / GUIDELINES AND STRATEGIES	DESCRIPTION	RELEVANCE TO THE PROJECT
	and strategic objectives, interventions, and actions of this Strategy.	
Ethiopia's Climate-Resilient Green Economy – Climate Resilient Strategy – Water and Energy (2015)	This strategy was promulgated with the intent of transitioning Ethiopia into a middle-income country by 2025, through rapid economic growth that is resistant to climate change and does not induce a rise in Ethiopia's overarching GHG emissions. Regarding energy, this strategy broadly intends to guide the increase Ethiopia's electrification rate via a diverse energy mix and adoption of modern, energy efficient technologies. This strategy also seeks to bolster access to energy, emphasising biomass energy and off-grid energy solutions. The diversification of the country's current power mix is highlighted as the hydropower currently predominates which is dependent on rainfall creating an unstable national grid. The Project aligns with the aims and objectives contained therein, particularly regarding the adoption of renewable energy sources and the diversification of the national grid's energy sources.	This Strategy is relevant to the Project as it promotes diversification of Ethiopia's energy mix, expansion of renewable energy generation, and climate-resilient economic growth. The Project supports these objectives by contributing wind-generated electricity to the national grid, reducing reliance on hydropower, and strengthening energy security through diversification.

3.2 International Conventions, Standards and Guidelines

The Project will be seeking financing from IFIs. Therefore, the Project Developer wishes to design and manage the Project in accordance with international E&S standards and requirements. The Project is being developed in alignment with international best practices, as both the IFC and the AfDB have been approached as lenders for the Project.

Ethiopia has also assented to various international conventions, agreements, standards, guidelines, and industry guidelines.

The SLIP contains a detailed compliance assessment of the Project with the international standards. An overview of the international standards, guidelines and practices is thus provided for the ESMP in in Table 3-2 and

Table 3-3.

TABLE 3-2: INTERNATIONAL STANDARDS, GUIDELINES AND PRACTICES

STANDARD / GUIDELINE / AGREEMENT	DESCRIPTION	ALIGNMENT
Lender Standards		
IFC PS (2012)	The Project is being developed in alignment with international best practices, as both the IFC and the African Development Bank have been approached as lenders for the Project. The IFC Performance Standards are applied to a project to manage the E&S risks and impacts throughout the life of an investment. PSs are as follows: **PS 1: Assessment and Management of Environmental and Social Risks and Impacts** - requires that projects be screened for potential E&S risks and impacts. If potential risks are identified, a project-specific ESIA must be prepared. The ESIA must identify the potential risks and impacts of the Project and develop mitigation measures to avoid or minimise these risks. The standard also emphasises stakeholder engagement, transparent communication, and the establishment of grievance mechanisms. Regular monitoring and reporting are required to ensure continuous improvement and compliance with E&S performance expectations **PS 2: Labour and Working Conditions -** This PS requires that projects comply with all applicable national labour laws and regulations. This includes requirements for minimum wages, overtime pay, health and safety standards, and freedom of association. **PS 3: Resource Efficiency and Pollution Prevention -** This PS requires that projects use resources efficiently and minimise their environmental impact. This includes measures to reduce energy and water consumption, prevent pollution, and manage waste responsibly. **PS 4: Community Health, Safety, and Security –** PS 4 requires that projects take all necessary measures to protect the health and safety of workers and the community. This includes measures to prevent occupational accidents and diseases, as well as to ensure the safety of workers and the community. **PS 5: Land Acquisition and Involuntary Resettlement -** Projects should avoid or minimise land acquisition and involuntary resettlement. If land acquisition or involuntary resettlement is necessary, it must be carried out in a way that is fair and equitable, and that compensates affected people for their losses. **PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources -** This PS requires that projects avoid or minimise impacts on biodiversity. This includes measures to protect endangered species and habitats, and to promote sustainable use of natural resources. **PS 7: Indigenous Peoples –** As per the requirements of PS7, projects must respect the rights and interests of indigenous peoples. This includes measures to consult with indigenous peoples about the project, and to obtain their free, prior, and informed consent. **PS 8: Cultural Heritage -** Projects must protect cultural heritage sites and artifacts. This includes measures to identify and assess potential impacts on cultural heritage, and to develop mitigation measures to avoid or minimize these impacts. Of these, PS 1 establishes the importance of:	PS 1, PS 2, PS 3, PS 4, PS5, PS 6 and PS 8 are applicable to this Project. The E&S risks have been identified and further assessment has been undertaken for biodiversity, including Critical Habitat Assessment (CHA), noise, climate change, shadow flicker and socio-economic assessment. Furthermore, a Stakeholder Engagement Plan (SEP), Worker's Grievance Mechanism (WGM) and Local Community Grievance Mechanism (LCGM) have been developed to be implemented for the Project.

STANDARD / GUIDELINE / AGREEMENT	DESCRIPTION	ALIGNMENT
	Undertaking an integrated approach to identifying the E&S impacts, risks, and opportunities of projects; Effective community engagement through disclosure of project-related information and consultation with local communities on matters that directly affect them; and Effective management of E&S performance throughout the life of the project.	
Equator Principles (2020)	The Equator Principles consist of a set of principles and procedures adopted by financial institutions in order to ensure that the environmental and social issues associated with a project financed by those institutions are respected. The Equator Principles are summarised below: ***Principle 1 – Review and Categorisation***: The projects are classified into three categories according to the potential environmental and social risks they represent. The categories are: Category A – Projects with potential significant adverse environmental and social risks and /or impacts that are diverse, irreversible, or unprecedented; Category B – Projects with potential limited adverse environmental and social risks and/or impacts that are few in number, generally site-specific, largely reversible, and readily addressed through mitigation measures; and Category C – Projects with minimal or no adverse environmental and social risks and/or impacts. ***Principle 2 – Environmental and Social Assessment***: It is necessary to carry out an environmental evaluation of the project that addresses the risks identified during the analysis and categorisation. ***Principle 3 – Applicable Environmental and Social Standards***: The projects implemented in emerging countries, apart from complying with local laws, must also follow the IFC Performance Standards and the World Bank Group (WBG) Environmental Health and Safety (EHS) Guidelines. ***Principle 4 –ESMS and Equator Principles Action Plan***: The projects must have an action plan to address the risks identified during the environmental evaluation. ***Principle 5 – Stakeholder Engagement:*** It is necessary to promote and carry out consultations with the stakeholders in a culturally appropriate and structured manner. ***Principle 6 – Grievance Mechanisms:*** It is necessary to establish mechanisms for ongoing involvement of interested and affected parties, to allow for the submission of grievances or issues, during all phases of project development. ***Principle 7 – Independent Review:*** The environmental performance must be audited by independent experts, with experience in the area covered by the project. ***Principle 8 – Covenants:*** The laws and regulations, licensing, and action plans, must be carried out in all aspects. ***Principle 9: Independent Monitoring and Reporting:*** The projects should appoint an independent environmental and social expert to carry out the monitoring and produce additional reports.	The Project may be classified as a Category A Project according to the Equator Principles due to the scale of the Project and the potentially significant E&S risks anticipated. Consequently, an ESIA has been undertaken which is compliant with the IFC PSs, the AfDB OS and the WBG EHS Guidelines.

STANDARD / GUIDELINE / AGREEMENT	DESCRIPTION	ALIGNMENT
	Principle 10 – Reporting and Transparency: The financial institutions must publish information on the loans granted, at least annually, in accordance with the rules of the Equator Principles.	
AfDB E&S OS	The AfDB has a set of E&S OS that need to be determined whether or not they apply to the Project. These include the following: **E&S OS 1: Assessment and Management of E&S Risk and Impact** - This OS identifies and assesses E&S risks, minimizing negative impacts through mitigation or avoidance, promotes positive development outcomes, ensures transparent stakeholder engagement, and adheres to international best practices for sustainable development. **E&S OS 2: Labour and Working Conditions -** The objectives of this OS include protecting workers' rights, promoting workplace safety and health, ensuring fair treatment, non-discrimination, and equal opportunity, and safeguarding vulnerable workers, such as women, persons with disabilities, children, and migrant workers. It also aims to prevent forced labour and child labour, support freedom of association and collective bargaining, and provide accessible means for workers to raise concerns. **E&S OS 3: Resource Efficiency and Pollution Prevention and Management** - OS 3 focuses on promoting sustainable resource use (energy, water and raw materials). Adverse impacts on health and the environment must be minimised through the reduction of pollution and the minimisation of the generation of hazardous and non-hazardous waste. Managing pesticide use risks and impacts. **E&S OS 4: Community Health, Safety and Security** - focuses on preventing adverse impacts on the health and safety of project-affected communities, promoting public health and safety, and considering climate change in infrastructure design and construction. It also aims to minimise exposure to traffic and road safety risks, ensure effective emergency response measures, and provide security to minimise risks. It also aims to prevent sexual exploitation, abuse, and harassment by project workers. **E&S OS 5: Land Acquisition, Restrictions on Access to Land, and Land Use, as well as Involuntary Resettlement** - This OS requires that involuntary resettlement be avoided, minimised, and that social assessments, including gender issues, inform resettlement plans and activities. It also aims to mitigate adverse social and economic impacts from land acquisition or restrictions on land use by providing timely compensation and sufficient resettlement assistance. OS 5 also aims to improve living conditions for vulnerable persons who are displaced, establish a mechanism for monitoring performance, and execute resettlement activities as sustainable development programs. It ensures informed participation and disclosure of information. **E&S OS 6: Habitat and Biodiversity Conservation, and Sustainable Management of Living Resources** - This OS requires protection and conservation of biodiversity. This includes the application of the mitigation hierarchy and promoting the sustainable management of living natural resources, supporting the livelihoods of vulnerable groups, sustaining ecosystem services and integrating natural resources effectively into sustainable economic development.	OS 1, OS 2, OS 3, OS 4, OS 5, OS 6 and OS 8, OS 9 and OS10 are applicable to this Project. The E&S risks have been identified and further assessment has been undertaken for biodiversity, including CHA, noise, climate change, shadow flicker and socio-economic assessment. Furthermore, a SEP, WGM and LCGM have been developed to be implemented for the Project.

STANDARD / GUIDELINE / AGREEMENT	DESCRIPTION	ALIGNMENT
	E&S OS 7: Vulnerable Groups - This OS requires that projects respect the rights and interests of indigenous peoples. This includes measures to consult with indigenous peoples about the project, and to obtain their free, prior, and informed consent. **E&S OS 8: Cultural Heritage** - OS 8 requires that projects protect cultural heritage sites and artefacts. This includes measures to identify and assess potential impacts on cultural heritage, and to develop mitigation measures to avoid or minimize these impacts. **E&S OS 09: Financial Intermediaries** – not applicable for the project. **E&S OS 10: Stakeholder Engagement and Information Disclosure** - This OS mandates continuous, two-way dialogue with stakeholders throughout a project's lifecycle, ensuring that affected communities' views are considered in design and implementation to improve project outcomes. This requires a formal SEP for each project, outlining engagement strategies and a grievance mechanism to address concerns.	
Treaties and Conventions		
International Bill of Human Rights	The International Bill of Human Rights (IBHR) is applied by Ethiopia because its constitution deems ratified international human rights treaties an integral part of its domestic law, giving them legal force and allowing courts to use them.	The Project will apply the IBHR throughout Project design, construction, and operation. This includes protecting rights such as life, health, land, livelihood, and cultural integrity, requiring meaningful community consultation (including Free, Prior, and Informed Consent - FPIC) for potentially affected groups, establishing accessible grievance mechanisms, and ensuring fair compensation for any land displacement.
International Labour Organisation (ILO) Conventions	The ILO's core labour standards are defined by eight fundamental Conventions focusing on freedom of association, collective bargaining, forced labour, child labour, and discrimination, later joined by a ninth Convention on occupational safety and health. These standards, outlined in the ILO Declaration on Fundamental Principles and Rights at Work, address basic terms and conditions like equal pay, minimum age, and non-discrimination in employment. Ethiopia has ratified ILO Conventions through domestication into national law, such as the 2019 Labour Proclamation, which transforms international standards into binding domestic obligations for government, employers, and workers.	The ILO standards have been consulted in the preparation of the SLIP and ESMP.
Recommendations of the Task Force on Climate-related Financial	Establishes recommendations for disclosing clear, comparable, and consistent information about the risks and opportunities presented by climate change.	Part B provides a useful framework for categorising the climate-related risks and

STANDARD / GUIDELINE / AGREEMENT	DESCRIPTION	ALIGNMENT
Disclosures (TCFD) (2017)		opportunities to promote greater alignment and standardisation across the different sectors. This framework is used in in the CRRA to categorise the Project's climate-related risks and opportunities.
Guidelines		
WBG EHS Guidelines (2007)	▪ Environmental (Air Emissions and Ambient Air Quality; Energy Conservation; Wastewater and Ambient Water Quality; Water Conservation; Waste Management; Noise and Contaminated Land) ▪ Occupational Health and Safety (General Facility Design and Operation; Communication and Training; Physical Hazards; Chemical Hazards; Personal Protective Equipment; Special Hazard Environmental and Monitoring) ▪ Community Health and Safety (Water Quality and Availability; Structural Safety of Project Infrastructure; Life and Fire Safety; Traffic Safety; Transport of Hazardous Materials; Disease Prevention and Emergency Preparedness and Response) ▪ Construction and Decommissioning (Environment; Occupational Health and Safety and Community Health and Safety) ▪ Managing the Risks of Adverse Impacts on Communities from Temporary Project Induced Labour Influx; ▪ Industry Sector Guidelines: The EHS Guidelines are technical reference documents with general and industry-specific examples of Good International Industry Practice (GIIP) as defined in IFC's Performance Standards applicable to this project: ▪ EHS General Guidelines (2007); ▪ EHS Guidelines for Electric Power Transmission and Distribution (2007); and ▪ World Bank Group: EHS Guidelines Wind Energy (2015).	All guidelines have been consulted in the preparation of the of the SLIP and ESMP.
Best Practice Guidance to Northern Ireland Planning Policy Statement (PPS) 18: Renewable Energy	The Best Practice Guidance to PPS 18 in Northern Ireland recommends that shadow flicker at neighbouring offices and dwellings within 500 meters of a turbine should not exceed 30 hours per year or 30 minutes per day. This guideline indicates that flicker is only perceptible within a narrow window, and the potential is very low beyond ten rotor diameters from a turbine.	The Shadow Flicker Assessment utilised the Best Practice Guideline
Policies		
Sustainable Development Goals (2015)	The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all UNs Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. The 17 SDGs recognise that action in one area will affect outcomes in others, and that development must balance social, economic, and environmental sustainability. Through the pledge to Leave No One	The Project will be executed sustainably in accordance with the provisions of the SDGs.

STANDARD / GUIDELINE / AGREEMENT	DESCRIPTION	ALIGNMENT
	Behind, countries have committed to fast-track progress for those furthest behind first. That is why the SDGs are designed to bring the world to several life-changing 'zeros', including zero poverty, hunger, Human Immunodeficiency Virus (HIV) / Acquired Immunodeficiency Syndrome (AIDS) and discrimination against women and girls. SDG 7 aims at achieving universal access to affordable, reliable, sustainable, and modern energy for all by 2030. Goal 7 targets include: ▪ Ensure universal access to affordable, reliable, and modern energy services; ▪ Increase substantially the share of renewable energy in the global energy mix; ▪ Double the global rate of improvement in energy efficiency; ▪ Enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology; and ▪ Expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States, and land-locked developing countries, in accordance with their respective programmes of support.	

Table 3-3: Other Guidelines and Conventions Applicable

GUIDELINE / CONVENTION / AGREEMENT	CONSIDERATIONS
Guidelines	
Stakeholder Engagement	▪ IFC Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets (2007) ▪ IFC Addressing Grievances from Project-Affected Communities (2007)
Resettlement	▪ IFC Handbook for Preparing a Resettlement Action Plan (2007) ▪ UN Basic Principles and Guidelines on Development-based Evictions and Displacement (2007)
Human Rights	▪ UN Guidelines on Business and Human Rights (2011) ▪ International Bill of Human Rights (1995) ▪ International Covenant on Civil and Political Rights (1966) ▪ The African Charter on Human and Peoples' Rights (1986)
Labour and Working Conditions	▪ ILO's Declaration on Fundamental Principles and Rights of Work (1998) ▪ European Bank for Reconstruction and Development (EBRD) Workers Accommodation (2009) ▪ Occupational Health and Safety Convention (1979) ▪ Convention Concerning the Protection of Workers Against Occupational Hazards in the Working Environment due to Air Pollution, Noise and Vibration (1977)
Standards and Limits	▪ World Health Organisation (WHO)

GUIDELINE / CONVENTION / AGREEMENT	CONSIDERATIONS
	▪ Ambient Air Quality Standards; ▪ COVID-19 Guidelines; and ▪ Drinking Water Quality Standards.
Conventions	
Biodiversity and Protected Areas	▪ International Plant Protection Convention (1951) ▪ Convention for the Establishment of the Desert Locust Control Organization for Eastern Africa (1962) ▪ African Convention on the Conservation of Nature and Natural Resources (1968) ▪ Convention on International Trade in Endangered Species of Wild Flora and Fauna (1973) ▪ Convention on the Conservation of Migratory Species of Wild Animals (1979) ▪ Convention on Biological Diversity (1992) ▪ New Partnership for Africa's Development (2001)
Climate Change / Energy	▪ Vienna Convention on Protection of the Ozone Layer (1980) ▪ Montreal Protocol (1987) ▪ UN Framework Convention on Climate Change (1996) ▪ UN Framework Convention on Climate Change - Kyoto Protocol (23 February 2005) ▪ Paris Agreement adopted on 12 December 2015 at the 21st session of the Conference of the Parties to the UNs Framework Convention on Climate Change (UNFCCC CoP21)
Air Quality	▪ Stockholm Convention on Persistent Organic Pollutants (POPs) (2004)
Heritage Resources	▪ United Nations Educational, Scientific and Cultural Organisation (UNESCO) Convention for the Safeguarding of the Intangible Cultural Heritage ▪ Convention concerning the Protection of the World Cultural and Natural Heritage (1972) (Paris) ▪ UNESCO Convention concerning the Protection of the World Cultural and Natural Heritage (1972) ▪ Convention on the Protection of World Cultural and Natural Heritage (1984)
Pollution Control / Waste Management	▪ The Bamako Convention on the Ban of the Import into Africa and the Control of Transboundary Movements and Management of Hazardous Waste (1991) ▪ Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal (1999) ▪ Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (2004)

3.3 AMEA Power Policies

The policies discussed in this section relate to the Project Developer (Amea Power). The specific policies and procedures for the Project Company (APAWOPLC) will be developed prior to construction.

AMEA Power has implemented a Quality Health, Safety and Environment (QHSE) Management System in place throughout the Company, its local entities and across all its projects. The QHSE Management System aims at improving the quality of processes, ensuring the health and safety of employees, contractors and communities, monitoring and reducing the environmental impacts, contributing to positive social development and promoting sustainability. The QHSE Management System ensures that the satisfaction of the needs and expectations of various stakeholders and business partners are taken into account and met and is built in accordance with local and international standards.

QHSE policies have been put in place that provide guidelines for key QHSE-related areas, including the selection of investments in supporting the reduction in GHG emissions, assessment of environmental, health and safety and community impacts of projects and the monitoring and recording of environmental and social issues. AMEA Power believes in engaging with local communities throughout the life cycle of the projects, to enable sustainable social and economic development locally. Local employment is supported by the creation of job opportunities for the members of the hosting communities, with a focus on training and empowering employees through the establishment of numerous development programs.

The following policies are in place[1]:

- **Environmental Policy**: This recognises that preservation of and respect for the environment are the basic pillars of sustainable development, including climate change mitigation. This is evident in the company's compliance with ISO14001:2015 and best environmental practices in all its activities, through responsible use of resources, prevention, correction, and compensation for adverse environmental impacts, as well as the conservation of natural resources so that they may be enjoyed by present and future generations.
- **Gender Equality Policy**: AMEA Power is committed to encouraging equality, diversity and inclusion among the workforce, and eliminating any kind of discrimination, violence and harassment. The aim is for the workforce to be truly representative of all sections of society, and for each employee to feel respected and able to give their best. Throughout this Policy Statement, the Project Company acknowledge their obligation to respect and protect our personnel in line with Good International Practices. The commitment extends to the workforce, contractors, suppliers, affected communities and visitors.
- **Health Policy**: AMEA Power recognises that Health and Safety is a key priority and commits to plan and implement all necessary preventive and protective measures during the development, construction and operations phases of all of its projects, in compliance with the international standard ISO 45001:2018, as well as local regulations and all applicable requirements. The Project Company strives to maintain high standards of health and safety that extend to all operations, premises and countries where it operates.
- **Quality Policy**: AMEA Power pledges to create value for its stakeholders through excellence in process management, being responsible for overseeing compliance with the international standard ISO 9001:2015 and all applicable requirements, and to lead by example in the application of good practices, prioritising the demand for continuous quality improvement of its work as well as in the

[1] https://www.ameapower.com/qhse-at-amea-power-2/ (Accessed 01 September 2025).

different management systems implemented. This culture of quality and efficiency in operations extends to all divisions and countries where it operates.

- **Security Policy:** AMEA Power strives to create and maintain a secure, safe and welcoming environment for its employees and assets without adversely affecting the human rights of its employees, contractors or stakeholders to include particular local communities. On conducting its business, it aims to ensure compliance with the applicable national and local laws and regulations on security issues, as well as with international standards including, IFC Performance Standards PS4 on Community, Health, Safety and Security, and by the Voluntary Principles on Security and Human Rights, the UN Code of Conduct for Law Enforcement Officials, and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, and to lead by example in the application of international good practices.
- **Social Sustainability Policy:** AMEA Power understands its leading role in contributing to the sustainable development of the communities in the countries where it operates and to the improvement of the quality of life of the people that live there. To achieve this goal, it seeks to align social collaboration with its business activities, through sustainable medium and long-term projects where it is present, reinforcing the trust between the company and the societies in which it operates and increasing its positive contributions to respect human rights and freedoms recognised by the Universal Declaration of the Human Rights as underpinned in the Sustainable Development Goals (SDGs) and the United Nation Compact Global (UNCG), and the ILO.

The QHSE Management System is certified to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards. The certification scope includes the engineering, construction and operations phases of renewable energy projects. This assists AMEA Power to operate to the highest standards of quality, health, safety and environment, ensuring the satisfaction of stakeholders and business partners and guaranteeing continual improvements in its operations. The Project-specific policies and procedures will be developed to be in line with the AMEA Power policies.

4 INSTITUTIONAL FRAMEWORK

4.1 Organisational Structure

All institutions and staff, as well as contractors and suppliers are individually and collectively responsible for:

- Working safely, within the guidelines and requirements established by the Project Company and this ESMP and its supporting plans and procedures.
- Supporting the E&S policies established for the Project in the day-to-day performance of their work; and
- Notifying relevant supervisors, officials, managers and/or officers of any observed spills, community issues, equipment malfunctions, unsafe or unhealthy situations, improper environmental practices, worsening trends, or other issues that could represent non-conformance with the requirements of the Policies, ESMS, this ESMP and its supporting procedures.

The Project organisational structure is as follows:

- Project Developer (AMEA Power)
- Project Company (APAWOPLC)

  Construction Phase:

  - Engineering, Procurement and Construction (EPC) Contractor – To be determined (TBD)
  - Health, Safety and Environmental (HSE) Manager
  - HSE Supervisor
  - Biodiversity Specialist
  - Social Manager
  - Labour Compliance Officer
  - Social Specialist
  - Community Liaison Officer (CLO)
  - Female CLO

  Operational Phase:

  - Operations and Maintenance (O&M) Manager – TBD
  - HSE Manager
  - Site Manager
  - Social Manager
  - Social Specialist
  - Biodiversity Specialist
  - CLO
  - Female CLO

4.1.1 Specific Roles and Responsibilities

Specific Project responsibilities associated with each party are summarised below.

TABLE 4-1: ROLES AND RESPONSIBILITIES OF THE PROJECT DEVELOPER

Project Developer: AMEA Power
Role The role of the Project Developer is to initiate, develop, sponsor and own the Project. AMEA Power is the developer of the Project before the establishment of the Project Company, and they are a shareholder in the Project Company. They will be overseeing E&S compliance and reviewing reports to be submitted to Lenders. Responsibilities ▪ Ensure early-stage E&S due diligence and screening are aligned with IFC and AfDB standards. ▪ Commission the ESIA update and initial management plans. ▪ Provide accurate and complete environmental and social information to potential financiers. ▪ Ensure Project design and site selection avoid or minimise significant E&S risks. ▪ Begin stakeholder engagement and information disclosure. ▪ Commit to establishing a robust ESMS once the Project Company takes over. ▪ Facilitate a smooth handover of E&S obligations to the Project Company once financing is secured.

TABLE 4-2: ROLES AND RESPONSIBILITIES OF THE PROJECT COMPANY

Project Company: APAWOPLC
Role The role of the Project Company (the legal entity) is to finance, construct and operate the Project. APAWOPLC is the entity responsible for the development of the Project and is the owner of the Project and will be the key entity signing the loan agreement with the Lenders and for overseeing the implementation of E&S requirements. Responsibilities ▪ Implement and maintain an ESMS. ▪ Adopt and execute the ESMPs and other E&S management plans developed during Project preparation. ▪ Ensure contractor compliance with IFC and AfDB requirements and the Project's E&S plans. ▪ Engage continuously with stakeholders and maintain a grievance mechanism. ▪ Monitor and report E&S performance to IFC and AfDB regularly. ▪ Address any corrective actions identified by IFC and AfDB supervision missions. ▪ Ensure compliance with national legislation and lender standards across all phases (construction, operation, decommissioning). ▪ APAWOPLC HSE Manager oversees all contractors and is responsible ensuring the compliance of all contractors with the conditions and requirements stipulated in the ESMP.

TABLE 4-3: ROLES AND RESPONSIBILITIES OF THE EPC CONTRACTOR

Engineering, Procurement and Construction (EPC) Contractor
The EPC Contractor will be required to assign a full-time and suitably qualified onsite HSE Manager and Social Specialist that will be responsible for undertaking the following responsibilities:

Engineering, Procurement and Construction (EPC) Contractor
▪ Overall responsibility for development and implementation of EPC Contractor Health, Safety, Security and Environment (HSSE) Management System requirements ▪ Ensures the availability of required resources to properly implement the HSSE plans and requirements ▪ Provides HSSE reporting requirements as relevant ▪ Provides HSSE training requirements as relevant ▪ Undertake HSSE inspection and monitoring requirements as relevant (as identified in Section 9) ▪ Organize and participates in HSSE meetings ▪ Reports on HSSE incidents and grievances ▪ Ensure that all subcontractors nominate sufficient HSE officers for the overall implementation of HSSE plans and requirements as applicable. The HSE Manager should be supported by a number of (depending on number of workers present onsite (please refer to the QHSE Employer Requirements herein after 'QHSE ER') full-time and suitably qualified onsite HSE Officers. All key E&S staff identified above shall be fluent in English. In addition, the HSE Officers and Social Specialist shall be team members who can fluently speak the EPC Contractor's workforce native language. Finally, the EPC Contractor shall deploy a doctor, a nurse and an ambulance onsite to manage potential medical emergencies prior to commencement of any works onsite, as per QHSE ER.

TABLE 4-4: ROLES AND RESPONSIBILITIES OF THE HSE MANAGER

Health, Safety, Environmental (HSE) Manager
The HSE Manager is responsible for the on-site implementation of the ESMP (or relevant sections of the ESMP). The HSE Manager must be suitably qualified to perform the necessary tasks and is appointed at a level such that he / she can interact effectively with other site Contractors, labourers, the developer's and external HSE consultant and the public. Responsibilities include: ▪ Be on site throughout the duration of the Project and be dedicated to the Project. ▪ Ensure all their staff are aware of the environmental requirements, conditions and constraints with respect to all of their activities on site. ▪ Implementing the environmental conditions, guidelines and requirements as stipulated within the EPA / REA approval, ESMP and Method Statements. ▪ Attend the Site Meeting. ▪ Undertaking corrective actions where non-compliances are registered within the stipulated timeframes. ▪ Report back formally on the completion of corrective actions. ▪ Assist the external HSE consultant in maintaining all the site documentation. ▪ Prepare the site inspection reports and corrective action reports for submission to the external HSE consultant. ▪ Assist the external HSE consultant with preparing of the monthly report. ▪ Where more than one Contractor is undertaking work on site, each company appointed as a Contractor will appoint a contractor's HSE officer representing that company.

TABLE 4-5: ROLES AND RESPONSIBILITIES OF THE SOCIAL MANAGER

Social Manager
The social manager's team consists of a social specialist and CLO and is responsible for all interaction between the Project team and local communities / stakeholders. This will include but not limited to: ▪ Undertake community as well as other stakeholder engagement activities required in accordance with the Stakeholder Engagement Plan (SEP). this will also include documentation of all such activities ▪ Implementation of grievance mechanism including managing of grievances, communication with grievers and maintaining a complaints hotline ▪ Reporting and following up on issues raised by stakeholders or members of the community

TABLE 4-6: ROLES AND RESPONSIBILITIES OF THE O&M MANAGER

O&M Manager
Role The O&M Manager is the entity responsible for the day-to-day operation and management of the Project once it becomes operational. The O&M Manager appoints the HSE Manager and has overall responsibility for ensuring that all operational activities adhere to the mitigation, monitoring, and management measures defined in the ESMP. Responsibilities ▪ Ensure that all Project activities are conducted safely, efficiently, and in compliance with the approved ESMP, national legislation and lender requirements. ▪ Supervise contractors and staff. ▪ Regular reporting to the Project Company. ▪ Support ongoing stakeholder engagement and ensure that grievance mechanisms remain accessible and effective. ▪ Ensure that emergency preparedness and response procedures are in place, maintained, and tested regularly.

4.2 Training and Environmental and Social Awareness

All persons who work or visit the work front or the support facilities will be required to undergo induction. Different induction programmes will be developed for managers, employees, contractors, and visitors. This section includes an E&S Awareness Plan for the Project. The Plan describes how employees will be informed of E&S risks, which may result from their work, the way risk will be dealt with to avoid pollution or degradation of the environment and the training required for general E&S awareness and the handling of emergency situations and remediation measures for such emergencies.

All Contractors that conduct work on behalf of the Project Company are bound by the content of the ESMP and a contractual condition to this effect will be included in all such contracts. The accountability for ensuring compliance with the ESMP will remain with the Project Company.

The purpose of the E&S Awareness Plan is to ensure that all personnel and management understand the general E&S requirements of the site. In addition, greater E&S awareness will be communicated to personnel involved in specific activities, which can have a significant impact on the environment and ensures that they are competent to carry out their tasks based on appropriate education, training and/or

experience. The E&S Awareness Plan will enable the Project Company to achieve the objectives of the ESMP.

The following training and environmental awareness training is for staff employed for the Project activities.

4.2.1 Identifying Training Needs

Roles and responsibilities will be clearly outlined through the recruitment process. The interview and selection process will be used to ensure candidates are competent to fulfil the role requirements. HSE training will be provided to all staff on induction, which will include training that covers HSE requirements / obligations defined in ESMP. For any technical / skill-based roles or activities associated with significant risk, additional and/or specific training needs may be required. The Project Company and/or the Contractor will implement a systematic process to:

- Identify all personnel who have the potential to be exposed to significant E&S risks in the tasks and activities that fall within their job specifications; and
- Identify the required competencies, qualifications, licenses, and certificates required.

4.2.2 Delivery of Training

Training will be a combination of both formal and informal training (e.g., technical skills training), along with on-the-job coaching and mentoring, which also focuses on developing the right behaviours as well as the use of toolbox talks for daily refreshers and training delivered in a language relevant to workers.

For formal training programmes, skill assessments will be undertaken to determine the level of understanding, desired competency, and readiness to undertake the task (more than just attendance is required). Content will be directly relevant to the target audience.

Training will be delivered with an understanding of the attendees and their current level of understanding, knowledge, and experience (e.g., appropriate terminology and taking account of language requirements).

Trainers will be up to date with current best practice and legal requirements and hold the relevant qualifications / certificates (such as first aid and firefighting).

All personnel and communities will receive the required training before being expected to start work or exposed to occupational risks.

4.2.3 Record Keeping

Training records for all employees will be maintained as proof of competency achieved (not only attendance) and to measure performance and monitor the need for refresher training. This includes records of attendance and tests for internal training (e.g., induction, standard operating procedure (SOP) training, etc.), as well as certificates related to external training (e.g., first aid, crane operators, electrical contractors, etc.). For the interests of continuous improvement, feedback will be sought from the trainees following participation.

4.3 Communication

The Project Company must integrate the commitments made in the ESMP through all the levels of the business. The relevant ESMP commitments and the ESMS information must be communicated both internally and externally.

4.3.1 Internal Communication

The ESMP commitments and the related E&S Policy will be communicated to all Project staff, and the E&S Policy will be prominently displayed at the work site and offices.

The Project Company and the EPC Contractor are responsible to ensure all employees and external parties working for the Project are aware of their duties.

The EPC Contractor (TBD) / HSE Manager are required to communicate to all personnel the Project's E&S commitments and how this ESMP is being implemented, and to communicate all relevant Project staff their responsibilities in relation to each specific Management Plan.

The ESMS team must have weekly meetings during the construction phase of the Project to discuss E&S performance, monitoring activities, incidents and responses.

Other relevant policies, environmental documents and procedures may be communicated through:

- Induction training focussing on environmental matters;
- Ongoing training and toolbox discussions regarding environmental and social performance as well as best practices;
- Details displayed on the environmental notice boards at the site office, which include specific personnel and their environmental duties, audit schedules and summaries of findings, descriptions of any incidents, investigations, and corrective measures, etc. and
- Memorandums addressing deviations and non-conformities, highlighting lessons learned.

Employees and subcontractors will also be encouraged to provide feedback on the ESMS and report any environmental and social deviation or incident to senior management through:

- Direct communication with the E&S staff (face-to-face, phone or email);
- Employees suggestion/grievance boxes; and
- Incident/deviation/non-conformance forms.

All personnel must report any potentially unsafe practices or conditions, as well as any possible deviations or non-conformances, to their supervisor or any member of the ESMS team. Contact information for key staff will be displayed on notice boards at the Project site. The SLIP contains the grievance mechanisms developed for the Project.

4.3.2 External Communication

The Project Company will maintain a formal procedure for communications with the regulatory authorities and communities. The HSE Manager is responsible for the communication of the E&S issues to and from regulatory authorities, whenever required.

Meetings will be held, as required, between the Project Company and the regulatory authorities and community representatives to review E&S performance, areas of concern and emerging issues. Dealings will be inclusive, transparent, and stakeholders will have access to personnel and information to address concerns raised.

The Project Developer has developed a WGM for the Project (refer to Appendix K of the SLIP). The WGM applies to all requests and complaints that might arise from any worker (AMEA Power Aysha 1 Wind Project employees, EPC Contractor, subcontractors) considering themselves affected by the Project. A LCGM and complaints register has also been developed for the Project (refer to Appendix K of the SLIP).

The GM's serves to receive and facilitate the resolution of the affected communities' concerns and grievances about the client's E&S performance. The GM's will:

- Be scaled to the risks and adverse impacts of the Project and have affected communities as its primary use;
- Seek to resolve concerns promptly, using an understandable and transparent consultative process that is culturally appropriate and readily accessible, and at no cost and without retribution to the party that originated the issue or concern; and not impede access to judicial or administrative remedies; and
- Not impede access to judicial or administrative remedies.

The Project Company will inform interested and affected parties about the mechanism during the stakeholder engagement process. The GM's will also include detailed procedures around recording, tracking, and closing out of grievances received. All subcontractors are responsible for adhering to and implementing the Project Company external GM's.

5 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

This section discusses the management measures to be taken with regards to controlling the risks and potential impacts which could occur during the construction, operation and decommissioning phases of the Project. It also indicates who is responsible for taking the management actions.

5.1 Legal and Permits Register

LEGAL AND PERMITS REGISTERS	
Objective	The Project Company will have the relevant permits and licences in place to ensure compliance with regulatory requirements.
Responsibility	Project Company
Spatial Applicability	Project site
Phase	Pre-construction, construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. The Constitution of FDRE, 1995 Environmental Pollution Control Proclamation No. 3002002. Lender requirements: IFC PS 1, PS 3, Sustainable Development Goals, Equator Principles and AfDB E&S OS1 and E&S OS 3.
Required Action / Planning	The design and planning of the site will ensure all environmental constraints, as committed to in the ESIA are managed. Specifically, the basis of design must take the projected increase in mean annual temperature and extreme heat into consideration when selecting the preferred conductors. The design and planning of the site will ensure all environmental constraints, as committed to in the ESIA are managed. Specifically: Ensure that infrastructure is sufficiently setback from existing infrastructure. Ensure that detailed design avoids placing any of the Project components (turbines, roads, buildings, etc.) within the rocky outcrop areas that have been delineated and are located in the most northern parts of the Project site. Minimise the presence of the ancillary structures on-site Conduct ongoing engagement, consultation, and communication with impacted groups from the beginning of Project development and throughout its duration, involving clan leaders, local government officials, local communities, and residents on-site (during their arrival to the Project area). This must particularly encompass: Engaging with and seeking the support (Patronage) of the “Ugaz” of Issa Clan; Sustaining momentum with local officials and clan leaders; Maintaining steady communication and engagement with the pastoralist community, including on-site residents and others. Design and planning will ensure that the Project components are located outside of any cultural or heritage sites and that a 50 m buffer is placed around all these sites identified.

LEGAL AND PERMITS REGISTERS	
	The Holy Ritual Site and Sitti cultural heritage site, Las Harad, are located outside the Project site. However, detailed design must ensure access to the Project site avoids these areas specifically and avoids any disturbances to these sites. Access to these sites by local communities must be maintained. The Project area is located within Zone 4 of the Seismic Hazard assessment. Therefore, it is necessary to ensure that the detailed design considers the appropriate seismic resistance loads for Zone 4 as required by the Seismic Hazard assessment for Ethiopia. Ensure detailed design considers the requirements of the flood risk assessment to include: Maintaining a buffer zone from the river drainage system located west of the Project site or if not possible include flood protection measures as part of design work; and Include as part of design for Project components onsite drainage works for surface rainfall and targeted expansion of natural surface drainage channels. Establish formal communication with the Ethiopian Railway Corporation for the following at a minimum: ▪ Obtain no-objection on layout of turbines and various Project components; ▪ Determine if any specific requirements need to be considered with regard to the railway infrastructure onsite (e.g. setback distance from such elements); ▪ Approval for transportation activities over the railway (if required); and ▪ Implementation of appropriate safety measures for railways crossings which could include warning signage at both sides of crossing (if applicable). ▪ Detailed design must take into account the following: ▪ The route of the telecommunication fibre cable will be avoided as part of the design; ▪ A 100 m buffer distance will be considered from the Line-of-Sight connections of the broadcasting towers in the area to ensure no distribution to the Fresnel Zone of these connections. ▪ Establish formal communication with the Ethiopian Civil Aviation Authority and the Ethiopian National Defence Force/Ethiopian Air Force to obtain a non-objection letter on the Project development and layout of turbines and various Project components. Generally, conditions are included in such permits which must be complied and which could include the installation of aviation lights at the nacelles of the turbines, painting red stripes at the tip of the blades and others. ▪ All relevant permits and licences must be obtained (or amended, where relevant) prior to initiating any construction activities and ensure the associated conditions are always implemented. Specifically, an EIA will be approved by EPA /REA. ▪ All authorisations, licences and permits will be valid and will be filed in the Site Environmental File and available either in hard copy or electronically. To allow the mitigation measures in the ESIA and SLIP to be implemented, task-specific method statements / management plans must be developed for each set of tasks. A Method Statement details how and when a process will be carried out, detailing possible risks, and the methods of control required. Method statements can include: Type of construction activity; Timing and location of the activity;

LEGAL AND PERMITS REGISTERS	
	Construction procedures; Materials and equipment to be used; Transportation of the equipment to / from site; How equipment / material will be moved while on site; Location and extent of construction site office and storage areas; Identification of impacts that might result from the construction activity (based on the outcomes of a risk assessment); Methodology and/or specifications for impact prevention / containment; Methodology for environmental monitoring; Emergency / disaster incident and reaction procedures (required to be demonstrated); and Construction procedures and continued maintenance of the impacted environment. As a minimum, the following method statements / management plans must be generated: ▪ Site Mobilisation Management Plan ▪ Occupational, Health and Safety Management Plan ▪ Emergency Preparedness and Response Plan ▪ Hazardous Material Management Plan ▪ Community Health and Safety Management Plan ▪ Traffic and Transportation Management Plan ▪ Training Management Plan ▪ Fire Safety Management Plan ▪ Noise Management Plan ▪ Air Quality and Dust Management Plan ▪ Soil and Groundwater Management Plan ▪ Water Management Plan ▪ Waste and Wastewater Management Plan ▪ Biodiversity Management Plan ▪ Labour and Working Conditions Management Plan ▪ Gender Equality Plan ▪ Gender-based Violence and Harassment Management Plan ▪ Accommodation Management Plan ▪ Employment and Procurement Management Plan ▪ Workers Demobilisation Management Plan ▪ Archaeological Chance Find and Cultural Heritage Procedure ▪ Security Management Plan ▪ Stakeholder Engagement Plan ▪ Livelihood Restoration Plan ▪ Decommissioning Management Plan

LEGAL AND PERMITS REGISTERS	
	The Contractor will be accountable for all actions taken in non-compliance of the approved method statements. The Contractor will keep all the method statements and subsequent revisions on file, copies of which will be distributed to all relevant personnel for implementation
Monitoring Requirements	Once off before construction phase / activity commencing.
Reporting Requirements	Once off

5.2 Site Mobilisation Management Plan

SITE MOBILISATION MANAGEMENT PLAN	
Objective	Ensures that all activities undertaken during the mobilisation phase are planned, controlled, and implemented in a manner that prevents or minimises environmental and social impacts, protects the health and safety of workers and communities.
Responsibility	EPC Contractor / HSE Manager
Spatial Applicability	Project site
Phase	Construction
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Environmental Pollution Control Proclamation No. 3002002. Lender requirements: IFC PS 1, 2, 3 and 4, Equator Principles and AfDB E&S OS1, 2, 3 and 4.
Required Action / Planning	Define the sequence and schedule for contractor mobilisation, site access, and establishment of temporary facilities. Implement measures for pollution prevention, waste management, worker safety, land access, and community protection. Set out controls for vegetation clearing, soil protection, erosion and sediment control, dust and noise suppression, and spill prevention. Establish traffic and transport management measures for the movement of personnel, materials, and heavy equipment. Specify health, safety, and emergency response arrangements for the mobilisation phase. Require proper waste handling, including segregation, storage, and removal from site in accordance with national and regional rules. Define protocols for community engagement, grievance management, and compliance with land access agreements.

SITE MOBILISATION MANAGEMENT PLAN	
Monitoring Requirements	Weekly visual inspections
Reporting Requirements	Quarterly audit

5.3 Occupational, Health and Safety Management Plan

OCCUPATIONAL, HEALTH AND SAFETY MANAGEMENT PLAN	
Objective	To ensure a healthy and safe environment for neighboring communities and workers.
Responsibility	EPC Contractor / HSE Manager (Construction) O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 1993. ▪ Occupational Safety and Health Directive, 2007. ▪ Lender requirements: ▪ IFC PS 2 and PS 4, WBG EHS General Guidelines, ILO Conventions, Equator Principles and AfDB E&S OS2 and E&S OS4.
Required Action / Planning	<u>Construction Phase:</u> The appointed EPC Contractor(s) will prepare and implement an Occupational Health and Safety (OHS) Management Plan, which ensures the health and safety of all personnel. The Plan will be in line with existing systems put in place by the Project Developer, as well as the requirements of national labour laws. The Health and Safety aspects will focus particularly on Construction risk, working at height risks and electrocutions and other such exposures. It will include the following: ▪ Eliminate or reduce the requirement to work at height by assembling the structure and carrying out ancillary work at ground level before lifting the complete structure into position if feasible and cost effective. ▪ Use work equipment or other methods to prevent a fall if working at height cannot be eliminated. ▪ Make use of collective protection systems such as edge protection or guardrails before resorting to individual fall arrest equipment. Safety nets or airbags can also be used to minimise consequences of a fall should it occur.

	▪ The working-at-height systems fitted need to be appropriate to the structures and built to the appropriate standards. ▪ Exclusion zones will be established and maintained underneath the working at height activities to protect workers from falling objects. ▪ Ensure that workers are trained and competent in the use of all working at height and rescue systems in place. ▪ Workers must be provided with a suitable work-positioning device and the connectors on the positioning systems must be compatible with the tower components to which they are attached. ▪ Hoisting equipment must be properly rated and maintained and hoist operators must be properly trained. ▪ Make use of an approved toolbag for raising and lowering tools or materials to workers on the elevated structures. ▪ Avoid conducting tower installation or maintenance work during poor weather conditions and especially where there is a risk of lightning strikes. ▪ Put an emergency rescue plan in place detailing methods to use rescue operatives should they become stranded or incapacitated while at height. ▪ Ensure adequate first aid services are available onsite at all times ▪ Suitable communication equipment must be made available to workers. ▪ Ensure that all necessary safety equipment is available in the location. ▪ Ensure a local emergency plan is in place. ▪ All lifting equipment must be suitable, capable of supporting the load, in good condition and in receipt of any statutory inspections required. ▪ Ensure all supervisors, equipment operators and slingers are trained and competent in the lifting equipment and intended lifting techniques. ▪ Weather conditions must be favourable when lifting large loads. ▪ All lifting equipment must be operated within safe operating parameters. ▪ Daily tool box talk and periodic trainings should be undertaken as applicable for all OHS risks ▪ Health and safety materials (appropriate posters) used at the Project site will be displayed in public places. ▪ The following existing management systems must be implemented for the Project: ▪ Ensure that the Responsible Sourcing Policy of the Project Developer is communicated to all suppliers and contractors in the supply chain, who are expected to comply with the host country legislation and international standards. ▪ The Supplier Code of Conduct, which prohibits corruption, bribery and conflicts of interest, prevents forced and child labour, modern slavery, and harassment, and promotes freedom of association and collective bargaining, non-discrimination and equal opportunity, fair working conditions, occupational health and safety, and security assurance must be communicated to all suppliers who must comply with the code of conducts. ▪ As per the requirements of the Supply Chain Risk Management Framework, all suppliers must provide the Project Developer with their polices, Code of Conduct, and complete the Supplier Screening Questionnaire, which

	assesses suppliers for supply chain management, provisions against child and forced labour, labour practices and working conditions, grievance management, and Gender-Based Violence and Harassment. ▪ The Reputational Risk Reviews for potential suppliers must be implemented on-site. ▪ Any employment contracts / terms of employment will include a Code of Conduct that stipulates how Project employees / contractors / service providers are expected to behave both on site and within local communities. This will include suitable disciplinary measures should the Code of Conduct be breached, consistent with labour law requirements. The Code of Conduct will promote awareness activities among workers about water-related, hygiene-related and sexually transmitted diseases, especially HIV/AIDS and the associated code of conduct. ▪ All construction camps, laydown areas and work sites will be made secure with fencing, signage, access control and security. ▪ Protect / fence open foundation excavations to safeguard unsuspecting people and animals from possible injury. All foundations will be backfilled, stabilised through compaction, and capped with concrete at ground level. ▪ Prepare an Occupational Health and Safety Plan that emphasizes the measures that will be undertaken for protection of excavation pits and which will include the following: ▪ Install proper protection, hard barricades around excavations to include concrete hard barricades along with red and yellow barricade tapes; ▪ Ensure inspections are conducted to ensure safety of such barricades; ▪ Ensure clear and proper safety signage with pictorial information as well is installed at all excavation areas in both Somali and English languages; and ▪ Undertake regular consultations/discussions with pastoralists who could be present within the area to inform them on key risks. ▪ Secure all hazardous materials storage containers and label them with the contents and associated hazards. ▪ Erect adequate signage to ensure safety and maintain access control to construction sites. ▪ Promote awareness activities among local communities (particularly children) regarding the construction risks. ▪ The policies and plans of the appointed EPC contractor will align with the Project Developer's policies and plans. ▪ Dust and emission control measures will be implemented (see section **Error! Reference source not found.**). ▪ Pollution prevention measures will be implemented (see sections **Error! Reference source not found.** and **Error! Reference source not found.**). ▪ Existing training programmes must be updated (if required) to include awareness raising for employees (and contractors) on maintaining hydration and identifying the early signs of heat stroke/dehydration. ▪ Provide employees with appropriate Personal Protective Equipment (PPE) to reduce sun exposure and risk of heat stroke / dehydration.

OCCUPATIONAL, HEALTH AND SAFETY MANAGEMENT PLAN	
	▪ On very hot days (i.e., >30°C), work will be rescheduled to cooler parts of the day, employees will be provided with more frequent rest breaks, and/or employees will be provided with shaded rest areas. Operational Phase: ▪ Restrict public access of unauthorised personnel to the various Project components. ▪ Evaluate potential exposure to the public against the reference levels developed by the International Commission on Non-Ionizing Radiation Protection (ICNIRP). Average and peak exposure levels must remain below the ICNIRP recommendation for General Public Exposure. If Electromagnetic Field (EMF) levels are confirmed or expected to exceed the recommended exposure limits, application of engineering techniques must be considered to reduce the EMF produced by the Overhead Transmission Line (OHTL). ▪ Posters and warning signs in Somali and English regarding the dangers of the infrastructure and associated risks are required. ▪ Blade throw risk management will include the following: ▪ Establish a setback distance between the turbines and access locations. A minimum setback distance is 1.5 x turbine height or the minimum setback distance required to meet the noise and shadow flicker limits. A safety buffer of 352.5 m radius (corresponding to an area of approximately 390,140 m²) will be maintained throughout operation to restrict the placement of shelters and temporary housing. ▪ Lightning protection systems must be properly installed and maintained. ▪ Undertake blade inspections and repair defects that could affect blade integrity. ▪ Equip wind turbines with vibration sensors that shut down the turbine if any imbalance in the rotor blade is detected. ▪ The Project Developer will prepare and implement an OHS Management Plan, which ensures the health and safety of all personnel. The Plan will be in line with existing systems established by the Project Developer, as well as the requirements of national labour laws. The Health and Safety aspects will focus particularly on Operational risk, working at height risks, electrocutions and other such exposures. ▪ Provide a grievance procedure to allow migrant pastoralists to submit any complaints and addressing the grievances. ▪ Assist with the selection of alternative suitable camp sites where shadow flicker effects are reduced.
Monitoring Requirements	Daily inspections.
Reporting Requirements	Quarterly audit

5.4 Emergency Preparedness and Response Plan

EMERGENCY PREPAREDNESS AND RESPONSE PLAN	
Objective	To provide a structured, documented framework to protect personnel, the public, the environment, and physical assets in the event of an emergency. It ensures the company can respond quickly and effectively to minimize harm and resume normal operations as soon as possible.
Responsibility	▪ EPC Contractor / HSE Manager (Construction) ▪ O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 1993. ▪ Occupational Safety and Health Directive, 2007. ▪ Lender requirements: ▪ IFC PS 2 and PS 4, WBG EHS General Guidelines, ILO Conventions, Equator Principles and AfDB E&S OS2 and E&S OS4.
Required Action / Planning	Refer to the EPRP developed for the Project in **Error! Reference source not found.**.
Monitoring Requirements	Daily inspections
Reporting Requirements	Quarterly audit

5.5 Hazardous Material Management Plan

HAZARDOUS MATERIALS MANAGEMENT PLAN	
Objective	To prevent pollution and accidental spillages of hazardous materials to soil and water.
Responsibility	▪ EPC Contractor / HSE Manager (Construction) ▪ O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning

HAZARDOUS MATERIALS MANAGEMENT PLAN	
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Solid Waste Management and Disposal Proclamation No.1383/ 2025 ▪ Hazardous waste management and disposal control Proclamation No. 1090/2018. ▪ Occupational Safety and Health Directive (2007) ▪ EIA Proclamation ▪ Lender requirements: ▪ IFC PS 3, Equator Principles, WBG EHS General Guidelines and AfDB E&S OS 3.
Required Action / Planning	▪ Ensure the disposal of hazardous waste in a dedicated enclosed area. ▪ All hazardous materials will be stored and handled to accepted legal standards as documented in a Hazardous Materials Method Statement that should be developed by the EPC Contractor and O&M Contractor . ▪ The level of risk will be established through an ongoing assessment process based on the types and amounts of hazardous materials present for the Project. This information will be recorded and will include a summary table with the quantities and characteristics of the material stores. ▪ Material Safety Data Sheets (MSDSs) will be clearly displayed for all hazardous materials. ▪ Containers and tanks will be clearly marked in English but supplemented with Somali, Amharic, Oromo or the local regional language for worker-facing instructions to indicate contents, quantities and safety requirements, and all containment will be in a bunded area ▪ The use and storage of hazardous substances will be minimised and non-hazardous and non-toxic alternatives substituted where possible. ▪ No unauthorized access to the hazardous substances' storage areas will be permitted. ▪ No smoking will be allowed within the vicinity of the hazardous storage areas. ▪ Adequate fire-fighting equipment will be made available at all hazardous storage areas. ▪ An appropriately sized spill kit will be kept on-site relevant to the scale of the activity/s involving the use of hazardous substances and will always be available. ▪ An appropriate number of spill kits will be available and will be located in all areas where activities are being undertaken. ▪ Coordinate with EPA and hire a private contractor for the collection of hazardous waste from the site to the approved hazardous waste disposal facilities.

HAZARDOUS MATERIALS MANAGEMENT PLAN	
	▪ All employees working with Hazardous Substances will be trained in the safe use of the substance and according to the safety data sheet. ▪ Employees handling hazardous substances / materials will be aware of the potential impacts and follow appropriate safety measures. Appropriate personal protective equipment will be made available. ▪ The responsible operator will have the required training to make use of the spill kit in emergency situations. ▪ Hazardous material stores and refuelling sites will be located away from sensitive environments. ▪ The bulk storage tanks at the Construction Camps will be above ground storage tanks and will be demarcated with danger / safety tape. No underground tanks are permitted. ▪ Storage tanks and components will meet industry standards for structural design integrity and operational performance to avoid catastrophic failures during normal operation and during exposure to natural hazards and to prevent fires and explosions: ▪ Any tanks will be installed within a well-ventilated area. ▪ Storage tanks will have appropriate secondary containment including procedures for the management of containment systems. The bund will be sized to contain 110% of the liquid inventory. ▪ Hazardous material signs will be displayed in English but supplemented with Somali, Amharic or Oromo at the point of storage and use. ▪ Fire prevention facilities will be present at all hazardous storage facilities / refueling sites. ▪ No refueling, servicing or chemical storage will occur outside the established construction camps. ▪ Drip-trays will be placed beneath standing machinery / plant. ▪ Vehicle and plant servicing will only be undertaken in formal workshops, or areas with facilities to contain potential spillages and contaminated water. ▪ Emergency repairs to vehicles on Site, will make use of necessary precautions to prevent spillages of hydrocarbons. ▪ A formal Spill Prevention and Control Plan will be developed and implemented to address any spillages. ▪ Cement / concrete batching will be done on an impervious surface such as wooden shutter boards or heavy-duty sail. No batching activities will occur directly on the ground. ▪ No tracking of wet concrete is allowed. ▪ Wet concrete will be cleared from site daily. ▪ Only dry concrete will be stockpiled directly on the ground. ▪ Empty cement bags will be secured with adequate binding material if these will be temporarily stored on site. ▪ Washing of plant or equipment on site is prohibited. Where required, this will be done at an approved wash bay only. ▪ Camps and maintenance yards will develop a formal Spill Prevention and Control Plan that addresses significant scenarios and magnitude of releases. The plan will be supported by the necessary resources and

HAZARDOUS MATERIALS MANAGEMENT PLAN	
	training. Spill response equipment will be conveniently available to address all types of spills, including small spills. ▪ Spillages of fuels, oils and other potentially harmful chemicals will be cleaned up immediately and contaminants properly disposed of using appropriate spill kits. Any contaminated soil from the site will be removed and rehabilitated or disposed of appropriately at the nearest hazardous waste disposal site. ▪ Ensure that a minimum of 1,000 litres of general-purpose spill absorbent is available at hazardous material storage facility. Appropriate absorbents include zeolite, clay, peat and other products manufactured for this purpose. ▪ Accidental spills and leakages will be managed through implementation of the Emergency Preparedness and Response Management Plan (**Error! Reference source not found.**).
Monitoring Requirements	▪ Weekly inspections. ▪ Record total quantities stored against regulatory limits.
Reporting Requirements	▪ Quarterly audit. ▪ Annual reporting on hazardous waste storage and quantities.

5.6 Community Health and Safety and Worker Influx Management Plan

COMMUNITY HEALTH AND SAFETY AND WORKER INFLUX MANAGEMENT PLAN	
Objective	To ensure a healthy and safe environment for neighboring communities and limit the impacts associated with inward migration.
Responsibility	EPC Contractor / Social Manager
Spatial Applicability	Project site
Phase	Construction
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Labour Proclamation 377/2003 &156/2019. ▪ Right to Employment of Persons with Disability Proclamation (No. 568 of 2008). ▪ Prevention and Suppression of Trafficking in Persons and Smuggling of Migrants Proclamation (No. 909 of 2015). ▪ Environmental Pollution Control Proclamation No. 3002002. Lender requirements:

COMMUNITY HEALTH AND SAFETY AND WORKER INFLUX MANAGEMENT PLAN	
	▪ IFC PS 1, PS 3, PS 5, PS 7, Equator Principles and AfDB E&S OS1, E&S OS 3, AfDB E&S OS5 an AfDB E&S OS7. ▪ IFC PS 2, WBG EHS General Guidelines and AfDB E&S OS2.
Required Action / Planning	During construction, the site will not be fenced. However, construction safety zones will be established to restrict access for community members during active construction works. The safety zone boundaries will extend over: o A radius of 150-200 meters around key infrastructure and machinery operations. o A buffer of 5 meters on each side of roads and traffic areas. o A radius of approximately 15 meters around small-scale machinery and general construction activities. ▪ People will not be allowed to graze or place their shelters in these construction safety areas. These safety distance will be communicated to people through local administration or through available clan management structures ahead of the start of construction activities and will be monitored by the HSE Manager throughout construction ▪ The appointed EPC Contractor will develop a Community Health and Safety Management Plan with the following elements: o Location of sources of materials; o Disposal area of construction debris; o Measures for avoiding the occurrence of incidents and injuries to members of the public associated with the operation of the moving equipment. Such interventions will be aimed at improving the existing health status of the local communities. These can be in the form of negotiated commitments made by the EPC Contractor, as well as voluntary contributions that must extend health benefits and promote sustainability. ▪ To optimise skills and knowledge transfer to the community, the following actions will be taken: o Cast technical, work-related safety measures within broader safety principles in the health and safety training workshops. o Include community representatives in health and safety workshops. o Encourage employees to transfer health and safety measures acquired at the training to their everyday lives. o Run health and safety workshops in schools and with women's groups. ▪ In order to minimise any disruptions caused by the Project, the following measures will be ensured during construction: o The construction site will remain unfenced to avoid unnecessary restriction of movement or access. Grazing and seasonal settlement (whom move into the area between April-October) activities will continue to be permitted within the lease area. o Construction activities will be adjusted where possible to avoid temporary shelters and temporary housing units. o Existing routes will be prioritised where possible to reduce the destruction of grass. If this is not possible the Project will rehabilitate the

COMMUNITY HEALTH AND SAFETY AND WORKER INFLUX MANAGEMENT PLAN	
	land by revegetating the areas where grass quantity or quality has been affected by construction activities. ▪ Once detailed design is completed it should identify the overlap with number of mobile huts, as well as temporary and permanent structures in the project Site along with a detailed map. Provide mitigation measures and compensation measures if there is need. This should be very clear ▪ Where temporary or mobile huts are identified within the planned construction safety zones, the Project will make an effort to modify the route of machinery or placements of activities where possible to reduce disruption. If this is not possible, residents may be requested to relocate their structure a short distance away to ensure their safety. The households required to move their belongings will be eligible for Project assistance in doing so through the Livelihood Restoration Plan (LRP) (section **Error! Reference source not found.**) which will include a relocation procedure for these households.No 'at-the-gate' recruitment will be permitted at the construction camp, active works sites or any ancillary sites. Recruitment will be undertaken only at centralised recruitment office. ▪ The Policies will be disclosed to local communities together with the precise number of new job opportunities and the focus on local recruits will be made public together with the required skills and qualifications. The duration of temporary work will be clearly indicated, and the relevant employees / Contractors provided with regular reminders and revisions throughout the temporary period. ▪ Good communication with all job seekers will be maintained throughout the recruitment process. The process will be seen and understood to be fair and impartial by all involved. The personnel in charge of resolving recruitment and procurement concerns will be clearly identified and accessible to potential applicants. Provide clear expectations in all platforms of communication of the number of jobs available and in what categories or fields of the Project. This would allow a clear indication of what types of jobs would be available (skilled versus unskilled). ▪ Address any grievances that arise pertaining to shadow flicker effects and provide relocation assistance where required.
Monitoring Requirements	Weekly inspections. Report on number of workers on site.
Reporting Requirements	Monthly

5.7 Traffic and Transportation Management Plan

TRAFFIC AND TRANSPORTATION MANAGEMENT PLAN	
Objective	To ensure that all Project-related transport activities are planned, managed, and monitored to minimise traffic safety risks, reduce disruptions to local communities, and prevent damage to public and private infrastructure,

TRAFFIC AND TRANSPORTATION MANAGEMENT PLAN	
Responsibility	EPC Contractor / HSE Manager
Spatial Applicability	Project site
Phase	Construction
Guiding Legislation and Reference	Local legislation: ▪ Ministry of Transport Proclamation No.1097/2018 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. Lender requirements: ▪ WBG EHS General Guidelines, IFC PS 1, PS 3, Sustainable Development Goals, Equator Principles and AfDB E&S OS1 and E&S OS 3.
Required Action / Planning	▪ Develop a Traffic and Transport Plan before commencement of any transportation activities to ensure that the transportation process is properly and adequately managed and does not pose a risk of damage to the existing roads, highways, or overpasses whilst ensuring public safety: – The Plan must analyse and study the entire route for transportation of the Project components from the port to the Project site. This should also include abnormal loads that will require a detailed route survey and road upgrade where roads are in poor conditions. – The assessment must consider worst-case scenarios for the transportation of Project components for blade lengths, tower sections, etc. – The study must investigate any constraints which need to be considered along the highways leading to the Project site, such as bridges, overhead utility cables, slants in roads, etc. and identify accommodations which need to be taken into account (bypasses, adjustments to roads, etc.) . – Undertake survey for road conditions prior to commencement of any transportation activities to determine the state of the roads. Reinstatement measures should be identified should road damage occur due to transportation of abnormal loads or any project related activity to reinstate roads to their original conditions. – Include a material sourcing measures as part of the plan
Monitoring Requirements	Monthly inspections.
Reporting Requirements	Quarterly audit

5.8 Training Management Plan

TRAINING MANAGEMENT PLAN	
Objective	Environmental impacts during construction are minimised due to general awareness and understanding of environmental requirements.
Responsibility	EPC Contractor / HSE Manager (Construction) O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	▪ Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Lender requirements: ▪ IFC PS 1, PS 3, Equator Principles and AfDB E&S OS1 and E&S OS 3.
Required Action / Planning	▪ The Project Company will ensure that this ESMP forms part of any contractual agreements with a Contractor(s) and sub-contractors for the execution of the Project. ▪ The Contractor(s) will sign the ESMP acknowledging the contents. ▪ The Contractor(s) will make adequate financial provision in their budgets for the implementation of the ESMP and all other relevant licences and permits as well as any other Ethiopian legislative requirements. ▪ All Project staff will be trained on the contents of the ESMP prior to construction activities commencing: ▪ The EPC Contractor's HSE Officer will undertake the initial environmental induction with the Project management team before the commencement of construction. ▪ All construction staff, including sub-contractors, service providers and suppliers will receive environmental awareness training. Training will be done via weekly Toolbox Talks and records of the training (attendance registers and content notes) will be kept within the Site Environmental File. ▪ Information posters will be erected and maintained at key locations on site. ▪ The EPC's environmental awareness training will be site specific and address all findings raised by auditors. ▪ The Project Company will develop and implement an ESMS incorporating the following elements: (i) policy, (ii) identification of risks and impacts, (iii) management programmes, (iv) organisational capacity and competency, (v) emergency preparedness and response, (vi) stakeholder engagement, and (vii) monitoring and review. Implement the ESMS during construction and throughout the Project operations. ▪ Existing access roads will be utilised, where possible.

TRAINING MANAGEMENT PLAN	
	▪ The number of vehicles and trucks travelling to and from the construction site will be limited where possible.
Monitoring Requirements	Quarterly inspections
Reporting Requirements	Quarterly audit

5.9 Fire Safety Management Plan

FIRE SAFETY MANAGEMENT PLAN	
Objective	To prevent the occurrence of fires and to minimise risks to life, property, infrastructure, and the surrounding environment.
Responsibility	EPC Contractor / HSE Manager (Construction) O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 1993. ▪ Occupational Safety and Health Directive, 2007. Lender requirements: ▪ IFC PS 1, PS 4, WBG EHS General and Wind Energy Guidelines, Equator Principles and AfDB E&S OS1 and E&S OS 4.
Required Action / Planning	▪ Use of fire-resistant materials in turbine nacelles where practicable. ▪ Safe storage and handling of fuels, oils, and lubricants in bunded areas. ▪ Regular inspection and maintenance of electrical systems. ▪ Vegetation management, including firebreaks around turbines, substations, and buildings, and routine grass and brush clearance along access roads.

FIRE SAFETY MANAGEMENT PLAN	
	▪ Fire detection systems (smoke and/or heat sensors) installed in turbine nacelles, substations, and control rooms. ▪ Portable fire extinguishers must be provided. ▪ Clear signage indicating firefighting equipment and emergency procedures. ▪ Site-specific Fire Emergency Response Procedure integrated with the Emergency Preparedness and Response Plan. ▪ Communication and coordination with local fire services. ▪ Emergency contact details displayed at key locations. ▪ Installation of lightning protection systems on turbines.
Monitoring Requirements	Daily inspections.
Reporting Requirements	Quarterly audit

5.10 Noise Management Plan

NOISE MANAGEMENT PLAN	
Objective	To avoid or prevent unnecessary noise to the environment as well as sensitive receptors adjacent to the proposed project
Responsibility	EPC Contractor / HSE Manager (Construction) O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. Lender requirements: ▪ IFC PS 1, PS 3, Equator Principles, WBG EHS General Guidelines and AfDB E&S OS1 and E&S OS 3.
Required Action / Planning	<u>Construction:</u> ▪ Map sensitive receptors in relation to construction active areas. Based on that and should it be required, develop appropriate barriers and timing conditions to ensure noise generation is mitigated . The building of walls or noise barriers around potentially affected residences is not considered

feasible in relatively flat terrain due to the height of turbines. However, maintaining or increasing buffer distances between turbines and sensitive receptors can help reduce community noise exposure, as noise levels decrease with distance, providing an effective passive mitigation.

- Maintain appropriate operational controls (e.g. adhere to repair requirements for all equipment, including vehicles).
- Ensure that for activities associated with high noise levels, workers are equipped with proper Personal Protective Equipment (PPE) to include earmuffs
- Conduct workforce training at all levels (workers, foremen, managers, contractors) on noise awareness. This can be included in site induction courses and should focus on promoting understanding as to why operational controls are in place and should be adhered to.
- Implement a grievance procedure to record and respond to complaints.
- Engage with community on noisy activities and provide warning when possible.
- Develop an environmental noise monitoring programme. At minimum, the monitoring programme should include:
  - The measurement of ambient noise levels (1 hour during the day and 1 hour during night-time) at the existing monitoring points.
  - Quarterly monitoring is recommended during construction to capture seasonal variations in meteorology. If results consistently measure below applicable thresholds, monitoring frequency can be reduced to annually.
  - If residents raise concerns, targeted monitoring should be undertaken in line with noise complaints.
  - Noise monitoring must be conducted with a Class 1 Noise Level Meter.
  - Calibration of the instrument to be done at an accredited laboratory on an annual basis, and additional field calibration prior to measurement.
  - Noise monitoring needs to be done in terms of the requirements of the Ethiopian Standards and IFC EHS.

<u>Operational:</u>

- Maintain appropriate operational controls (e.g. adhere to maintenance requirements for all equipment, including vehicles).
- Implement a grievance procedure to record and respond to complaints.
- Engage with community on noisy activities and provide warning when possible.
- Develop an environmental noise monitoring programme. At minimum, the monitoring programme should include:
  - The measurement of ambient noise levels (1 hour during the day and 1 hour during night-time) at the existing monitoring points.
  - Quarterly monitoring is recommended for the first year of operation to capture seasonal variations in meteorology. If results consistently measure below applicable thresholds, monitoring frequency can be reduced to annually.
  - Residential sites Daga Assah and K'Obe Shet are particularly relevant for monitoring due to predicted cumulative LA90 levels above 35 dB(A).

NOISE MANAGEMENT PLAN	
	○ If residents raise concerns, targeted monitoring should be undertaken in line with noise complaints. ○ Noise monitoring must be conducted with a Class 1 Noise Level Meter. ○ Calibration of the instrument to be done at an accredited laboratory on an annual basis, and additional field calibration prior to measurement. ○ Noise monitoring needs to be done in terms of the requirements of the Ethiopian Standards and IFC EHS. ▪ It is further recommended that noise should be measured over 10-minute LA90 intervals, consistent with Energy Technology Support Unit (ETSU)-R-97 methodology.
Monitoring Requirements	Monthly inspections.
Reporting Requirements	Quarterly audit

5.11 Air Quality and Dust Management Plan

AIR QUALITY AND DUST MANAGEMENT PLAN	
Objective	Mitigate the impacts of air emissions and dust nuisance. Reduce GHG emissions.
Responsibility	EPC Contractor / HSE Manager
Spatial Applicability	Project site
Phase	Construction
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Updated NDC (Updated 2021) ▪ The CRGE Strategy. Lender requirements: ▪ IFC PS 1, PS 3, Equator Principles and AfDB E&S OS1 and E&S OS 3.
Required Action / Planning	▪ Diesel generators will be sized appropriately so that they run at their optimal workload (e.g., 70% to 100% of total load rating). ▪ Diesel generators will be regularly maintained in accordance with the manufacturer's service schedule.

AIR QUALITY AND DUST MANAGEMENT PLAN	
	▪ Construction materials will be sourced as close to the work front as possible to reduce transport distances and carbon emissions. ▪ For the transport of materials and equipment, the vehicle load will be maximised to increase fuel efficiency and reduce emissions. ▪ Truck drivers will receive training on good driving practices to improve fuel economy and reduce carbon emissions. ▪ Dust suppression methods will be applied. These may include: ○ Wet suppression: ▪ On all access roads with water, especially close to sensitive receptors. ▪ Load wet suppression of materials transported by road (i.e., load spraying) or load covering with tarpaulins. ○ Speed control and the institution of traffic calming measures to reduce vehicle entrainment: ▪ A speed limit of 20 km/hr will be set and adhered to for all vehicles travelling over exposed areas or near stockpiles. ▪ A speed limit of 40 km/hr will be set and adhered to for all construction vehicles travelling on public access roads to the site. ○ Emissions by vehicles accessing and travelling on-site will be limited by: ▪ Clear, signposted roads with no off-road driving permitted; ▪ Signposted speed limits on-site and the use of speed humps if necessary, will be used to enforce on-site speed limit; and ▪ Idling of vehicles at the access gate will be prevented. ▪ Purchase/rent/replace electric vehicles or vehicle with newer, fuel-efficient alternative, where applicable. ▪ All vehicles leaving and accessing the site carrying friable or loose material will be properly covered with appropriate material. ▪ Keep vehicles clean and free of dirt. ▪ Measure the Particulate Matter (PM) level in key site activity areas. ▪ Map out sensitive receptors in relation to dust-creating construction, based on that locate dust-creating construction as far as possible (minimum 750m) away from residents, schools that use the same road as the project, schools adjacent to the site, hospitals, etc. ▪ Prohibit activities during high wind. ▪ Develop an inspection and maintenance program for vehicles, machinery and equipment used during construction to avoid unnecessary pollutant emissions. ▪ A Dust Suppression Register / Record as well as a Complaints Register will be kept on site. All complaints received will be investigated as per the Grievance Mechanism (GM) procedures, with remedial action taken communicated to the affected party within 7 days.
Monitoring Requirements	Monitor energy consumption and GHG emissions on an annual basis. Monthly inspections regarding dust nuisance.

AIR QUALITY AND DUST MANAGEMENT PLAN	
Reporting Requirements	Quarterly audit

5.12 Soil and Groundwater Management Plan

SOIL AND GROUNDWATER MANAGEMENT PLAN	
Objective	Prevent soil contamination and the loss of soils and related functionality through physical disturbance, erosion and compaction. Construction related activities are undertaken in a manner which prevent additional impacts to ground water resources.
Responsibility	EPC Contractor / HSE Manager
Spatial Applicability	Project site
Phase	Construction
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Water Resources Policy, 1999. ▪ Hazardous waste management and disposal control Proclamation No. 1090/2018. Lender requirements: ▪ IFC PS 1, PS 3, WBG EHS General Guidelines, Equator Principles and AfDB E&S OS1 and E&S OS 3. ▪ Rural Land Administration and Use Proclamation No. 1324/2024. Lender requirements:
Required Action / Planning	▪ Minimise vegetation clearance and limit the disturbance of soils to the immediate area of works only. ▪ Topsoil stripped from areas where infrastructure will be properly stockpiled and located, will be kept for re-use. ▪ Store topsoil in protected stockpiles in specifically designated areas, protected from compaction and contamination due to other construction activities, for posterior use in the rehabilitation. ▪ Topsoil stripping and stockpiling will be carried out where soils have agricultural or ecological value to support future rehabilitation.

SOIL AND GROUNDWATER MANAGEMENT PLAN	
	▪ Limit the height and slope of material stockpiles to reduce wind entrainment. Stockpiles exceeding 2 m in height are more likely cause dust during windy conditions. ▪ During periods of strong winds and heavy rain, the stockpiles will be covered with appropriate material (e.g., cloth, tarpaulin etc). ▪ No waste material will be placed on the soil stockpiles. ▪ Invasive alien plant species or weeds will regularly be removed from stockpiles. ▪ Implementation of erosion control measures, such as sediment barriers, around stockpile areas. ▪ Progressive rehabilitation of work areas will be undertaken. ▪ Accidental spills and leakages will be managed through the implementation of the Emergency Preparedness and Response Management Plan (**Error! Reference source not found.**). ▪ If soil (whether stockpiled or in its undisturbed natural state) is polluted, the first management priority will be to treat the pollution by means of bioremediation at that location. The acceptability of this option will be verified by an appropriate soil expert, on a case-by-case basis, before it is implemented. If in situ treatment is not possible or acceptable then the polluted soil will be regarded as hazardous waste and disposed of at the hazardous landfill. ▪ A neat construction site will be maintained by removing rubble and waste materials regularly. ▪ Storage / stockpile areas will be positioned in unobtrusive positions in the landscape, where possible. ▪ Sufficient toilet facilities will be provided by the contractor in the construction laydown areas, site offices and at appropriate locations. ▪ Mobile chemical toilets will be installed on-site if no other ablution facilities are available. ▪ Toilets will be serviced by an appropriate sewage disposal company and disposed of at a licensed waste disposal facility. Invoices / waybills for the service will be kept in the environmental file, along with signed and stamped disposal proof letter by supplier prepared for this purpose. ▪ A copy of the waste disposal certificates obtained from the licensed waste disposal facility will be kept on file. ▪ Ensure that no spillage occurs when toilets are cleaned or emptied. ▪ Ensure that septic tanks are emptied and collected by wastewater contractor at appropriate intervals to avoid overflowing ▪ Discharge of effluent from toilets to the natural environment is strictly prohibited. ▪ The washing of people or personal effects and acts of ablutions are prohibited except at the facilities provided. ▪ The Hazardous Materials Management Plan (section **Error! Reference source not found.**) will be implemented. ▪ Detailed design must avoid placing any Project components within or near the water pipeline and water harvesting ponds.

SOIL AND GROUNDWATER MANAGEMENT PLAN	
	▪ The Project design must avoid key natural rainwater drainage lines that could flow into the water harvesting ponds onsite. ▪ Coordinate with the Regional Office and/or Aysha Woreda Administration/ Water and Infrastructure Cabinet to secure the water requirements of the Project through an appropriate approach for the construction phase.
Monitoring Requirements	Weekly visual inspections
Reporting Requirements	Quarterly audit

5.13 Water Management Plan

WATER MANAGEMENT PLAN	
Objective	Identification of procedures for onsite management of water supplies and minimization of water consumption.
Responsibility	EPC Contractor / HSE Manager (Construction) O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Water Resources Policy, 1999 Lender requirements: ▪ IFC PS3, Equator Principles and AfDB E&S OS 3.
Required Action / Planning	▪ Identification of sources of water supply that will be utilized for the Project, to include both potable and non-potable water requirements. ▪ Estimation of anticipated quantities of potable and non-potable water requirements. ▪ Identify in detail procedures for onsite management of water supplies and minimization of water consumption. This could include but not limited to: (i) identify location of all water storage tanks onsite with clear markings as potable/non-potable; (ii) ensure water tanks are completely closed at all times with appropriate protection against sunlight; (iii) inspections for potable and non-potable tanks and connections to ensure there are no

WATER MANAGEMENT PLAN	
	leaks; (iv) install water saving fittings (taps, urinals, etc.) in toilets of site offices, and other as applicable. ▪ Reflect the procedural actions for water management in: (i) induction training material for workers; and (ii) repeated/refresher Toolbox Talks. ▪ Use of surface or groundwater during the construction phase, which could affect existing supply for human communities and ecosystems.
Monitoring Requirements	Monthly inspections.
Reporting Requirements	Quarterly audit and annual reporting on waste generation quantities by type.

5.14 Waste and Wastewater Management Plan

WASTE AND WASTEWATER MANAGEMENT PLAN	
Objective	To avoid, manage and mitigate potential waste impacts. To detail appropriate storage, removal and disposal options. To promote principles of the circular economy.
Responsibility	EPC Contractor / HSE Manager (Construction) O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Solid Waste Management and Disposal Proclamation No.1383/ 2025 Lender requirements: ▪ IFC PS3, Equator Principles and AfDB E&S OS 3.
Required Action / Planning	▪ An integrated waste management approach will be implemented based on waste minimisation and will incorporate the waste hierarchy (i.e. reduction, re-use, recycling, treatment and disposal where appropriate). ▪ Adequate rubbish bins and waste disposal facilities (general and hazardous waste) will be provided on-site and at the shared infrastructure area. ▪ The Project site will be kept clean and tidy and free from rubbish.

WASTE AND WASTEWATER MANAGEMENT PLAN	
	▪ Undertake recycling measures onsite if applicable in the area in the following approach: (i) separation and disposal of recyclables in a separate container (cardboard, paper, glass, metal, etc.); and (ii) separation and disposal of non-recyclable materials in a separate container (e.g. food waste). ▪ No solid waste will be burned on site. ▪ Clearly marked bins and/or skips will be supplied at convenient intervals on site for disposal of waste within the Project area. The bins will have liner bags for easy control and safe disposal of waste. ▪ Waste bins will be cleaned out weekly or when capacity has been reached to prevent any windblown waste and or visual disturbance. ▪ Waste will be disposed of at an appropriately licenced waste management facility. ▪ Maintain records and manifests that indicate the volume of waste generated onsite, collected by the contractor, and disposed of at the landfill. The numbers within the records are to be consistent to ensure no illegal dumping at the site or other areas. ▪ Used or damaged turbine blades will be recycled, where appropriate. Where this is inappropriate, these will as a last resort be disposed off site at an appropriate waste management facility.
Monitoring Requirements	Monthly inspections.
Reporting Requirements	Quarterly audit and annual reporting on waste generation quantities by type.

5.15 Biodiversity Management Plan

BIODIVERSITY MANAGEMENT PLAN	
Objective	Avoid any loss of high biodiversity value areas, including Critical Habitat and Priority Biodiversity Features; minimise loss and fragmentation of terrestrial Natural Habitat and minimise impacts on flora and fauna including avifauna.
Responsibility	EPC Contractor / HSE Manager / Biodiversity Specialist (Construction) O&M Manager / HSE Manager / Biodiversity Specialist (Operational)
Spatial Applicability	Project site and immediate area
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995.

BIODIVERSITY MANAGEMENT PLAN	
	▪ Environmental Pollution Control Proclamation No. 3002002. ▪ National Biodiversity Policy 1998. ▪ Ethiopian Revised NBSAP (2015 -2020). ▪ National Conservation Strategy Volume II; National Policy on Natural Resources and the Environment. Lender requirements: ▪ IFC PS 1, PS 3, PS 6, Equator Principles and AfDB E&S OS1, E&S OS3 and E&S OS 6.
Required Action / Planning	Construction: ▪ Limit the width of access roads to a maximum of 10 m and delimit a construction buffer on each side of 5 m maximum. ▪ Avoid damaging habitats beyond 30m of wind turbines. ▪ Identify patches with threatened or endemic species of plants and mark those areas as protected from any works if possible. ▪ Restrict damage to flora communities (food source). Please refer to Biodiversity Management Plan (BMP) for additional details which will map out the sensitive, indigenous flora species within the project site and quantify based on which site specific mitigation measures and conservation strategies that will encourage sustainable development are identified. ▪ If not possible, the EPC contractor must commit to restore lost habitat post-construction through seedling, replanting, and landscaping with the same species that occupied the affected area. If seeds of threatened or endemic species are not available, a campaign should be conducted to collect seeds from existing specimens at the Project site. Such plans should be featured in a Restoration Action Plan. ▪ Establish and maintain green corridors to keep habitat connectivity and reduce the barrier effect. ▪ Ensure passageways for wildlife to crossroads. ▪ Schedule earthworks outside of the breeding or nesting seasons of potentially affected species to reduce the impact on their reproductive cycle. ▪ If nests or burrows are present in the affected area, a temporary work stoppage should be issued for that area until a local wildlife expert is consulted to assess the situation and provide guidance on the best course of action. ▪ Ban driving outside delineated access roads. ▪ Ensure driver visibility and enforce speed controls. ▪ Restrict driving and machinery operations to daylight hours. ▪ Undertake seasonal scheduling of construction activities for birds and bats by minimising activities during the autumn migration season. ▪ Draft a Waste Management Plan (Section **Error! Reference source not found.**), include training to staff to avoid leaving unattended materials in field and ensure that litter is cleaned up daily. ▪ Define strict waste management supervision and controls. ▪ Reduce the use of plastic waste.

BIODIVERSITY MANAGEMENT PLAN	
	▪ Immediately remove waste to prevent scavenging. ▪ Make use of wind barriers. ▪ Dampen tracks to reduce dust. ▪ Undertake air quality monitoring. ▪ Implement vehicle speed limits. ▪ Use low emission machinery. ▪ Design a protocol in the Biodiversity Action Plan (BAP) to remove any roadkill carcasses immediately after detection in a 30 m buffer from the access roads during the construction phase. ▪ Logging invasive species of Neltuma juliflora can compensate for habitat loss by giving area to native species to grow and thrive in the Project site. ▪ Create buffers to minimize construction noise footprint. ▪ Develop acoustic barriers to reduce noise and vibration. ▪ Avoid construction during more sensitive periods, such as the breeding season. ▪ Design buffer zones to minimize the construction noise footprint. ▪ Use of acoustic barriers to reduce noise and vibration and avoid intermittent noise as much as possible. ▪ Use turbines with advanced blade designs to reduce aerodynamic noise. ▪ Ensure regular maintenance of all equipment to keep turbines operating efficiently and quietly. ▪ Minimise external lighting as much as possible, especially at night. ▪ Use red/amber LEDs that have minimal impact on wildlife. ▪ Establish barriers to prevent light from reaching long distances. ▪ Implement shields or hoods to prevent skyglow, spill and glare. ▪ Timer systems or motion sensors to control lighting time and intensity. ▪ A BAP will include constant supervision of construction works and a prohibition to harvest specimens of any kind. ▪ Training and education for on-site workers about the importance of preserving ecosystem integrity. ▪ Develop and implement community education programs. ▪ Restrict use of access roads to local. ▪ Implement anti-poaching patrols with local and regional cooperation. ▪ Livestock guard programs must be implemented. ▪ Training, including toolbox talks and induction, and education of on-site workers about the importance of preserving ecosystem integrity. ▪ Conduct regular air quality measurements and adapt the works when necessary to improve air quality by dampening down tracks. ▪ Sourcing of local materials.

BIODIVERSITY MANAGEMENT PLAN	
	▪ Materials sourced from outside the region should require a HSE certificate of inspection, issued by the EPC contractor, and undergo rigorous cleaning and inspection protocols before entering the Project site. ▪ Include in the Waste Management Plan the removal of any food waste that may attract feral animals (generalist species) such as rats, cats or dogs. ▪ Any restoration actions should include the reintroduction of native flora and, if necessary, fauna. ▪ Establish a robust supervision and monitoring system for early detection and rapid response to invasive species and pathogens, ensuring that any incursions are swiftly addressed to minimize impact. ▪ Develop a Post-Construction Biodiversity Monitoring Plan to assess ecological changes from the baseline and suggest measures to correct significant deviation from the predictions. ▪ The BAP can include the development of a programme to remove the mesquites (Neltuma juliflora) and other invasive species. Operational: ▪ Source Project materials from as close to the Project site as possible to prevent import and spread of exotic species and pathogens. ▪ Materials sourced from outside the region should require a HSE certificate of inspection, issued by the EPC contractor, and undergo rigorous cleaning and inspection protocols before entering the Project site. ▪ Include in the Waste Management Plan the removal of any food waste that may attract feral animals (generalist species) such as rats, cats or dogs. ▪ Any restoration actions should include the reintroduction of native flora and, if necessary, fauna. ▪ Establish a robust supervision and monitoring system for early detection and rapid response to invasive species and pathogens, ensuring that any incursions are swiftly addressed to minimize impact. ▪ Changes in turbine siting and/or layout to reduce collision risk. ▪ Painting turbines to reduce motion smear and increase visibility to birds . ▪ This will be included in details as part of the Avifauna Management Plan as part of the Biodiversity Management Plan. Wind power projects impact bird and bat populations primarily through direct collision with turbine blades and indirect habitat disruption. These impacts are a significant concern because Ethiopia is a major corridor for millions of migratory birds. ▪ Use insulated lines. ▪ Reduce lighting near lines. ▪ Use line-markings and flight diverters (e.g. spiral flappers). ▪ Use spacing adjustments (to avoid simultaneous collision with two lines). ▪ Perch deterrents. ▪ Carcass removal upon detection. ▪ Post-construction fatality monitoring. ▪ Develop a livestock management plan to reduce the presence of carcasses on the Project site that might attract vultures to wind turbines.

BIODIVERSITY MANAGEMENT PLAN	
	▪ Develop a BAP that includes Post-Construction Fatality Monitoring (PCFM). This should entail detailed and intensive carcass searches throughout the Project. Best international practice should be followed in determining the appropriate level of search efforts as well as formulas for searcher-bias adjustments. The PCFM should last up to five years or until the risk to birds is considered 'negligible' in consultation with the lenders. ▪ Implement a Shut-Down on Demand automated system, featured in the BAP, that outlines the responsibilities and resources required to implement a Collision Risk Reduction Plan for birds. ▪ Design turbines to make them less attractive to bats, such as isolating gaps to prevent nesting, using appropriate lighting to reduce attraction of insects, etc. ▪ A Collision Risk Reduction Plan for bats with an adaptive Cut-In Speed Curtailment program where turbines are shutdown during seasonal periods of higher bat activity (minimal cut-in speed of 5 m/s). ▪ Include timer systems or motion sensors to control lighting time and intensity. ▪ Undertake post construction fatality monitoring for both birds and bats. ▪ Restore and maintain green corridors to keep habitat connectivity and reduce the barrier effect. ▪ Limit the construction of roads, trails and other infrastructure to minimize habitat fragmentation. ▪ Implement a Shut-Down on Demand (SDOD) automated system, featured in the BAP, that outlines the responsibilities and resources required to implement a Collision Risk Reduction Plan for birds. ▪ Design turbines to make them less attractive to bats, such as isolating gaps to prevent nesting, using appropriate lighting to reduce attraction of insects, etc. ▪ A Collision Risk Reduction Plan for bats with an adaptive Cut-In Speed Curtailment program where turbines are shutdown during seasonal periods of higher bat activity (minimal cut-in speed of 5 m/Restore and maintain green corridors to keep habitat connectivity and reduce the barrier effect. ▪ Install spiral "bird flight diverters" (high-contrast spirals/coils) every 5–10 meters on conductor wires, especially in high-risk areas. Use UV-reflective or fluorescent markers (effective for raptors and migratory birds) and colours contrasting with sandy/beige backgrounds (e.g., black, orange). Use heat-resistant materials for markers and deterrents. ▪ Avoid routing lines near water sources (oases, guzzlers), migratory bottlenecks (e.g., desert flyways) or insect-rich areas (e.g., after monsoon blooms in August/September). ▪ Preserve/restore native vegetation buffers around lines to alter bird and bat flight paths. ▪ Use turbines with advanced blade designs to reduce aerodynamic noise. ▪ Establish buffer zones and noise barriers (e.g. using vegetation) around turbines to minimize noise impact. ▪ Use timer systems or motion sensors to control lighting time and intensity. ▪ Implement shields or hoods to prevent skyglow, spill and glare.

BIODIVERSITY MANAGEMENT PLAN	
	▪ Ensure regular maintenance of all equipment to keep turbines operating efficiently and quietly.
Monitoring Requirements	Weekly visual inspections
Reporting Requirements	Quarterly audit

5.16 Labour and Working Conditions Management Plan

LABOUR AND WORKING CONDITIONS MANAGEMENT PLAN	
Objective	To maximize employment and skills development for local communities.
Responsibility	EPC Contractor / Social Manager / CLO / Female CLO (Construction) O&M Manager / Social Manager / CLO / Female CLO (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995. ▪ Labour Proclamation No.1156/2019. ▪ Right to Employment of Persons with Disability Proclamation (No. 568 of 2008). ▪ Prevention and Suppression of Trafficking in Persons and Smuggling of Migrants Proclamation (No. 909 of 2015). ▪ Health Policy, 1993. Lender requirements: ▪ IFC PS 1, PS 2, Equator Principles, WBG EHS General Guidelines and AfDB E&S OS1 and E&S OS 2, IBHR and ILO conventions.
Required Action / Planning	▪ The EPC Contractor will develop Recruitment Policy and Plans which specifically addresses labour, working conditions and recruitment principles, and which complies with Ethiopian law, PS 2: Labour and Working Conditions, E&S OS 2: Labour and Working Conditions and the ILO's conventions: o ILO convention 87 on Freedom of Association and protection of the right to organise; o ILO convention 98 on the right to organise and collective bargaining;

- ILO convention 29 on forced labour;
- ILO convention 105 on the abolition of forced labour;
- ILO convention 138 on the minimum age of employment;
- ILO convention 182 on child labour;
- ILO convention 100 on equal remuneration; and
- ILO convention 111 on discrimination.

- Recruitment policies and procedures will allow for:
  - Preferential employment of females and persons with disabilities.
  - Employ local people and make use of local goods and services where possible and appropriate.
  - Prioritize the recruitment of unskilled, semi-skilled and skilled positions from (1) communities adjacent to the works, followed by (2) major towns / villages, (3) wider Ethiopia, and then (4) international expatriates.
  - Any casual, semi-skilled and skilled positions will, as part of any preferential recruitment, be provided to people with proven long-term residence in local communities.
  - Publicizing job opportunities through local communication channels and communication procedures established in the Project Company's Community Engagement Plan or work with local job creation office or Kebele administration.
  - Ensure contractors engaged by the Project Company and their subcontractors are aware of and comply with the recruitment process.
  - Identification of Goods and Services for Local Purchase.
  - Prioritize sourcing material from local suppliers.
  - Monitoring of local employment and local procurement.
  - Implementing Grievance Redress Mechanism
- The EPC Contractor will prepare a Child and Forced Labour Policy to indicate how the Project will prevent the employment of child or forced labour and also require all sub-contractors to adhere to the policy.
- The EPC Contractor will support contractors in adhering to labour and working conditions in alignment with PS 2 and E&S OS 2 through awareness training and information provision, as necessary.
- The EPC Contractor will provide monthly labour report disaggregated by gender, local/expat, skill, where they come from.
- The EPC Contractor will ensure that workers have contracts that clearly state the terms and conditions of their employment and their legal rights. Contracts will be verbally explained to workers in their native language when necessary for them to understand their rights. Contracts will be in place prior to workers leaving their home location, if applicable.
- A formal training policy / capacity building programme will be implemented that aims to improve skills. Programmes will be available for all directly and indirectly employed personnel.
- Employment opportunities will be communicated to the local community using avenues agreed upon with the community.
- The Contractor will work with relevant Clan heads to advertise all openings in ways that are accessible to local communities and explain to both women and men on how they can benefit from the Project for them to be economically empowered.

LABOUR AND WORKING CONDITIONS MANAGEMENT PLAN	
	▪ In all cases, disturbance / annoyance potentially caused by the labour force will be controlled through a code of conduct in the integrated labour contract, and a specific focus of the community grievance system. ▪ Skilled labour will be housed, where possible, in the Aysha or Lasarat Towns.
Monitoring Requirements	Weekly inspections.
Reporting Requirements	Quarterly audit

5.17 Gender Equality Plan

GENDER EQUALITY PLAN	
Objective	To ensure equality, diversity and inclusion among the workforce, and eliminating any kind of discrimination, violence and harassment.
Responsibility	EPC Contractor / Social Manager / CLO / Female CLO (Construction) O&M Manager / Social Manager / CLO / Female CLO (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ National Women Policy, 1193 ▪ Gender Equality and Women Empowerment Policy, 2025 (Under Revision) ▪ Right to Employment of Persons with Disability Proclamation (No. 568 of 2008) ▪ National Youth Policy, 2004 Lender requirements: ▪ IFC PS 1, PS 4, Equator Principles and AfDB E&S OS1 and E&S OS 4.
Required Action / Planning	Through the HR Policy, the Project Developer will ensure female representation in roles suitable for both men and women. ▪ Implementation of the Project Developer's Gender Equality Policy on site and the Gender Equality Management Plan, which incorporates the identification of potential gender risks, including Gender-based Violence and

GENDER EQUALITY PLAN	

	Harassment (GBVH) in the workplace, in the supply chain, and between the Project workers and local community members; discrimination in recruitment processes; barriers to the participation of women in decision making processes; inadequate facilities for women; security risks; and impediments to family responsibilities. The Gender Equality Management Plan includes the following:
	▪ Ensure that representatives of women's groups are equally involved in stakeholder consultations, including:
	  ○ Focus group discussions with women;
	  ○ Female positions in the Community Liaison Committees (CLC) (when applicable);
	  ○ Separate meetings with women's organisations;
	▪ Ensure gender considerations are integrated into the Community Development Plan through measures that address women's specific risks and promote their meaningful participation, such as GBVH sensitization, maternity healthcare support, and women's inclusion in training programs; and
	▪ Take actions to ensure gender balance in Project teams, either through quotas or voluntary targets, with close monitoring to manage resistance and track progress.
	▪ Ensure that the communication of job opportunities is inclusive of women through the CLOs and CLCs.
	▪ Implement transparent and fair hiring processes, using open advertisements with equal opportunity statements.
	▪ Ensure women are aware of recruitment timelines.
	▪ Aim for at least 30% female participation in roles suitable for both genders; and
	▪ Involve women in interview panels, justify shortlists lacking female candidates, and include community oversight with female representation to ensure compliance.

Monitoring Requirements	Weekly inspections.
Reporting Requirements	Annual audit

5.18 Gender-Based Violence and Harassment Management Plan

GENDER-BASED VIOLENCE AND HARASSMENT MANAGEMENT PLAN	
Objective	To prevent and mitigate risks or stop violations of human rights and gender risks associated with the Project.
Responsibility	EPC Contractor / Social Manager / CLO / Female CLO (Construction) O&M Manager / Social Manager / CLO / Female CLO (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ National Child Policy, 2017 Lender requirements: ▪ IFC PS 1, PS 4, Equator Principles and AfDB E&S OS1 and E&S OS 4.
Required Action / Planning	▪ Implement the Project Developer's ESMS Manual, which incorporates provisions for the protection of labour and human rights including working conditions, fair terms of employment, worker's grievance management, the right to freedom of association and collective bargaining, prevention of child and forced labour, and non-discrimination and equal opportunity, with reference to the UNGPs and the ILO Core Labour Standards. ▪ Worker accommodation, if required, will be aligned with the IFC / EBRD Workers' Accommodation Standards, and meet the standard for safe, dignified, and gender-sensitive living conditions. ▪ Implementation of the Project Developer's Gender Equality Policy on site and the Gender Equality Management Plan, which incorporates the identification of potential gender risks, including Gender-based Violence and Harassment (GBVH) in the workplace, in the supply chain, and between the Project workers and local community members; discrimination in recruitment processes; barriers to the participation of women in decision making processes; inadequate facilities for women; security risks; and impediments to family responsibilities. The Gender Equality Management Plan includes the following: ▪ Implement training to raise awareness on GBVH and provide training for women's groups and female workers. ▪ Train new recruits on GBVH policies and codes of conduct and ensure candidates understand expected behaviours and how to report concerns. ▪ Recruitment will assess values-based attitudes, while reward systems must promote positive behaviour and minimise bias through transparent, criteria-based decisions. ▪ Support for victims of GBVH will be provided, including: ○ Medical support for survivors of sexual violence, including timely treatments such as emergency contraception and HIV post-exposure

GENDER-BASED VIOLENCE AND HARASSMENT MANAGEMENT PLAN	
	prophylaxis, as well as psychological counselling, legal advice, financial support like paid leave, and reintegration measures such as career guidance; ○ Child-protection services when needed; and ○ Ensuring proactive, survivor-centred, independent of disciplinary actions, and delivered by trained staff to prevent further harm. ▪ Community awareness activities will be implemented on GBVH and adequate resources for prevention, reporting and response measures will be allocated.
Monitoring Requirements	Weekly inspections.
Reporting Requirements	Annual audit

5.19 Accommodation Management Plan

ACCOMMODATION MANAGEMENT PLAN	
Objective	To ensure that all worker housing and camp facilities are planned, established, operated, and maintained in a manner that protects the health, safety, welfare, and dignity of workers, while also minimising environmental and social impacts on surrounding communities.
Responsibility	EPC Contractor / HSE Manager / Social Manager
Spatial Applicability	Project site
Phase	Construction
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 1993. ▪ Occupational Safety and Health Directive, 2007. Lender requirements: ▪ IFC PS 2, WBG EHS General Guidelines and AfDB E&S OS2 and EBRD's Worker Accommodation Guidance Note, ILO Conventions.
Required Action / Planning	▪ Where required, the EPC Contractor will provide adequate accommodation for construction workers with access to clean water and proper sanitation systems.

ACCOMMODATION MANAGEMENT PLAN	
	▪ Any employment contracts / terms of employment will include a Code of Conduct that stipulates how Project employees / contractors / service providers are expected to behave both on site and within local communities. This will include suitable disciplinary measures should the Code of Conduct be breached, consistent with labour law requirements. The Code of Conduct will promote awareness activities among workers about water-related, hygiene-related and sexually transmitted diseases, especially HIV/AIDS and the associated code of conduct. ▪ All construction camps, laydown areas and work sites will be made secure with fencing, signage, access control and security. ▪ Ensure that accommodation is aligned with the IFC / EBRD Workers' Accommodation Standards, and that it meets the standard for safe, dignified, and gender-sensitive living conditions.
Monitoring Requirements	Report any grievances due to worker influx and accommodation. Daily inspections.
Reporting Requirements	Quarterly audit

5.20 Employment and Procurement Management Plan

EMPLOYMENT AND PROCUREMENT MANAGEMENT PLAN	
Objective	To enhance the positive and limit the negative economic impacts and ensure sustainable sourcing of materials.
Responsibility	EPC Contractor / HSE Manager / Social Manager (Construction) O&M Manager / HSE Manager / Social Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995. Lender requirements: ▪ IFC PS 1, PS 3, PS 5, PS 7, Equator Principles and AfDB E&S OS1, E&S OS 3, AfDB E&S OS5 an AfDB E&S OS7.
Required Action / Planning	▪ A **Local Content / Local Procurement Policies and Procedures** will be developed in line by the EPC Contractor which will prioritise the appointment of service providers and suppliers from (1) communities

EMPLOYMENT AND PROCUREMENT MANAGEMENT PLAN	
	immediately adjacent to the construction works, (2) major towns, (3) wider Ethiopia, and (4) international businesses. ▪ Where possible, labour-intensive practices (as opposed to mechanised) will be implemented. ▪ Mechanisms for identifying local business supplier opportunities will be implemented. ▪ Materials will be sourced from facilities / suppliers which have documented E&S policies, and which meet local regulatory requirements (permits are in place). ▪ During operations, the site will be unfenced, allowing free grazing in the lease area, apart from the physical structures (wind turbines). Permanent Project components will only take 0.751 km2 of the lease area (around 1%). ▪ Implementation of the LRP (section **Error! Reference source not found.**). ▪ Consideration of community development commitments covering local members of the Issa Clan in Aysha Woreda by selecting the measures best aligned with community priorities through collaboration with public authorities at both Woreda and Kebele levels. Some of the measures identified during LRP consultation from which the Project will select from include: o Upgrading of an existing dirt road into an all-weather access road connecting Aysha and Lazarat and possibly the Sitti UNESCO heritage site. o Construction of a new boarding school to reverse pupil's high dropout rate caused by the mobility of pastoralists families. o Renovation of the mosque in Lasarat. o Improvement of electrification of the four Kebeles by providing them with their own substation for the Woreda. o Development of a football field. o Revegetation of the UNSESCO inscribed Sitti Heritage Site. o Provision of employment opportunities for the local unemployed youth. ▪ To establish and maintain ongoing relationship based on Informed Consultation and Participation (ICP) throughout the lifetime of the Project.
Monitoring Requirements	Weekly inspections.
Reporting Requirements	Annual audit

5.21 Worker Demobilisation Management Plan

WORKERS DEMOBILISATION MANAGEMENT PLAN	
Objective	To ensure the orderly, safe, and fair demobilisation of the workforce at the end of construction activities.

WORKERS DEMOBILISATION MANAGEMENT PLAN	
Responsibility	EPC Contractor / HSE Manager
Spatial Applicability	Project site
Phase	End of Construction
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Environmental Pollution Control Proclamation No. 3002002. Lender requirements: ▪ IFC PS 1, 2, 3 and 4, Equator Principles and AfDB E&S OS1, 2, 3 and 4.
Required Action / Planning	▪ Prepare a demobilisation schedule identifying the number of workers to be released by role, location, and timing. ▪ Implement phased demobilisation to avoid sudden large-scale workforce reductions. ▪ Prioritise local workforce retention where possible for operations or other project activities. ▪ Maintain access to the Worker Grievance Mechanism throughout demobilisation.
Monitoring Requirements	Weekly visual inspections
Reporting Requirements	Quarterly audit

5.22 Archaeological Chance Find and Cultural Heritage Procedure

ARCHAEOLOGICAL CHANCE FIND AND CULTURAL HERITAGE PROCEDURE	
Objective	To prevent the unacceptable loss of heritage and paleontological resources, cultural sites and related historical information
Responsibility	EPC Contractor / HSE Manager (Construction) O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation:

ARCHAEOLOGICAL CHANCE FIND AND CULTURAL HERITAGE PROCEDURE	
	▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Cultural Policy of Ethiopia,1997 and amended in 2016. Lender requirements: ▪ IFC PS 8, Equator Principles, WBG EHS Guidelines and AfDB E&S OS 8.
Required Action / Planning	▪ All workers (temporary and permanent) will be educated about cultural heritage resources. Training will include: o Archaeological artefacts (iron and stone, ceramic) recognition skills. o Archaeological artefacts (human and animal bones) recognition skills. o Anthropological / traditional / sacred sites recognition (infrastructure material and paraphernalia). o Chance Find Procedures. ▪ Contractors and workers will be advised of the penalties associated with the unlawful removal of cultural, historical, archaeological or paleontological artefacts. ▪ Any chance finds will follow the Chance Find Procedure (**Error! Reference source not found.**). ▪ Properly plan construction activities to take into account the identified archaeological locations to ensure they are protected from any potential damage. This could include, for example, proper movement of vehicles and machinery into/out of the site to avoid those areas, ensure that all vehicles are on established roads and prohibit off-roading, and prohibit movement of vehicles near those areas during the various construction activities. ▪ During detailed design, communities will be engaged to define a suitable (socially acceptable) distance that all construction activities will have to maintain from cultural heritage sites. ▪ The final Project component layout will be modified to ensure that the identified suitable distance is maintained. ▪ Communities will be engaged continuously to ensure that cultural practices are not disturbed and that people can access the sites safely. ▪ Provide a grievance procedure to allow migrant pastoralists to submit any complaints and addressing the grievances. ▪ During operation, the community won't be allowed to place any graves or pray within operational safety areas to avoid flicker and noise affecting ritual practices. ▪ Communities will be engaged continuously to ensure that cultural practices are not disturbed and that people can access the sites safely.
Monitoring Requirements	Daily inspections.
Reporting Requirements	Chance Finds Report (upon occurrence)

5.23 Security Management Plan

SECURITY MANAGEMENT PLAN	
Objective	To ensure that security for the Project is provided in a lawful, proportionate, and risk-based manner that protects Project personnel, assets, and operations, while respecting human rights and avoiding or minimising negative impacts on local communities.
Responsibility	EPC Contractor / HSE Manager (Construction) O&M Manager / HSE Manager (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Occupational Safety and Health Directive, 2007. Lender requirements: ▪ IFC PS 2 and PS 4, WBG EHS General Guidelines, ILO Conventions, Equator Principles and AfDB E&S OS2 and E&S OS4.
Required Action / Planning	▪ All construction camps, laydown areas and work sites will be made secure with fencing, signage, access control and security. ▪ Protect / fence open foundation excavations to safeguard unsuspecting people and animals from possible injury. All foundations will be backfilled, stabilised through compaction, and capped with concrete at ground level. ▪ Secure all hazardous materials storage containers and label them with the contents and associated hazards. ▪ Erect adequate signage to ensure safety and maintain access control to construction sites. ▪ Promote awareness activities among local communities (particularly children) regarding the construction risks. ▪ Implementation of the Project Developer's Security Policy to ensure the adoption of a risk-based, rights-respecting approach to security management on site, ensuring adequate resources and oversight, investigation of grievances and abuses, promotion of responsible engagement with public security forces, and continuous monitoring and improvement of security practices for the Project. ▪ Ensure that the Project Developer Security Assessment and Management Plan is implemented, which includes the following: o Overseeing compliance by private security providers, ensuring that they adhere to established standards. o Vetting and hiring procedures are critical, necessitating thorough screening of security providers and personnel for any history of misconduct, abuse, or human rights violations.

SECURITY MANAGEMENT PLAN	
	○ Private security personnel are expected to operate under the principle of proportional use of force, as outlined in their employment contracts, while respecting human rights. ○ Training security personnel, which can vary from policy reviews to comprehensive sessions on responding to security threats. ○ Equipping security personnel with appropriate tools is also vital, including uniforms with identification, communication devices, and any other necessary equipment identified through a Security Risk Assessment. ○ All allegations of unlawful or abusive acts by security personnel must be investigated, with actions taken to prevent recurrence, including reporting such incidents to public authorities. ○ Ongoing monitoring of the performance of security contractors is essential to ensure that they maintain professional and appropriate conduct at all times. ▪ Hire a professional security company that will provide security guards onsite to ensure the safety and security of the Project during both the construction and operation. ▪ Hire the Somali Region State Security Forces to provide security arrangements for the Project.
Monitoring Requirements	Daily inspections.
Reporting Requirements	Quarterly audit

5.24 Stakeholder Engagement Plan

STAKEHOLDER ENGAGEMENT MANAGEMENT PLAN	
Objective	Ensure that ongoing feedback is provided on the relevant activities, together with feedback on the environmental management performance of the Project and that opportunity is provided for interested and affected parties to raise comments and concerns (complaints) on the same. Ensure communication / engagement strategies meet the needs of stakeholders.
Responsibility	▪ EPC Contractor / Social Manager / CLO / Female CLO (Construction) ▪ O&M Manager / Social Manager / CLO / Female CLO (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025.

STAKEHOLDER ENGAGEMENT MANAGEMENT PLAN	
	▪ The Constitution of FDRE, 1995 Lender requirements: ▪ IFC PS 1, PS 3, Equator Principles, WBG EHS General Guidelines and AfDB E&S OS1 and E&S OS3.
Required Action / Planning	Refer to the SEP developed for the Project in Appendix C of the SLIP. ▪ Direct bilateral meetings and / focus groups as require as per stakeholder aping undertaken within the SEP, including seasonal dwellers ▪ Prepare leaflet in Somali, Amharic and English language with key updates on Project as explained (project status, E&S performance, grievance mechanism implementation, emphasize that pastoralist activities can be undertaken within area, etc.). Leaflet to be available at key local community platforms in Aysha and Lasarat that includes specific platforms for youth, women as well as elder and disabled as applicable. This could include for example the Women Affairs Cabinet Office ▪ Direct onsite meeting and consultations with onsite seasonal dwellers. The consultations should, wherever feasible, make use of local languages and be accessible in terms of (location, time, open invitation etc.) to reach a broad range of groups and individuals within communities. ▪ Individual/Internal Meetings (if required), correspondence and official letters with government official as and when required. ▪ The Stakeholder Register, including stakeholders' needs and expectations will be maintained and updated. All relevant stakeholder groups will be included. ▪ The EPC Contractor will review, update and implement their SEP with a focus on engagement of affected community. ▪ A concerns / complaints (grievance) process for the public will be developed and implemented. The channels through which complaints and comments can be submitted to the Project will be publicised. ▪ All complaints and comments will be responded to within stipulated timeframes on receipt thereof. Complete records of both complaints and responses will be kept. ▪ Address any grievances that arise pertaining to shadow flicker effects and provide relocation assistance where required. ▪ Site Visits: where the visits are focused to identify and discuss stakeholder concerns and to disclose project/sub project information within communities.
Monitoring Requirements	Quarterly inspections
Reporting Requirements	Quarterly audit

5.25 Livelihood Restoration Plan

LIVELIHOOD RESTORATION PLAN	
Objective	To restore and improve the living standards, incomes, and overall well-being of people negatively affected by the Project to at least their pre-project levels, or even better, by supporting sustainable employment and income-generating opportunities through a participatory process.
Responsibility	EPC Contractor / Social Manager / CLO / Female CLO (Construction) O&M Manager / Social Manager / CLO / Female CLO (Operational)
Spatial Applicability	Project site
Phase	Construction, operational and decommissioning
Guiding Legislation and Reference	Local legislation: ▪ The Constitution of FDRE, 1995. ▪ Rural Land Administration and Use Proclamation No. 1324/2024. ▪ Ethiopian Somali Regional State Rural Lands Administration and Use Proclamation No. 128/2013. ▪ Proclamation No. 1161/2019, Proclamation to determine Expropriation of Land holdings for Public Purposes, Payments of Compensation and Resettlement of Displaced People. ▪ Regulation No. 472/2020, Regulation to Provide for Expropriation of land for public purposes and valuation, compensation and resettlement. ▪ Revised Proclamation to Provide Rural Land for Reinvestment Activities in Somali state, Ethiopia 96/2011. Lender requirements: ▪ IFC PS 5, Equator Principles and AfDB E&S OS 5.
Required Action / Planning	Refer to the LRP developed for the Project in Appendix A of the SLIP. ▪ The Project will implement a Community Development Programme before the start of construction. This will consist of the development of two to three projects which will aim to address community priorities and contribute to broader local development goals in the Aysha Woreda. A list of potential programmes identified during the stakeholder consultation include: ○ Upgrade of an existing dirt road into an all-weather access road connecting Aysha and Lazarat and possibly the Sitti UNESCO heritage site. ○ Construction of a new boarding school to reverse pupils' high drop-out rate caused by the mobility of pastoralist families. ○ Renovation of the mosque in Lasarat. ○ Improvement of electrification of the four Kebeles by providing them with their own substation for the Woreda. ○ Development of a football field. ○ Revegetation of the UNESCO inscribed Sitti Heritage Site. ○ Provision of employment opportunities for local unemployed youth. Based on an analysis of livelihood constraints and community preferences the following three measures have been identified for livelihood restoration (the Project will select two most relevant options):

LIVELIHOOD RESTORATION PLAN	
	▪ Upgrade and improvement of veterinary clinics. ▪ Revegetation and improvement of grazing areas within or in proximity of the Project lease area to enhance the long-term availability and quality of pasture. ▪ Development of a water supply system.
Monitoring Requirements	Monthly inspections.
Reporting Requirements	Monthly Internal Report Quarterly Progress Reports

5.26 Decommissioning Management Plan

Decommissioning of the Project is not foreseen at this stage. It is expected to remain operational for at least 20 years. Consequently, a detailed decommissioning and closure plan has not been prepared. This section provides a conceptual plan which outlines key considerations for decommissioning.

DECOMMISSIONING MANAGEMENT PLAN	
Objective	To ensure the decommissioning of the Project is undertaken in accordance with sound E&S risk mitigation strategies and the site is rehabilitated prior to closure.
Responsibility	HSE Manager
Spatial Applicability	Project site
Phase	Decommissioning
Guiding Legislation and Reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environmental Pollution Control Proclamation No. 3002002. Lender requirements: ▪ IFC PS 1, WBG EHS Guidelines Equator Principles, Sustainable Development Goals and AfDB E&S OS1.
Required Action / Planning	▪ All required permits and authorisations will be obtained before initiating decommissioning works. ▪ All relevant conditions will be implemented. ▪ A Hazardous Materials Management Plan will be developed and implemented.

DECOMMISSIONING MANAGEMENT PLAN	
	▪ A Decommissioning Worksite ESMP (D-ESMP), inclusive of a Decommissioning Monitoring Plan will be developed and implemented, which will translate the requirements of the ESIA and ESMP into detailed actions to be carried out during decommissioning works, including implementation of mitigation measures and E&S monitoring. The worksite D-ESMP will cover all elements under the Contractor's control (i.e. decommissioning works), consider detailed specifications of activities to be conducted during decommissioning and specific locations where they will be conducted. ▪ The requirements of the WBG EHS Guidelines will be integrated. ▪ A Hazardous Materials Management Plan will be developed and implemented. ▪ A Waste and Hazardous Waste Management Plan will be developed and implemented in compliance with WBG EHS Guidelines on waste management or other relevant requirements at the time of decommissioning. The Plan will detail all waste streams and how materials will be disposed of. ▪ An Emergency Measures Plan will be developed and implemented. ▪ Sensitive environments will be protected by defining and maintaining a Rights-of-Way (RoW). ▪ A Rehabilitation and Restoration Plan will be developed and implemented and will include a detailed revegetation strategy. ▪ A decommissioning specific Stormwater Management Plan will be compiled. ▪ Sedimentation and pollution will be prevented by implementing measures as described in section 5.6. ▪ Emissions and nuisances will be minimised or prevented by implementing measures as described in section 5.9. ▪ Emissions and nuisances will be minimised or prevented by implementing measures as described in section 5.9. ▪ Noise nuisances will be minimised or prevented by implementing measures as described in section 5.13. ▪ Measures as described in section 5.17 will be implemented. ▪ Measures as described in section 5.19 will be implemented.
Monitoring Requirements	Weekly inspections.
Reporting Requirements	Quarterly audit

6 MONITORING AND REPORTING REQUIREMENTS

6.1 Monitoring

E&S monitoring, and if required, implementation of corrective actions, needs to be carried out to ensure the required ESMP activities are being implemented and desired targets and outcomes are being achieved.

Performance monitoring involves two components:

- Monitoring of the implementation of identified management measures and plans, during the planning, rehabilitation, and operational phases; and
- Monitoring of selected E&S indicators associated with expected impact sources, and changes on E&S components associated with Project implementation.

The E&S performance monitoring consolidates all needed monitoring activities planned to ensure a proper implementation. Monitoring, inspections, and verifications will be carried out regularly to control compliance with the set-up of procedures and plans. The discrepancies will be corrected and incorporated into existing practices and documented.

It is the objective of the monitoring plan to monitor the impacts of the Project on the receiving environment to ensure the ongoing functioning of ecosystems and people. The monitoring plan is based on the principles of a monitoring network design. The methodological approach which the monitoring plan follows is represented in Figure 6-1.

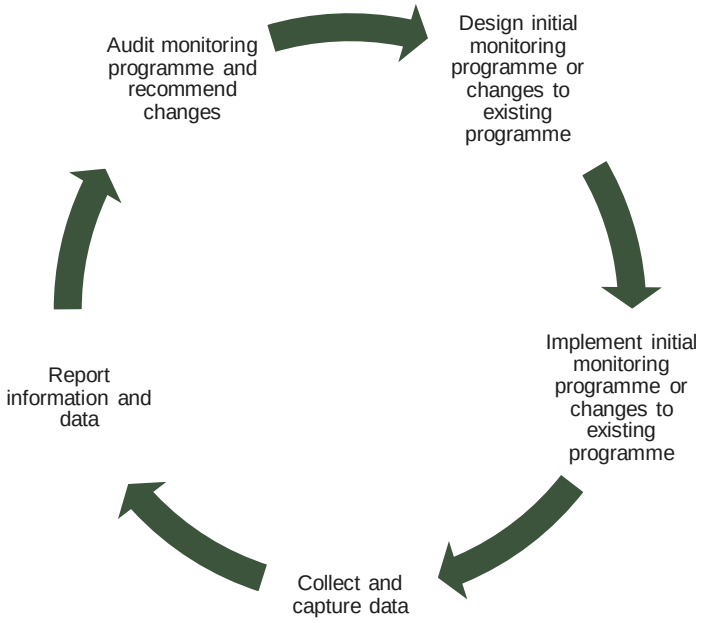

FIGURE 6-1: MONITORING PROCESS

As a general approach, the Project Company and/or their service providers (e.g. EPC Contractor) will ensure that the monitoring programmes comprise the following:

- A formal procedure for sampling and sample preservation;
- Use of appropriately calibrated equipment;
- Where samples require analysis, they will be preserved according to laboratory specifications and an accredited, independent, commercial laboratory will undertake sample analyses;
- Parameters to be monitored will be identified in consultation with a specialist in the field and/or the regulatory authority;
- If necessary, following the initial monitoring results, certain parameters may be removed or added from the monitoring programme in consultation with a specialist and/or the regulatory authority;
- Monitoring data will be stored in a structured database;
- Data will be interpreted and reports on trends in the data will be compiled by an appropriately qualified person on a quarterly basis; and
- Both the data and the reports will be kept on record for the life of the facility.

The purpose is to ensure the commitments in the ESMP are fully implemented during the Project implementation. This Programme includes the validation and integration of management measures (e.g., avoidance, mitigation, compensation, or improvement) and other environmental considerations from the plans and specifications, and then their implementation during rehabilitation. It also includes the global application of the proposed management solutions and the considerations raised by the Contractor that will oversee the rehabilitation phase. The Contractor will hire a Site HSE Officer who will be responsible for leading teams to implement the E&S measures. Failure to comply with this requirement could result in penalties.

6.1.1 Review and Revision

Monitoring commitments, monitoring networks and related monitoring protocols will be reviewed and revised by the Project Company to ensure that they are appropriate to the layout, activities, and risk at the Site. Updates to the monitoring networks or monitoring protocols will be initiated where circumstances (e.g., extension of the site or addition or suspension of activities) dictate and upon recommendation by the specialist consultant or directive from the Department.

6.1.2 Monitoring Records

Records will be kept of all monitoring events and audits undertaken in terms of the ESMP. Such records will be kept for at least 5 years and will be easily retrievable.

6.2 Internal and External Auditing

Auditing is an effective tool to measure whether the status of operations is maintained and whether compliance with impact management actions is being achieved. Auditing requires a systematic review of compliance with EPA's / REA's conditions of approval; the Project Company's ISO 14001 certification; the ESMP; and relevant legislation.

The audit process will include:

- A review of documentation;
- The compilation of an audit checklist;
- Physical site inspection;

- Interviewing of relevant parties;
- Consideration of progress on previous non-conformances; and
- The formulation of findings and recommendations.
- The process will result in an audit report which will include:
- The audit checklist;
- A report on the findings;
- A record of performance;
- A comparison to standards and past performance; and
- Recommendations for corrective actions.

Records relating to monitoring and auditing will be made available for inspection by the regulatory authorities and/or any other relevant authority as required.

6.2.1 External Audits

The external HSE Consultant will undertake regular audits (preferably monthly during construction but at a frequency prescribed by the EPA / REA) to monitor and report on compliance with the ESMP. The audit findings will be documented for both record keeping purposes and for informing continual improvement. In addition, an independent professional will conduct an ESMP performance assessment annually. The site's compliance with the provisions of the ESMP and the adequacy ESMP report relative to the on-site activities will be assessed in the external performance assessment. Amendments and refinement to this ESMP will be made during this annual review process in line with the requirements of the legislation applicable at the time.

6.2.2 Internal Audits

The EPC Contractor's HSE Officer will undertake regular audits (monthly during the construction phase and quarterly during the operational phase). The audit findings will be documented for both record-keeping purposes and for informing continual improvement. The findings will be presented to the Project Company.

6.3 Reporting

This section identifies the HSSE reporting that will be undertaken by the Project Company for the Project throughout the construction and operation phases.

6.3.1 Reporting Requirements

Monitoring and reporting activities shall be undertaken by the EPC Contractor / Site Manager as required and be report to the Project Company on a timely manner during the construction and operation phases. Reports are to include details of all HSSE aspects of the Project including construction / operation update summary, HSSE issues, mitigation measures implemented, effectiveness of control measures, maintenance of controls, results of monitoring against Project criteria, audit results and corrective actions, HSSE induction and training performed in the reporting period, complaints summary and other relevant information in relation to HSSE management and compliance.

Subcontractor performance will also be monitored and all HSSE information shall be consolidated for reporting to the Project Company.

6.3.1.1 Daily Reporting

- Reporting of unforeseen significant HSSE risks, accidents, emergencies.
- Daily reporting of incidents (near misses and accidents) and HSSE non-compliances
- Daily logging of incidents, HSSE non-compliances, corrective actions, preventative actions, grievances, grievance resolution (with the relevant evidence) and training on the relevant registers, as per the HSSE requirements.

6.3.1.2 E&S Weekly Reporting

Weekly reports shall be prepared by the EPC Contractor and Operation Site Manager which shall include the following information:

- An overall summary of findings and observations regarding HSSE aspects from walkovers, inspections and audits performed during the week.
- The HSSE non-compliances and risks identified on site.
- Corrective and preventive measures implemented to address the non-compliance; and
- Photographic documentation.

6.3.1.3 E&S Monthly Reporting

The ECP Contractor / Site Manager need to prepare a monthly E&S report that informs the implementation of monitoring and reporting activities as required in the HSSE and report to the Project Company on a timely manner. The monthly report will include, among others:

- An overall summary of weekly inspections including all corrective and preventive measures defined and undertaken.
- Overall summary of monthly audits undertaken on subcontractors
- An update of compliance to Project specific obligations
- QHSE statistics.
- Any significant HSSE issues that were encountered during walkovers, inspections, and audits and an outline of management response thereto.
- Examples of photographic documentation of inspections, HSSE non-compliances and HSSE risks and corrective measures implemented.
- A summary of training undertaken in the reporting period along with the training material used and sample photographic evidence.
- Permits to Work imparted during the month.
- Summary of Key Performance Indicators (KPI) as included within the management plans; and
- Any security incidents or significant E&S incidents during the reporting month.

6.3.2 Project Company Reporting Requirements

The Project Company is required to undertake reporting in terms of the overall management of HSSE. Each management plan includes specific monitoring and reporting requirements that shall also be complied with. This includes the following:

6.3.2.1 Annual Monitoring Report

The annual monitoring report (AMR) will be submitted to the IFIs as applicable. For each reporting year, the AMR shall include the following:

- The status of HSSE implementation; and
- The status of ESMP implementation requirements for the construction and operation phase. The International Financial Institute (IFI) provides the template for the AMR.

6.3.2.2 E&S Monthly Reports

The HSE Manager of the Project Company will prepare at the end of each month an E&S report that will build on the monthly report submitted by the EPC Contractor /Site Manager. The monthly E&S report will include, among others:

- An overall summary of incidents encountered.
- An overall summary of non-conformities including corrective measures undertaken and preventive measures defined.
- A summary of each management plan implemented.
- Any training performed in the reporting period.
- A summary of stakeholder engagement activities undertaken for the reporting period.
- A summary of grievances, from both workers and stakeholders, submitted and the status of these grievances at the time of the E&S monthly report.
- A summary of KPI for all management plans and an update of the Change Register.

7 RECORD KEEPING

The following documentation will be kept on site, as detailed in order to record compliance with the ESMP and will be made available to an Independent Environmental Auditor prior to an audit:

- Copy of the ESMP and all appendices;
- Copy of the EPA / REA approval, once issued;
- Copy of all other licences / permits;
- Copy of relevant legislation;
- Environmental Policy of the Main Contractor;
- Environmental Method Statements compiled by the Contractor;
- Written Warning Notifications;
- Environmental Register, which will include:
  - Complaints Register - including records of Complaints, and minutes and attendance registers of all environmental meetings;
  - Incident Register - including copies of notification of Emergencies and Incidents, this will be accompanied by a photographic record;
- Waste Documentation such as, but not necessarily limited to:
  - Waste Manifest Documents;
  - Weighbridge Receipts (for general waste); and
  - Safe Disposal Certificates (SDCs) (for hazardous waste);
- Material Safety Data Sheets (MSDSs) for all hazardous substances; and
- Dust suppression register.

The EPC Contractor's HSE Officer will provide routine feedback to the Project Company regarding:

- Results of routine monitoring, highlighting any significant issues;
- Compliance with relevant permits and/or licences;
- Results of internal audits to determine compliance with the ESMP commitments; and
- Incidents and corrective action implemented.

7.1 Document Register

A document register will be prepared and maintained by the Project Company and the EPC Contractor.

7.2 Permit Register

A permit register will be developed and maintained by the EPC Contractor's HSE Officer and/or the Project Company for the duration of the Project.

7.3 Non-Compliance and Corrective Action Plan

Any non-compliances or emergency incidents will be reported on as follows (Figure):

- The root cause of the non-compliance will be identified and all the relevant corrective actions assigned to individuals and completed before the non-compliance can be closed out.

- Non-compliances will be reviewed quarterly to ensure that they are closed out.

For serious and major environmental incidents, reporting will be done as per the Emergency and Preparedness Response Plan (EPRP) in **Error! Reference source not found..**

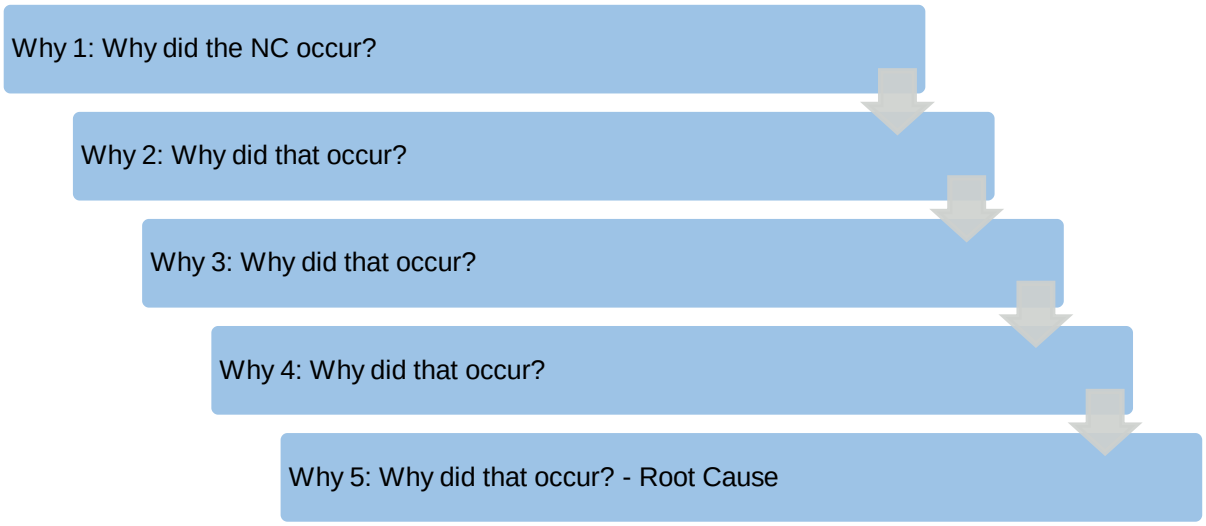

FIGURE 7-1: ROOT CAUSE ANALYSIS

8 RECOMMENDED MANAGEMENT PLANS

A summary of the Management Plans to be developed and implemented by the Project Company throughout the Project phases is provided in Table 8-1.

TABLE 8-1: MANAGEMENT PLANS FOR THE PROJECT

MANAGEMENT PLAN	OVERARCHING PURPOSE
Legal and Permits Register	To provide a structured framework for the entire Project, ensuring that all design activities are coordinated, risks are mitigated and the Project aligns with technical, commercial, environmental, and regulatory requirements. To navigate the complex regulatory landscape, minimize Project delays, ensure environmental and social compliance, and attract essential financing. It provides a structured approach to securing all necessary permits and approvals from various governmental and local authorities.
Site Mobilisation Management Plan	To provide a strategic blueprint to ensure a safe, efficient, and compliant transition from the planning stage to actual construction.
Occupational Health and Safety Management Plan	To systematically identify, evaluate, mitigate, and monitor the unique health and safety risks associated with the Project across its entire lifecycle. The OHS Management Plan ensures the well-being of personnel, safeguards the environment, ensures legal compliance, and contributes to the Project's sustainable and efficient operation.
Emergency Preparedness and Response Plan	To provide a structured, documented framework to protect personnel, the public, the environment, and physical assets in the event of an emergency. It ensures the company can respond quickly and effectively to minimize harm and resume normal operations as soon as possible.
Hazardous Material Management Plan	To protect human health and the environment from the adverse effects of hazardous material spills, primarily oil and fuel products and to ensure compliance with national and international environmental regulations.
Community Health and Safety Management Plan	To proactively identify, avoid, reduce, and mitigate potential adverse health, safety, and security risks posed by the Project's activities on local communities, while ensuring compliance with national and international standards.
Traffic and Transportation Management Plan	The purpose of a Traffic Management Plan is to outline measures and procedures to safely and efficiently manage traffic associated with a Project, during all phases of development, while minimising risks to workers, local communities, road users, and the environment.
Training Management Plan	To ensure the Project's safety, efficiency, regulatory compliance, and long-term sustainability, while also building local capacity. It addresses the specific challenges of a developing renewable energy sector, such as the current lack of a skilled local workforce.
Fire Safety Management Plan	To prevent the occurrence of fires and to minimise risks to life, property, infrastructure, and the surrounding environment.
Noise Management Plan	To ensure compliance with national and international noise regulations, mitigate adverse health effects and annoyance for local residents, and provide a framework for managing noise during the construction and operational phases of the Project.
Air Quality and Dust Management Plan	To outline measures for managing and mitigating air emissions associated with Project activities, including dust and gaseous pollutants. The plan aims to ensure compliance with national standards and IFC Performance Standard 3, while safeguarding community and worker health.
Soil and Groundwater Management Plan	To minimise the environmental impact of construction activities, ensuring regulatory compliance, and facilitating successful site rehabilitation. This ensures that soil degradation is minimised and includes erosion and sediment control which assists in protecting biodiversity and ecosystems. To ensure

MANAGEMENT PLAN	OVERARCHING PURPOSE
	environmental protection, regulatory compliance, and ensuring the sustainable use of water resources during the Project's life cycle.
Water Management Plan	To identify procedures for onsite management of water supplies and minimisation of water consumption.
Waste and Wastewater Management Plan	To provide systematic guidelines for managing all waste generated during the Project's life cycle (construction, operation, and decommissioning) to minimise environmental impact, protect human health, ensure regulatory compliance, and support national sustainability goals.
Biodiversity Management Plan	To ensure the Project avoids, minimizes, mitigates, and, as a last resort, offsets its negative impacts on local ecosystems and species, in compliance with both national environmental laws and international standards. This will include all biodiversity elements to include flora, fauna and avaina.,
Labour and Working Conditions Management Plan	To ensure fair treatment, safe environments, compliance with Ethiopian / ILO, prevents child/forced labour, manages grievances, and covers diverse workers (direct, contracted, supply) during construction and operation.
Gender Equality Plan	To identify, prevent, mitigate, and remedy adverse impacts on workers and local communities, ensure legal compliance and protect the company's operational viability and reputation.
Gender-based Violence and Harassment Management Plan	To prevent and mitigate risks or stop violations of human rights and gender risks associated with the Project.
Accommodation Management Plan	To ensure that any labour and worker housing provided, arranged, or managed by a Project meets internationally accepted standards for health, safety, dignity, and welfare, while also preventing negative social and environmental impacts.
Employment and Procurement Management Plan	To ensure efficient, sustainable, and compliant management of human resources and supply chains while also contributing to the local and national economy.
Workers Demobilisation Management Plan	To ensure the orderly, safe, and fair demobilisation of the workforce at the end of construction activities.
Archaeological Chance Find and Cultural Heritage Procedure	To ensure the protection, preservation and sustainable management of cultural heritage resources within the project area, in compliance with national law and international standards.
Security Management Plan	To protect assets (turbines, substations), personnel, information, and ensure Project continuity by assessing risks (theft, vandalism, local instability), defining mitigation strategies, establishing physical security, and fostering community engagement.
Stakeholder Engagement Plan	To ensure legal compliance, achieving social acceptance (a "social license to operate"), mitigating Project risks and delays, and ensuring the Project delivers tangible local benefits. To maintain a social license to operate, managing expectations, minimizing risks, and ensuring the Project's long-term sustainability and compliance with local and international standards. This will also include a Grievance Redress Mechanism (GRM).
Livelihood Restoration Plan	To mitigate the adverse social and economic impacts of the Project on local communities and ensure that the livelihoods and living standards of affected persons are restored or, where possible, improved to pre-Project levels.
Decommissioning Management Plan	To ensure the decommissioning of the Project is undertaken in accordance with sound E&S risk mitigation strategies and the site is rehabilitated prior to closure.

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Appendix A Management of Design Change Form Template

ASPECT	DESCRIPTION
Date:	
Change Initiated By:	
Description of Change:	
Reason for Change:	
Outcome of E&S Screening:	
Outcome of Legislation Scan:	
Outcome of E&S Risk Assessment:	
EPA/ REA / Regulatory Authority Notified / Consulted:	

Appendix B Emergency and Preparedness Response Plan

In the event of an emergency incident or accident, the Emergency Preparedness and Response Plan (EPRP) will be implemented. The EPRP will be developed, maintained and reviewed to ensure that the facility is capable of coping immediately and effectively with incidents and emergencies, in order to minimise the detrimental impact on people, the community and the environment. This section provides the framework for the EPRP.

REF NO.	PHASE OF OPERATION	ASPECT	IMPACT	MANAGEMENT COMMITMENT	ACTION PLAN				
					TIMEFRAME	FREQUENCY	PERFORMANCE INDICATOR	RESPONSIBLE PARTIES	ESTIMATED COST
Management Objective: Emergency and safety procedures are in place to ensure rapid and effective response to all types of environmental emergencies.									
1.	Planning, Construction & Operations	Emergency preparedness and response.	• Pollution or deterioration to people and the environment as a result of emergency incidents.	• The Project Developer ***Emergency Preparedness and Response Procedure*** will be adopted, maintained and updated where necessary. These procedures will enforce responses to unexpected / accidental actions / incidents that cause E&S impacts. The procedure will include: ○ Risk assessment of critical processes and activities potentially subject to accidents and incidents. ○ A list of key personnel. ○ Details of emergency service contacts (e.g., the fire department, spill clean-up services etc.). ○ Internal and external communication plans, including prescribed reporting procedures where required by legislation. ○ Actions to be taken in the event of different types of emergencies. ○ Resources required to respond to emergencies. • Aysha district is considered a high-risk area due to its proximity to international borders and recent political instability. Security should	Prior to construction & duration of operations	Quarterly audit	Procedure in place. Audit implementation of procedure through incident reports. Completed risk assessments.	Project Developer Head office EPC Contractor / HSE Manager	$20,000 per annum

REF NO.	PHASE OF OPERATION	ASPECT	IMPACT	MANAGEMENT COMMITMENT	ACTION PLAN				
					TIMEFRAME	FREQUENCY	PERFORMANCE INDICATOR	RESPONSIBLE PARTIES	ESTIMATED COST
				be included in the EPRP with the following; ○ Incident Reporting Structures: Formalized channels for reporting security threats to both project personnel and local authorities. ○ Evacuation & Medical Support: Pre-identified sources of psychosocial and medical support, along with established evacuation routes toward safer hubs like Jijiga. ○ Communication Systems: Installation of high-standard radio or satellite communications, as mobile networks in border districts like Aysha are subject to shutdowns. • The Project Developer or the EPC Contractor will appoint a competent management team with the appropriate skills to develop and manage an emergency response of the appropriate scale. • On an annual basis, the Project Developer will undertake a risk assessment as part of its auditing procedures to identify and check potential risks associated with its operations. • As part of its annual budget, the Project Developer will allow a contingency for handling of any risks					

REF NO.	PHASE OF OPERATION	ASPECT	IMPACT	MANAGEMENT COMMITMENT	ACTION PLAN				
					TIMEFRAME	FREQUENCY	PERFORMANCE INDICATOR	RESPONSIBLE PARTIES	ESTIMATED COST
				identified and/or emergency situations.					
2.	Construction & Operation	Training and awareness.		• Employees, Contractors and Service Providers will be made aware of emergency procedures as part of the environmental induction and awareness training.	Project lifetime	Quarterly audit	Training records.	EPC Contractor / HSE Manager	Included in Contract
3.	Construction & Operations	PPE.		• All employees (Developer's, Contractor's and/or Service Provider's) will wear appropriate PPE.	Project lifetime	Quarterly audit	Visual inspection of compliance.	EPC Contractor / HSE Manager	Included in Contract
4.	Construction & Operations	Procedures.		• An "incident" means an unexpected sudden occurrence leading to danger to the public (e.g. security threats, protests, strikes, etc.) or potentially serious pollution of or detriment to the environment, whether immediate or delayed. Furthermore, an "incident" includes any incident or accident in which a substance - (a) pollutes or has the potential to pollute an environmental resource; or (b) has, or is likely to have, a detrimental effect on an environmental resource. If an incident and/or a spill occurs, the facility manager will: • Classify the incident according to the following: ○ ***Minor:*** An incident that has caused minor, reversible environmental impact, requiring minor remediation, and is contained within site limits.	Within 48 hours of incident	Daily inspections	Incident registers. Investigation reports.	EPC Contractor / HSE Manager	To be determined, as required

REF NO.	PHASE OF OPERATION	ASPECT	IMPACT	MANAGEMENT COMMITMENT	ACTION PLAN				
					TIMEFRAME	FREQUENCY	PERFORMANCE INDICATOR	RESPONSIBLE PARTIES	ESTIMATED COST
				○ **Moderate**: An incident that has caused moderate, reversible environmental impact with short-term effect, requiring moderate remediation. The incident may occur on or off-site limits, with impacts occurring within and/or outside the boundary of the site. ○ ***Serious:*** An incident that has caused serious environmental impact, with medium-term effect, requiring significant remediation. The incident may occur on or off-site limits, with impacts occurring within and/or outside the boundary of the site. ○ ***Major:*** An incident that has caused disastrous environmental impact, with long-term effect, requiring major remediation. The incident may occur on or off-site limits, with impacts occurring within and/or outside the boundary of the site. • Implement reasonable measures immediately to contain and minimise the impacts of the incident. The area will be cordoned off to prevent					

REF NO.	PHASE OF OPERATION	ASPECT	IMPACT	MANAGEMENT COMMITMENT	ACTION PLAN				
					TIMEFRAME	FREQUENCY	PERFORMANCE INDICATOR	RESPONSIBLE PARTIES	ESTIMATED COST
				unauthorised access and tampering of evidence. • Notify the HSE Officer and applicable operational managers of the incident immediately. • Comply with all legal requirements in reporting the incident to relevant authorities and taking corrective action. • Undertake clean up procedures immediately. • Record the incident in an Incidents Register. Take photographs and samples, as necessary to assist with the investigations. • Investigate and determine the root cause. • Implement measures to prevent similar incidents from occurring in the future.					

Appendix C Chance Find Procedure

1.0 Introduction

The following describes the Chance Find Procedure that will be followed for accidentally discovered archaeological and cultural heritage resources during the Project operations. Chance Finds are defined as potential cultural heritage objects (archaeological and historical resources, palaeontology and burial grounds and graves. The chance find procedure describes the process to be followed, including stopping work, site protection, evaluation and informing the Ethiopian Heritage Authority (EHA) of such finds and a final process of mitigation implementation.

1.1 Steps for the Chance Find Procedure

The Chance Find Protocol assists if an unexpected deposit or remains are encountered. The construction workforce will be informed to be vigilant in the detection and reporting of, and the prevention of, disturbance and damage to objects and sites of physical cultural resources. Through the induction program, the contractor will ensure that all workers are aware of the criteria for the identification of possible sites. The Chance Find Procedure is disseminated among workers during induction training.

Upon identification of suspected archaeological or cultural remains, the following procedure is to be executed if archaeological material is discovered during implementation:

- Should an archaeological site or cultural material be discovered during construction (or operation), the area will be demarcated, and construction activities immediately cease in the demarcated area and activities that create ground disturbance will be minimised in and adjacent to the affected area;
- The discovered site will be delineated as "no work zone;"
- Unauthorised entry will be prohibited and the site secured to prevent any damage or loss of removable objects;
- Record the type of archaeological materials encountered, including their location, in a report and take a photo and GPS coordinates of the find in situ;
- Discoveries will be reported to the Project Company's Project Manager, who will contact the EHA;
- Delineate the discovered find / feature / site and provide a 40m buffer zone;
- Under no circumstances will any artefacts be removed, destroyed or interfered with by anyone on the site; and contractors and workers will be informed of the penalties associated with the unlawful removal of cultural, historical, archaeological or paleontological artefacts;
- Until further notification, treat the site as a no-go zone;
- The responsible regional authorities will assess the significance and importance of the findings according to the various criteria relevant to cultural heritage;
- A decision on how to handle the finding will be the responsibility of the EHA. This includes conservation, preservation, restoration or salvage;
- Recommendations of the EHA concerning the management of the finding will be communicated in writing by the EHA to the Project Company;
- Restoration measures will be employed to protect discoveries and flagging the area boundaries; and
- An archaeologist will be retained to conduct a data recovery before the continuation of construction activities within the 26 m "no work zone" (MDI, 2025).
- In case further mitigation is required, as assessed by the EHA, a work plan describing the methodology, aims, and the specialist doing the work must be submitted to EHA for approval to undertake the necessary mitigation;

- The contractor will, therefore, have a contingency plan in place so that operations can move elsewhere temporarily while the material and data are recovered;
- Construction can commence once the site has been cleared and signed off by the EHA if a destruction permit is required.

Appendix D Environmental Clearance Certificates

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The Federal Democratic Republic of Ethiopia
Ministry of Water, Irrigation and Energy

ቁጥር Ref. No MOWIE 126/26/707

ቀን Date 05 JAN 2021

To: AMEA Africa Developments
Addis Ababa

Subject: Issuance of Environmental Clearance on Aysha I-300 MW Wind power project

In reference to your letter dated on15 Dec.2020 you have requested an Environmental Clearance for Aysha I-300 MW Wind power project. The Ministry of Water, Irrigation and Energy examined the above mentioned project reports with ample interest. The evaluation was done in accordance with the Federal Environmental Protection Authority, Environmental Impact assessment Proclamation No. 299/2002 and the requirements provided under the relevant technical guidelines.

We have come to note that:-

- The project existing, biophysical environments, socio-economic and cultural environments, are sufficiently described,
- References are made to the key applicable environmental policy, legal and institutional frameworks of the Federal Democratic Republic of Ethiopia agreements,
- The project benefits are well pointed out,
- The impacts are identified and fairly analyzed, mitigation measures proposed, and the project is environmental feasible,
- The finding of public consultation with affected persons and interested stakeholders are outlined,
- The Environmental and Social Management plan (ESMP) is developed ensuring the environmental monitoring and mitigation measures are implemented, and the necessary budget, institutional and implementation arrangements have been made,

Accordingly, the Ministry of Water, Irrigation and Energy hereby agree to Issue this Environmental Clearance for the implantation of the Project with strong believe that AMEA Africa Developments will commit itself to:-

ስልክ 011-661-11-11
Tel. 011-663-72-22
ቴሌፋክስ 011-661-08-85
Tele fax 011-661-07-10
ፖ.ሳ.ቁ 5744
P.O. Box. 5744
አዲስ አበባ ኢትዮጵያ
Addis Ababa- Ethiopia

Establish the environmental management unit and necessary capacities to implement the ESMP

The proper and effective implementation of the ESMP and monitoring activities as planned,

Regularly report to the MoWIE, and the concerned regional environmental agencies and other stakeholders on the environmental performance of the project,

Notify to MoWIE and other stakeholders about the occurrence of unforeseen events, outstanding issues that might arise during planned public disclosure, and take appropriate measures accordingly,

Make the necessary arrangement for MoWIE and other stakeholders for joint field monitoring of the environmental performance of the project,

With regards,

ቁጥር /No. 9/1.1/6536/18
ቀን / Date 7/11/2025

AMEA POWER AYSHA WIND ONE PLC
Addis Ababa

Subject: - Issuance of Environmental Clearance Certificate (ECC) for the Implementation of Aysha Wind Farm Project

It is to be recalled that you have submitted the Environmental and Social Impact Assessment (ESIA) report for ***Aysha Wind Farm Project*** which will be implemented in Somali National Regional State; Sitti Zone; Aysha Woreda.

We have evaluated the report in accordance with the environmental requirements of the country and found that the project complies with them. Accordingly, we have approved the implementation of it with the following ***Conditions:***

- The company has to establish Environmental Unit and implement the Environmental and Social Management Plan (ESMP) and submit quarterly environmental monitoring report;
- The company has to renew the Environmental Clearance Certificate (ECC) annually;
- The company has to conduct annual environmental audit and submit to Federal Environmental Protection Authority (EPA);
- The company has to address any unforeseen adverse effects of the project that is not stated on the study document and inform to the Federal EPA and other concerned body; and
- The company shall co-operate Federal and Regional EPAs while carrying out environmental audit and monitoring on the Project as deemed necessary.

Sincerely,

Shiferaw Negash Birk
Lead Executive, Environment and Social Impact Assessment and Licensing

Cc:

- Environmental Regulatory Sector
- Development Projects ESIA Department
  FDRE Environmental Protection Authority
- Somali Environmental Protection Authority
  Jigjiga

Appendix E Land Certificate

DAWLADDA DEEGAANKA SOOMAALIDA
XAFIISKA ILAALINTA DEEGAANKA & MAAMULKA DHULKA MIYIGA
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SOMALI REGIONAL STATE
ENVIRONMENTAL PROTECTION AND RURAL LAND ADMINISTRATION BUREAU

Shahaadadan waxaa la bixiyay iyadoo la Cuskanayo Bayaanka Maamulka iyo Isticmaalka Dhulka Miyiga ee J.D.F.I. kaas oo Tirsigiisu yahay 456/2005 iyo Bayaanka dib loo habeeyay ee Maamulka iyo Isticmaalka Dhulka Miyiga ee D.D.S. kaas oo Tirsigiisu yahay 128/2013.

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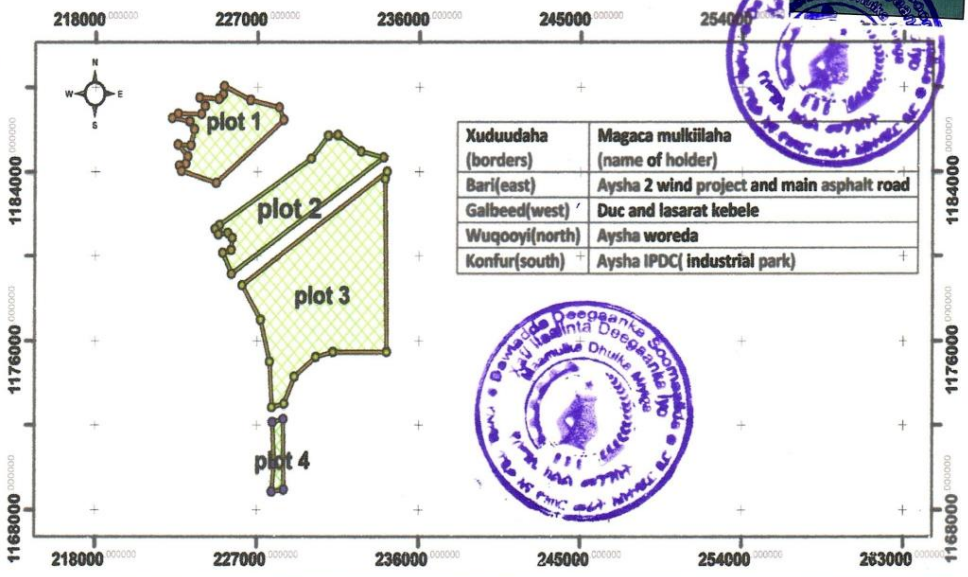
No.Xujada: 355/2017
Map No.

Taar.Labixiyay: 24/11/2017
Date of Issue.

Expire Date: 11/10/2041

SHAHAADADA KU MEELGAADHKA DHUL-BEEREEDKA
TEMPORARY AGRICULTURAL CERTIFICATE

Magaca Qoyska Beeralayda oo Sedexan
Full Name of The Owner
Mud/Marwo AMEA POWER AYSHACA WIND ONE PRIVATE LIMITED COMPANY



Xuduudaha (borders)	Magaca mulkiilaha (name of holder)
Bari(east)	Aysha 2 wind project and main asphalt road
Galbeed(west)	Duc and lasarat kebele
Wuqooyi(north)	Aysha woreda
Konfur(south)	Aysha IPDC(industrial park)

Gobolka zone	Degmada Woreda	Qabalaha Kebele	Baaxada Goobta Area (ha)	Darajada Dhulka Land Value	Nooca Adeega Dhulka Type of Land
Sitti	Ayshaca	Lasarat	8446 Ha	1aad	Wind Power

Diyaariye/Prepared
Cartographer

Hubiye/Checked
Director

Ogolaade/Approved
Dhulka Miyiga DDS

Appendix F Land Lease Agreement

Execution Version

Date: 17 August 2024

SOMALI REGIONAL STATE ENVIRONEMENTAL PROTECTION AND RURAL LAND ADMINISTRATION BUREAU

as Lessor

AND

AMEA POWER AYSHA WIND ONE PRIVATE LIMITED COMPANY

as Lessee

LAND LEASE AGREEMENT RELATING TO THE 300MW AYSHA I WIND POWER PROJECT

1