AMEA POWER AYSHA ONE WIND PROJECT

ESMS MANUAL

AYSHA I WIND PROJECT, ETHIOPIA

RESPONSIBILITIES

Phase	Date	Name	Function
Elaboration	20-02-2026	Azmeraw Zerihun	AYSHA I WIND PROJECT, Social Manager
Validation	20-02-2026	Anna Savoskina	AMEA Power, E&S Specialist
Approval	20-02-2026	Vito Saluto	AMEA Power, Head of ESG

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INDEX

DEFINITIONS ..... **vi**

LIST OF ABBREVIATION ..... **xi**

REFERENCE DOCUMENTS ..... **xiv**

1 INTRODUCTION **1**

1.1 Background 1

1.2 Purpose of the Manual 1

1.3 Objectives of the Manual 1

1.4 Scope of the Manual 2

1.5 Overview of the ESMS 2

1.6 Core Elements of the ESMS 2

1.7 Principles and Standards 3

1.8 Organization Commitment 3

1.9 Approaches 4

1.10 Structure and Application 4

1.11 Summary of Roles and Responsibilities 4

2 PROJECT DESCRIPTION **5**

2.1 Energy Sector in Ethiopia 5

2.2 Project Overview 5

2.3 Project Location 5

2.4 Project Components 7

2.5 Project Phases and Schedule 8

3 ORGANIZATIONAL FRAMEWORK **10**

3.1 Involved Entities 10

3.2 Project Company E&S Resources 10

4 OVERALL STRUCTURE OF E&S MANAGEMENT SYSTEM **24**

4.1 Objectives 24

4.2 Policies 24

4.3 HR Policy 25

4.4 Overall Structure for Environmental & Social Management System 26

4.5 ESIA and Supporting Documents Information Disclosure 28

5 LEGAL AND POLICY FRAMEWORK 30
5.1 National Legislations 30
5.2 International Treaties and Agreements Signed by Ethiopia 33
6 MANAGEMENT PLAN FRAMEWORK 36
7 HSSE AND SOCIAL TRAINING REQUIREMENTS 58
7.1 Basic Visitor Safety and Social Induction 58
7.2 Worker Site Induction Training 59
7.3 Regular Toolbox Talk (TBT) 61
7.4 Specialized Training Requirements 61
7.5 Competency Needs 63
7.6 Training Evaluation 63
7.7 Training Records 64
8 MEETINGS 65
8.1 Weekly Meetings 65
8.2 Monthly Meetings 66
8.3 Management Review 67
9 INSPECTION AND AUDITS 69
9.1 Daily Site Tours 69
9.2 Weekly Site Inspections 69
9.3 Environment, Health and Safety (EHS) Social and Labour Audit 70
9.4 Human Resources (HR) Audit 71
9.5 Worker Accommodation 72
9.6 EPC Contractor Auditing 73
10 MONITORING 74
11 REPORTING 77
11.1 EPC Contractor / O&M Contractor Reporting Requirements 77
11.2 Project Company Reporting Requirements 79
12 DOCUMENT AND RECORDS 82
12.1 Document Availability and Control 82
12.2 Record Retention and Accessibility 83
12.3 Data Quality and Verification 83

12.4 Digitalization and Reporting Systems 83
13 KEY PERFORMANCE INDICATORS - KPI 84
14 CONTRACTOR AND SUBCONTRACTOR/SUPPLIER E&S MANAGEMENT 88
15 COMMUNICATION 90
15.1 Internal Communications 90
15.2 External Communications 91
16 INCIDENTS MANAGEMENT 92
16.1 Incident Report 92
16.2 Investigation 93
16.3 Analysis 94
17 MANAGEMENT OF CHANGE 95
17.1 Scope of Environmental & Social Management System Changes 95
17.2 Management of Change Steps 95
17.3 Change Categorization 96
18 CONTROL OF RECORDS 98
19 CONCLUSIONS 100
ANNEX 1 101

DEFINITIONS

Definition	Meaning
Affected Parties	Stakeholder(s) who is (are) affected by the Project's activities, both positively and negatively. They may be directly affected and indirectly affected.
Area of Influence	The area likely to be affected by: (i) the Project (examples include the Project's sites, the immediate airshed and watershed, or transport corridors) and the activities and facilities that are directly owned, operated or managed (including by contractors) and that are a component of the Project; (ii) impacts from unplanned but predictable developments caused by the Project that may occur later or at a different location; or (iii) indirect Project impacts on biodiversity or on ecosystem services upon which Affected Communities' livelihoods are dependent (source: IFC PS1).
Associated Facilities	Facilities that are not funded as part of the Project (funding may be provided separately by a client or a third party including the government), and whose viability and existence depend exclusively on the Project and whose goods or services are essential for the successful operation of the Project.
Basic Terms and Conditions of Employment	The requirements as applicable on wage, working hours, labour contracts and occupational health & safety issues, stemming from ILO conventions 26 and 131 (on remuneration), 1 (on working hours) and 155 (on health & safety).
Community Based Organisations	A local community or civil society organisation that is not for profit and can be formal or informal. They often function within a single community or over a small geographic range across several communities.
Consultation	Consultation is purposeful and deliberately seeks input from stakeholders to shape relations and the development of programmes. It involves the business, key individuals, organisations and groups affected by or interested in the development and outcomes of the issue/process being discussed. The aim is to ensure mutual understanding and for all parties to be able to manage decisions that have a potential to affect all concerned. A good consultation process needs to be supported by a strong communication programme.
Community Investment and Development Program (CIDP)	The implementation of needs-based programmes designed to deliver positive and sustainable impact to Project communities throughout the investment lifecycle; add to the enabling environment in which the Project Company seeks to invest; enhance the profile of the Project Company, create goodwill for the Project Company, the Project Company's existing and future investments; lay the foundations for ongoing community engagement and development; and add to the resilience of the community to future climate and economic shocks.
Environmental and Social Action Plan (ESAP)	The E&S action plan (ESAP) agreed upon between the Lenders and the Project Company, defining actions, responsibilities, deliverables, compliance indicators, and a timeframe for the measures required to remedy the known non-compliances of the

Definition	Meaning
	business activities of the Project Company with the E&S Requirements and for any other measure agreed upon, as amended from time to time
Environmental and Social Management System	Means the part of the overall management system of the Fund that includes the policies, organizational structure, planning activities, responsibilities, practices, procedures, and resources for developing, implementing, achieving, reviewing, and maintaining compliance with the E&S Requirements for the purpose of (a) identifying and managing E&S impacts and risks, and (b) supporting and implementing Community Development programmes with the combined objectives of creating an enabling environment for sustainable development, and assisting with originating and holding of Investments, through a structured and continuous process of environmental and social risk identification, screening, assessment, mitigation, monitoring, reporting, stakeholder engagement, grievance management and continual improvement.
Environmental and Social Requirements	Means the stricter of (i) Environmental Law, (ii) Social Law, (iii) E&S Permits, (iv) Basic Terms and Conditions of Employment, (v) Core Labor Standards, (vi) other requirements set by the Fund's E&S Management System, and (vi) all applicable IFC Performance Standards. Note that the requirements applicable to and which must be adhered to by the Project and the Project Company and include: ▪ Project ESIA Report, the ESMP and related plans. ▪ The Project's ESAP. ▪ National regulatory framework. ▪ Applicable permits and licences. ▪ Contractual agreements and covenants. ▪ IFC Performance Standards (2012). ▪ AfDB's Integrated Safeguards System (2023) ▪ Good International Industry Practice as set out in the World Bank Group Environmental, Health, and Safety General Guidelines (2007), the sector-specific World Bank Group Environmental, Health, and Safety Guidelines, etc. ▪ ILO Core Labour Standards, the ILO Basic Terms and Conditions of Work, and the UN Guiding Principles on Business and Human Rights. ▪ The requirements described in AMEA POWER's ESMS, Policies and Code of Conduct.
Environmental Law	Any law, rule or regulation (including international treaty obligations) concerning environmental matters and natural resource management applicable to any Project Company in any country which is financed by AMEA Power.
ESMS Manual	A document that describes the Project's E&S Management System comprising the Environmental and Social principles, the institutional and organisational arrangements, the control framework and the requirements for monitoring, reporting and auditing.

Definition	Meaning
Free, Prior and Informed Consent (FPIC)	The right of Highly Vulnerable Rural Minority (HVRM) communities and Indigenous Peoples to give or withhold consent to any project activity that may affect their lands, territories, resources, livelihoods, or cultural heritage. *Free* means consent is given without coercion, manipulation, or undue incentives. *Prior* means consent is obtained before any relevant activity commences, allowing adequate time for communities to deliberate through their own decision-making processes. *Informed* means communities have received complete, accurate, and culturally appropriate information — including in oral formats and in Somali language — about the nature of the project, its potential impacts, and their rights. FPIC is not a one-time event but an ongoing process throughout the project lifecycle. (Sources: IFC PS7, AfDB OS7, UNDRIP Art. 32.)
Gender Based Violence and Harassment (GBVH)	Umbrella term for violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately and includes sexual harassment.
Good International Industry Practice	In the context of ESG means the exercise of professional skill, diligence, prudence, and foresight that would reasonably be expected from skilled and experienced professionals engaged in the same type of undertaking under the same or similar circumstances globally or regionally with the outcome being the employment of the most appropriate risk controls, impact mitigation measures, and technologies relevant to the ESG context (adapted from IFC PS1).
Grievance	A concern, complaint or feedback raised by any stakeholder either affected or interested in company operations. Both concerns and complaints can result from either real or perceived impacts of Project's operations.
Grievance Mechanism (GM)	A process for receiving, evaluating, and addressing Project-related grievances from affected persons at the level of the company, or Project and for these to be received and resolved appropriately and in accordance with Principle 31 of the UN Guiding Principles on Business and Human Rights. An internal grievance mechanism is a process implemented for responding to grievances raised by employees or members or the Project Workforce. An external mechanism should be established as a separate process for dealing with grievances raised by communities and other external stakeholders.
High Potential Incidents	Some incidents and near misses may occur at site or at the asset that, under different, plausible circumstances the most serious credible outcome could have been an Accident.
Human Rights	Human rights are inherent in all human beings, whatever their nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. Every individual is entitled to enjoy human rights without discrimination. These rights are all interrelated, interdependent and indivisible. Human rights are often expressed

Definition	Meaning
	and guaranteed by law, in the form of treaties, customary international law, general principles and other sources of international law. International human rights law sets out obligations on States to act in certain ways or to refrain from certain acts, to promote and protect the human rights and fundamental freedoms of individuals or groups. Business can impact all human rights both positively and negatively. Source: https://www.unglobalcompact.org/
Impact	An environmental or social impact is defined as any alteration of existing conditions, adverse or beneficial, caused directly or indirectly by a Project that results in a specific consequence to a resource/receptor.
Incident	An event or chain of events which caused or could have caused injury, illness, loss of assets or potential or actual damage to relationships or reputation.
Vulnerable Groups and highly vulnerable rural minorities (HVRM)	Vulnerable groups may include, among others, female-headed households, the landless, the elderly, youth and children, persons with disabilities, groups who are marginalized on the basis of ethnicity, religion, language, sexual orientation, and gender identity, and highly vulnerable rural minorities (HVRM) (source: IFC PS7 & AfDB OS7). HVRM refers exclusively to a distinct social and cultural group possessing all of the following characteristics in varying degrees: (i) self-identification as members of a distinct, specific, social and cultural group, and recognition of this identity by others. (ii) collective attachment to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas. (iii) customary cultural, economic, social or political institutions that are distinct or separate from those of the mainstream society or culture, and d. a distinct language, often different from the languages of the majorities or languages of the country or region in which they reside. (source: AfDB OS7).
Project Workforce	Direct employees of the Project Company; individuals working for contractors and subcontractors,
Social Law	Any law, rule or regulation (including international treaty obligations) applicable in the jurisdiction of the Country concerning (i) labour, (ii) social security, (iii) the regulation of industrial relations (between government, employers and employees), (iv) the protection of occupational as well as public health and safety, (v) the regulation of public participation, (vi) the protection and regulation of ownership of land rights (both formal and traditional), immovable goods and intellectual and cultural property rights, (vii) the protection and empowerment of Vulnerable Groups and highly vulnerable rural minorities (HVRM), (viii) the protection, restoration and promotion of cultural heritage, (ix) all other laws, rules and regulations providing for the protection of employees and citizens.
Stakeholder	Persons or groups that are directly or indirectly affected by a Project as well as those that may have interests in a Project and/or the ability to influence its outcome, either

Definition	Meaning
	positively or negatively. This can refer to shareholders, investors, employees, communities, governments, industries and (international) third parties.
Stakeholder engagement	An umbrella term encompassing a range of activities and interactions between Project Company and stakeholders (two-way communication) over the life of a Project that are designated to promote transparent, accountable, positive, and mutually beneficial working relationships
UN Guiding Principles on Business and Human Rights	The United Nations Guiding Principles on Business and Human Rights were published in 2011 as the standard of responsibility for business regarding human rights. The UNGP are founded on three pillars: (i) the State duty to protect human rights against abuse by third parties, including business, through appropriate policies, legislation, regulations and adjudication; (ii) the corporate responsibility to respect human rights, meaning to act with due diligence to avoid infringing on the rights of others and address adverse impacts with which they are involved; and (iii) the need for greater access to effective remedy, both judicial and non-judicial, for victims of business-related human rights abuse. The focus of the UNGP is on avoiding and addressing negative impacts. Source: https://www.unglobalcompact.org/
The United Nations Sustainable Development Goals	The United Nations Sustainable Development Goals form a core component of the 2030 Agenda for Sustainable Development which was adopted by all United Nations Member States in 2015. They are designed to tackle the wide-ranging social, economic and environmental challenges faced by the planet while providing an opportunity to progress towards sustainable development.
Vulnerable Groups	Individuals or groups within the Project area of influence who could experience adverse impacts more severely than others based on their vulnerable or disadvantaged status. This vulnerability may be due to an individual's or group's race, sex, language, religion, political, opinion, national or social origin, property, birth or other status. Other factors should also be considered including gender, ethnicity, culture, sickness, physical or mental disability, poverty or economic disadvantage, and dependence on unique natural resources.

LIST OF ABBREVIATION

ACRONYM	DEFINITION
A&E	Accident and Emergency
AOI	Area of Influence
AfDB	African Development Bank
BMP	Biodiversity Management Plan
BSF	Benefit Sharing Framework
CC	Civil Code
CHS	Community Health and Safety
CLO	Community Liaison Officer
COD	Commercial Operation Date
CSR	Corporate Social Responsibility
CIDP	Community Investment and Development Program
E&S	Environmental and Social
EBRD	European Bank for Reconstruction and Development
EHS	Environment, Health and Safety
EIA	Environmental Impact Assessment
EPC	Engineering, Procurement and Construction
E&S	Environmental and Social
EPRP	Emergency Preparedness and Response Plan
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESMS	Environmental and Social Management System
FC	Financial Close
FPIC	Free, Prior and Informed Consent
GBVH	Gender-Based Violence & Harassment

ACRONYM	DEFINITION
GIIP	Good International Industry Practice
GM	Grievance mechanism
H&S	Health and Safety
HSSE	Health Safety Security Environment
HMWWP	Hazardous Materials, Waste and Wastewater Management Plan
HR	Human Resources
HVRM	Highly vulnerable rural minorities
IFC	International Finance Corporation
ILO	International Labour Organization
IUCN	International Union for Conservation of Nature
LWCMP	Labor and Working Conditions Management Plan
LRP	Livelihood Restoration Plan
MSDS	Material Safety Data Sheets
MV	Medium voltage
MV	Mega Watt
NSR	Noise Sensitive Receptors
NTP	Notice to Proceed
NTS	Non-Technical Summary
N-SEDS	National Sustainable Energy Development Strategy
O&M	Operations and Maintenance
OHS	Occupational Health and Safety
OHSMP	Occupational Health and Safety Management Plan
OHTL	Overhead Transmission Line
OS	Operational Safeguard
PPE	Personal Protective Equipment

ACRONYM	DEFINITION
PPP	Public-Private Partnership
RoW	Right of Way
SMP	Security Management Plan
SEP	Stakeholder Engagement Plan
SMP	Site Mobilization Plan
SWMP	Solid Waste Management Plan
SSMP	Subcontractors and Suppliers Management Plan
TMP	Training Management Plan
TTMP	Traffic and Transportation Management Plan
UNCCD	United Nations Convention to Combat Desertification
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFCCC	United Nations Framework Convention on Climate Change
WAMP	Worker Accommodation Management Plan
WBG	World Bank Group
WMP	Water Management Plan

REFERENCE DOCUMENTS

TITLE	DESCRIPTION
Policy and Governance	
Code of Conduct	Describes the responsibility placed on all AMEA Power staff to uphold the goals and values to which AMEA Power aspires and to conduct business for AMEA Power and AMEA Power project companies in accordance with applicable laws and regulations. It provides an overview of the responsibility that AMEA Power Staff have in respect of upholding AMEA Power's commitment to the highest standard of business conduct and provides a set of expected behaviours that AMEA Power Staff exhibit in their dealing towards others and AMEA Power.
Environmental Policy	It guides AMEA Power's actions and decisions on environmental matters, reflecting our commitment to sustainability. It includes goals for minimizing impact, conserving resources, complying with laws, and promoting stewardship.
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.
Occupational Health and Safety Policy	It's AMEA Power's commitment to ensuring a safe workplace for employees, contractors, and visitors. It includes goals for preventing injuries and illnesses, promoting safety culture, complying with laws, and continuously improving safety performance.
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 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.

TITLE	DESCRIPTION
Policy and Governance	
Gender Equality Policy	Provides governance framework for gender to be incorporated into investment and fund management activities as well as in the AMEA Power workplace.
Human Resources Policy	Describes the arrangements relating to all aspects of the AMEA Power workforce.
Human Rights Position Statement	Establishes AMEA Power's position regarding the respect for human rights during its business activities and in the investments of AMEA Power.
Community Investment and Development Program	Describes the process for developing, responsibly investing and implementing community development activities
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 different management systems implemented. This culture of quality and efficiency in operations extends to all divisions and countries where it operates.

1 INTRODUCTION

1.1 Background

AMEA Power is at the planning stage of developing, designing, constructing, owning, operating, and maintaining the Aysha Wind Power Project, a 300 MW wind energy project located in Aysha Woreda, Sitti Zone, Somali Regional State, Ethiopia. The project is being implemented pursuant to a Power Purchase Agreement with Ethiopian Electric Power (EEP), a public enterprise established under Council of Ministers Regulation No. 302/2013 (as amended), and an Implementation Agreement with the Ministry of Finance (MoF). The project site spans four Kebeles: Aysha 01, Aysha 02, Lasarat, and Dagago.

This document describes the Environmental and Social Management System (ESMS) for the project and provides guidance for implementing environmental and social policies and commitments throughout the project lifecycle, covering both construction and operational phases in alignment with IFC PS1–8 and AfDB OS1–8.

1.2 Purpose of the Manual

The purpose of this ESMS manual is to serve as a practical guide for identifying, managing, and monitoring environmental and social risks and impacts associated with AMEA Power and AMEA Power Aysha Wind One PLC's operations, including activities by contractors, subcontractors, and supply chain partners.

1.3 Objectives of the Manual

This manual outlines the ESMS to be implemented by the Aysha 1 Wind Project during construction and operational phases. Its objectives include:

- Mainstreaming environmental and social considerations into all business activities to safeguard investments from E&S risks (PS1/OS1).
- Assisting the project company in systematically managing environmental and social impacts across construction and operations.
- Improving overall project performance using defined E&S indicators and KPIs.
- Providing a clear structure and outline for ESMS implementation during construction and operation.
- Identifying key procedures and management plans to handle E&S risks and impacts, to be developed and updated as needed (PS1/OS1).
- Establishing an institutional framework to ensure effective implementation, including roles, responsibilities, training, monitoring, and reporting.
- Ensuring labour management and worker welfare comply with IFC PS2 and AfDB OS2, including fair treatment, working conditions, and grievance mechanisms.
- Defining an approach for periodic auditing of contractors, subcontractors, and suppliers to ensure compliance with HSSE, labour, and social requirements.
- Providing a high-level framework for biodiversity management, community engagement, resettlement, and cultural heritage where applicable (PS5–PS8 / OS5–OS8).

1.4 Scope of the Manual

This manual applies to all project stakeholders and covers the entire project lifecycle. It is applicable to:

- Project Developer: AMEA Power
- Project Company: AMEA Power Aysha Wind One PLC
- EPC Contractor
- O&M Operator
- LTSA Operator
- Subcontractors
- All Employees
- All business lines and supply chain actors.

The scope explicitly includes outsourced services and joint-venture partners to ensure PS1/OS1 compliance. A detailed description of stakeholder roles is provided in Chapter 3.

1.5 Overview of the ESMS

The ESMS manual is developed to comply with national, lender, and international environmental and social requirements.

- National requirements: Complies with Ethiopia's federal and Somali Regional State environmental and social laws, proclamations, regulations, and guidelines.
- Lender requirements: Aligns with IFC Performance Standards and AfDB Environmental and Social Operational Safeguards.
- International standards: Incorporates guidance from Sustainable Development Goals (SDGs), Equator Principles, and World Bank Group Environmental, Health, and Safety Guidelines.

1.6 Core Elements of the ESMS

The building blocks of the ESMS manual include the following core elements:

- Environmental and Social Policies
- Screening and identification of environmental and social risks and impacts (PS1/OS1)
- Risk management procedures
- Management programs and continuous improvement processes (PS1/OS1)
- Organizational capacity and competency
- Stakeholder engagement and grievance mechanisms (PS1/OS1, PS7/OS8)
- Documentation and record-keeping
- Emergency preparedness and response

- Monitoring, review, and reporting
- Due diligence and contractor/subcontractor management (PS2/OS2).

1.7 Principles and Standards

The ESMS manual is guided by key principles and international standards:

- African Development Bank Integrated Safeguards System (OS1–OS8)
- IFC Performance Standards (PS1–PS8)
- The Equator Principles
- World Bank Group Environmental, Health, and Safety Guidelines
- IFC and AfDB Practices.

Key rights-based principles include:

- Rights-based approach to project implementation (PS1/OS1)
- Protection of vulnerable groups, including rural minorities (PS1/OS1, PS7/OS7)
- Gender equality and women's empowerment (PS2/OS2)
- Stakeholder engagement and FPIC where applicable (PS1/OS1, PS7/OS8)
- Accountability and transparency
- Biodiversity conservation and sustainable use of natural resources (PS6/OS6)
- Resettlement and land acquisition where applicable (PS5/OS5)
- Cultural heritage protection (PS8/OS8).

1.8 Organization Commitment

AMEA Power is fully committed to the effective implementation and continual improvement of an Environmental and Social Management System (ESMS) that ensures the Aysha I Wind Project is developed, constructed, operated, and decommissioned in a manner that is environmentally sound, socially responsible, and protective of human health, safety, and rights.

Senior management of the Project Company provides leadership, oversight, and resources necessary for the effective implementation of the ESMS. Clear roles, responsibilities, and authorities are defined within the organizational structure, and E&S responsibilities are embedded into job descriptions, contractor requirements, and performance management systems.

All employees, contractors, subcontractors, and suppliers working on behalf of the Project Company are required to comply with this ESMS and the associated policies, plans, and procedures.

1.9 Approaches

AMEA Power and AMEA Power Aysha Wind One PLC's management are committed to integrating the ESMS into all business activities, ensuring that contractors, subcontractors, employees, and supply chain actors comply with E&S standards and continuously improve performance.

Senior management will oversee routine monitoring, reviews, updates, and improvements of the ESMS and E&S performance, in accordance with PS1/OS1 requirements.

Besides, the senior or top management will be committed to ensuring continues improvements through ensuring routine monitoring, review, updates and improvements of the ESMS manual and E&S performances.

1.10 Structure and Application

The ESMS manual is organized into 18 sections. The topics covered under each section are listed below:

- Chapter 1 covers the Introduction which includes subsections including purpose and objective of the manual, scope of the ESMA, Overview of the ESMS, Core Elements, Principles and Standards, Organization Commitment (Statement of Intent), Approaches, Structure and Application, and Summary of Roles and Responsibilities.
- Chapter 2 section of the manual covers the organizational Framework, including the involved entities, E&S Resources.
- Chapter 3 covers the Overall Structure of the E&S Management System. These include objectives, policies, HR Policies, Management Structures, and ESIA and Supporting Documents Information Disclosure.
- Chapter 4 discusses about relevant Legal Frameworks.
- Chapter 5 discusses the Key Management Plan Frameworks.
- Whereas Chapter 6 covers HSSE and Social Training Requirements.
- The Chapters 7, 8, 9, 10 covers Meetings, Inspections and Audits, Monitoring and Reporting Respectively.
- The 0 and 12 Chapters covers Document and records, and KPI respectively.
- Chapter 13 discusses Contractor and Subcontractor/Supplier E&S Management.
- Chapters 14, 15, 16,17 and 18 cover Communication, Incident Management, Management of Change, Control of Records, and Conclusion Respectively.

1.11 Summary of Roles and Responsibilities

The Top Management of AME Power and the Project Company will be responsible along with the HSSE Manager, Biodiversity Manager, HSE Supervisor, Social Manager, Security Manager, Labour Compliance, Social Specialist and Community Laison Officer (LO) for the success of the ESSMS` s success the project company` s business activities, and during the project` s life cycle. The detailed organization framework is discussed under Chapter 3 of this ESMS manual.

2 PROJECT DESCRIPTION

2.1 Energy Sector in Ethiopia

The energy sector in Ethiopia plays a critical role in supporting economic growth, improving living standards, and achieving sustainable development goals (SDGs). Despite significant advancements in expanding electricity generation and access, modern energy services remain limited, particularly in rural and underserved areas.

As outlined in the National Sustainable Energy Development Strategy (N-SEDS) 2024–2030, access to electricity and clean energy continues to be a pressing national challenge. Ethiopia is among the countries with one of the largest populations lacking access to clean fuels and modern energy technologies. As of 2023, approximately 60 million people (nearly half of the population) remained without electricity access, underscoring the scale and urgency of this challenge.

In high-demand scenarios, additional energy needs are anticipated due to:

- Expansion of industrial data centers and efficiency measures,
- Extension of electricity access within 10 km of population centers,
- Infrastructure improvements in road and railway networks.

This is projected to result in a national electricity demand of 40,342 GWh by 2030, excluding losses and exports.

Recognizing that reliance on fossil fuels and hydropower alone will not meet projected demand, the government is pursuing energy diversification, including wind, solar, geothermal, bioenergy, and waste-to-energy, alongside investments in sustainable energy infrastructure.

To facilitate this, the government has encouraged private sector participation through Public-Public Partnerships and Public-Private Partnerships (PPPs), revising the Investment Law and PPP Proclamation to attract private investment in the energy sector.

2.2 Project Overview

AMEA Power is at the planning stage of developing, designing, constructing, owning, operating, and maintaining the 300 MW Aysha Wind Power Project, located in Aysha Woreda, Sitti Zone, Somali Regional State, Ethiopia. The project is implemented under a Power Purchase Agreement (PPA) with Ethiopian Electric Power (EEP), established under Council of Ministers Regulation No. 302/2013 (as amended), and an Implementation Agreement with the Ministry of Finance (MoF).

The project is designed to contribute to Ethiopia's renewable energy targets, support energy access in the Somali Region, and comply with national environmental and social laws, IFC PS1–8, and AfDB OS1–8.

2.3 Project Location

The project site covers four Kebeles: Aysha 01, Aysha 02, Lasarat, and Dagago, within Aysha Woreda in northern Sitti Zone. The Woreda borders:

- Dembel Woreda to the south,
- Shinile Woreda to the southwest,
- Djibouti to the north, and
- Somaliland to the east.

Aysha town, the administrative center of the Woreda, is located approximately 5 km northeast of the project lease area boundary. Figure 1 illustrates the administrative context of the Project and Figure 2 illustrates the locality of the Project.

All location descriptions ensure compliance with land-use regulations, zoning, and environmental legislation of Ethiopia, and facilitate IFC/AfDB assessment of community proximity and environmental sensitivity (PS1, OS1, PS5, OS5, PS6, OS6).

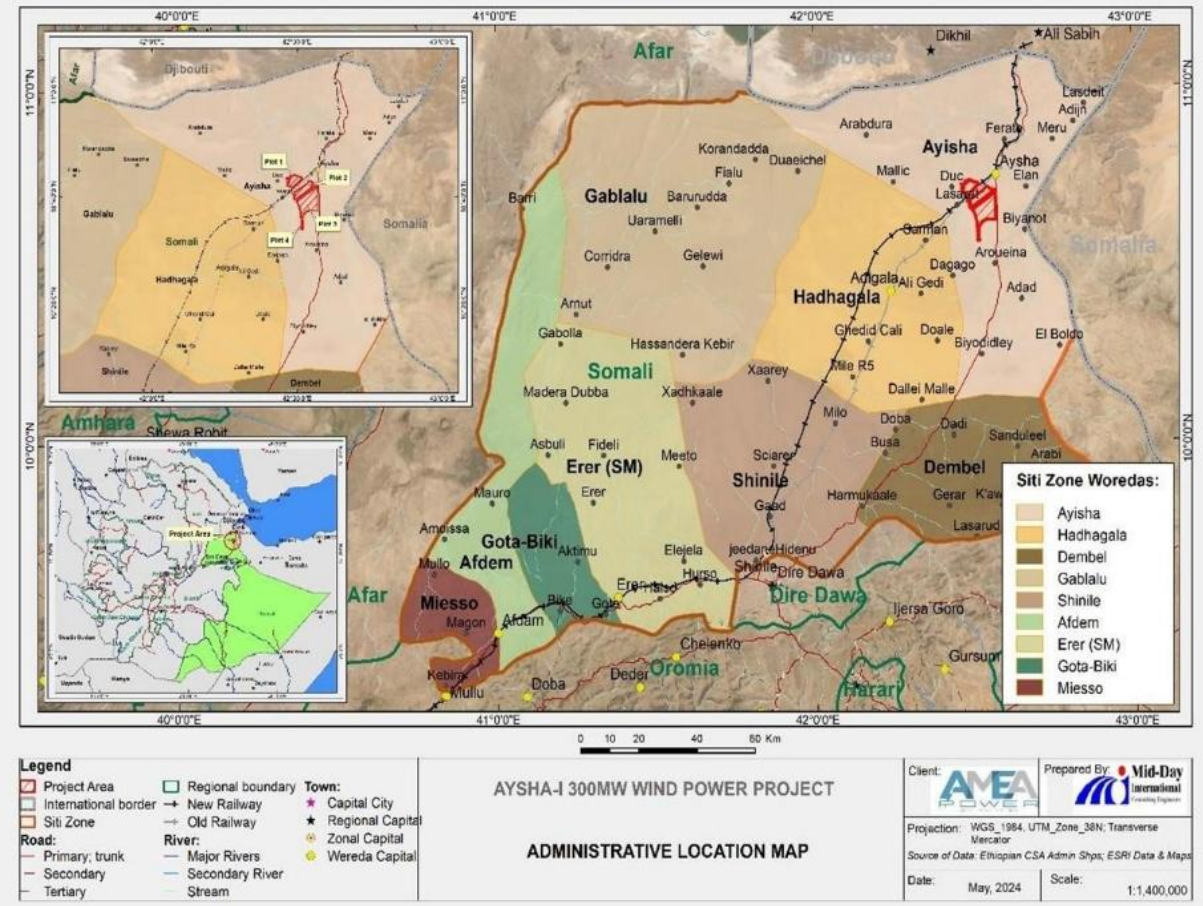

Figure 1: Administrative location map

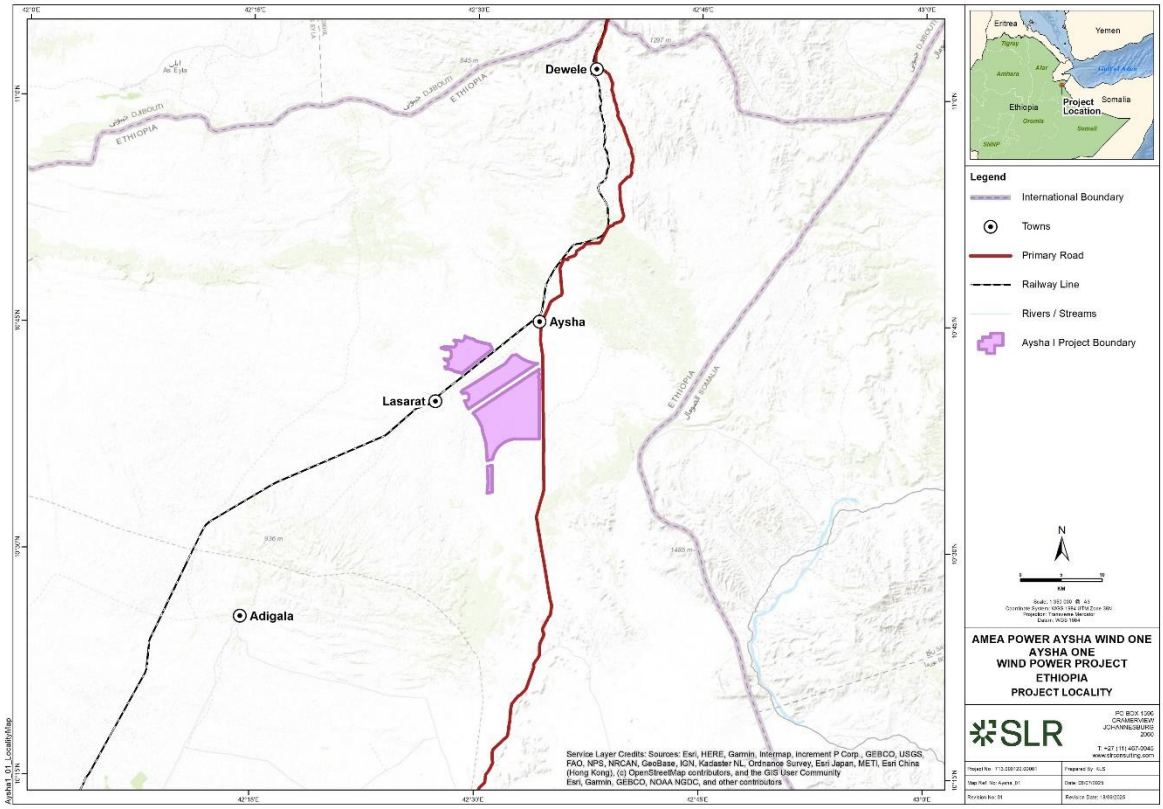

Figure 2: Project Locality Map

2.4 Project Components

The Wind farm total area will cover approximately 180sq.km.

- 39 Wind Turbine Generators (WTGs), model WD 200–7.7 MW, 120 m hub height, with a total installed capacity of 300.3 MW.
- 2 main transformers (175 MVA ONAN/ONAF each), 230 kV AIS switchgear, and a project substation.
- 230 kV double-circuit transmission line (~3.5–4.0 km) connecting the project substation to Aysha-II Wind Farm Substation.
- Medium-voltage overhead lines (33 kV) and a SCADA system.
- Overhead Transmission Line (OHTL) connecting to the high-voltage national grid (230 kV).

Additional infrastructure includes:

- Administrative building (offices, control room, and warehouse) for daily operations, storage of equipment, spare parts, fuels, and lubricants.
- Access road network required for turbine installation during construction and maintenance during operations.

All components are described to ensure ESIA compliance, PS1–PS3 / OS1–OS3 applicability, and adherence to occupational health, safety, and environmental legislation in Ethiopia.

2.5 Project Phases and Schedule

The key phases anticipated for the construction and operation phase of the Project are summarized below.

Feasibility, Development and Financing

At this stage, the following studies have been conducted:

- Technical, financial, and economic feasibility assessments.
- Supplementary Lenders Information Packages (SLIP)
- Environmental and Social Impact Assessments (ESIA).
- Environmental and Social Management Plan (ESMP).
- Social Assessment (PS1/OS1, PS7/OS7).
- Stakeholder mapping and community engagement plans (PS1/OS1, PS5/OS5, PS7/OS7).
- Local Community Grievance Mechanism (LGM).
- Workers' Grievance Mechanism (WGM).
- Shadow Flicker Assessment.
- Avifauna Monitoring Report.
- Livelihood Restoration Plan.
- Benefit Sharing Framework (on preparation)
- Biodiversity Survey and Impact Assessment.
- Critical Habitat Assessment.
- Climate Change Risk Assessment.
- Human Rights and Gender Risk Assessment.
- Emergency Preparedness and Response Plan.
- Security Assessment.

Based on these studies, the project will engage key development partners, including financial institutions, EPC contractors, and the project operator.

Community Investment and Development Program:

- Phase 1: Feasibility phase – small community initiatives to build trust.
- Phase 2: Construction phase – broader support initiatives.
- Phase 3: Operation phase – durable initiatives, including a Benefit Sharing Framework (BSF) aligned with PS1/OS1 and PS7/OS7 requirements.

Planning and Construction Phase

Key construction activities include:

- Detailed design and layout of wind turbines and supporting infrastructure (roads, buildings, substation, etc.)
- Transportation of turbine components to the project site
- Site preparation, excavation, and turbine foundation construction
- Installation of turbine components (tower assembly, hub, rotor, nacelle lift, rotor assembly)
- Grid connection works for each turbine
- Supplementary construction activities such as land clearing, access roads, and drainage systems

Alignment note: Construction activities are planned in accordance with PS1 (risk management), PS2 (labour management), PS3 (resource efficiency), PS4 (community health & safety), and OS1–OS4. Mitigation measures for health, safety, and environmental impacts are included in the ESMS.

Operation Phase

Operational activities include:

- Commissioning of the wind farm and system testing
- Routine daily operations of turbines and associated infrastructure
- Preventive and corrective maintenance
- Monitoring of environmental and social performance (PS1/OS1, PS3/OS3, PS6/OS6).

Decommissioning Phase

The Project is expected to have a 25-year operational life. Decommissioning activities include:

- Dismantling turbine towers and blades using cranes
- Disassembly and refurbishment of turbine components for reuse in other projects
- Covering turbine bases with gravel, peat, or loam
- Restoring maintenance tracks, which may be retained for community use.

3 ORGANIZATIONAL FRAMEWORK

This section defines the Health, Safety, Security, and Environment (HSSE) and social roles and responsibilities for key personnel during construction and operation phases of the Project. Roles and responsibilities must be incorporated into job descriptions and communicated to all employees and contractors. All personnel, including contractors and subcontractors, are expected to comply with this ESMS as relevant.

3.1 Involved Entities

Key entities involved in the Project include:

- 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.
- AMEA Power Aysha Wind One PLC (hereafter referred to as the 'The Project Company): 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 as defined here.
- EPC Contractor: is responsible for preparing the detailed design and layout of the Project; supply of the material and equipment (a wind turbine consists of a foundation, tower, nacelle, rotor blades, a rotor hub, and a transformer, etc.); construction of the Project and its various components (Infrastructure and Utilities, etc.). The roles and responsibilities required by the EPC contractor are outlined below in this chapter. The EPC Contractor's management team will be responsible for ensuring sub-contractor performance, including:
  - Adequately informing sub-contractors of the requirements of the Project ESMP (this document) and the Contractor ESMS and ensuring they can adhere to them.
  - Making sub-contractors fully aware of all the E&S and occupational health and safety (OHS) and labour rights requirements that must be adhered to through back-to-back provision contract documentation.
  - Identifying the procedures for monitoring and reporting sub-contractor performance and integrating this into overall site reporting requirements.
- Subcontractors: Subcontractors are identified as any entity (international or local) appointed directly by the EPC Contractor through contractual arrangements to undertake construction activities within the Project area or provide a specific service for the Project. This could include but not be limited to the appointment of civil, electrical and mechanical subcontractors or services related to cleaning, water supply, waste collection, etc.

  Lender Environmental and Social Advisor (LESA): provide services, including E&S due diligence of the Project prior to financial close, as well as monitoring of the construction and operational phases.

3.2 Project Company E&S Resources

Effective implementation of E&S requirements requires competent staff to be appointed and adequately equipped with knowledge and resources on these requirements. Project Companies are required to:

- Clearly define and communicate HSSE and Social roles and responsibilities.
- Define the HSSE and Social competency and training needs for HSSE and Social specific roles.

- Establish a robust recruitment process for all new Project workers including employees, contractors and sub-contractors.
- Ensure that all new staff are informed of the Project Company HSSE and Social MS as part of their induction training.
- Periodically provide refresher training on the Project's HSSE and Social requirements.
- Inform staff of any significant updates relating to HSSE and Social management.
- Provide specific and relevant training on HSSE and Social risks, impacts and management.

The Project Company shall ensure that any additional training needs are met for the effective management of the Project. As a minimum, all workers will receive general orientation training on site health and safety, environment, social and security procedures and arrangements through inductions, toolbox talks and weekly refresher sessions. These will be communicated using non-technical language and in the worker's language. Additional training specific to individual roles will be identified and arranged for all relevant workers.

Construction Phase Organizational Chart

The figure below presents the initial organizational structure for the construction phase. Based on the organization structure, this section identifies the lines of authority and roles and responsibilities for those personnel that are involved in the HSE and Social management during construction. All roles are site based unless stated otherwise.

The Project developer (AMEA Power) will obtain approval from the Lenders for all job descriptions and provide all CVs for all listed personnel below to Lenders for review and comment:

Project Company:

- Site Manager
- HSSE Manager
- HSE Supervisor
- Biodiversity Manager
- Security Manager
- Social Manager
- Social Specialist
- Labor Compliance Officer
- Male and Female Community Liaison Officer (CLO)

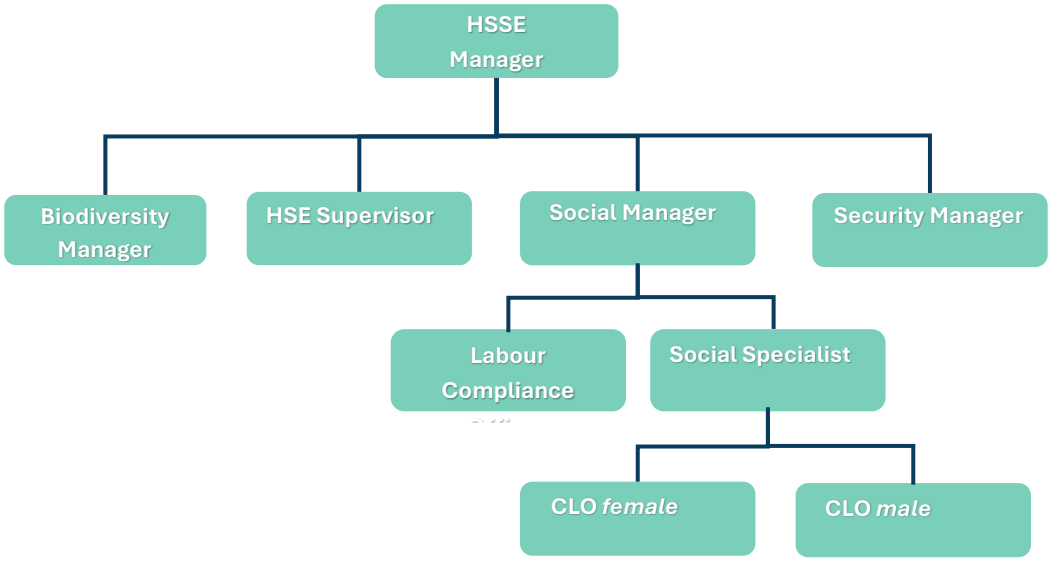

Figure 3: Project company - E&S Organizational Structure during the Construction Phase

Please note that the organisational chart in figure 3 outlines the line of authority and responsibilities for the construction phase and core structure for the implementation of the ESMS from Project Company perspective. However each plan will include specific responsibilities, differentiating where relevant between contractors (e.g., security contractor, logistics contractor) and suppliers (key supply chain, local suppliers, etc.). EPC Contractor will provide an organizational structure prior commencement of the construction works.

Site Manager

- Responsible for the overall site management and based on site.
- Oversee all HSSE and Social activities at the project site.
- Laison between high-level project management and day to day project management and project operational activities through escalating issues for resolution.
- Ensure all project site activities are conducted in compliance with AMEA Power internal HSSE and Social Polices, national and local legal requirements, and lenders requirements.
- Ensure proper resource management.
- Ensure budget and material availability and allocation, staffing for the implementation HSSE and Social activities.
- Coordinate and support HSSE and Social team.
- Hold accountable HSSE and Social team for compliance, proper and timely implementation of HSSE and Social approved project documents.
- Chairs monthly HSSE and Social Committee meetings along with HSSE Manager.
- Conduct monitoring, audits and report HSSE and Social KPIs to high-level management.

HSSE Manager – Project Company

- Overall monitoring of HSSE performance of the Project and defines feasible and sustainable actions to enhance it
- Ensures the availability of required resources to properly implement the HSSE plans and requirements
- Promotes leadership in HSSE and implement HSSE improvement initiatives
- Provides the means to control the HSSE risks on all activities of the Projects
- Enhances the HSSE compliance culture through exemplarity and commitment
- Chairs monthly HSSE Committee meetings along with Site Manager
- Guarantees that all employees under his/her authority and responsibility are medically fit, trained, accredited, equipped and competent to perform their work
- Ensures the consistent enforcement and implementation of all programs, policies and procedures
- Ensures that EPC Contractor and subcontractors meet HSSE requirements of the Project
- Manage and report HSSE KPIs

HSE Supervisor – Project Company

- Supports Site Manager in steering and implementing the HSSE management of Project
- Focal Point for all Health, Safety, Security and Environmental (HSSE) onsite
- Maintains and updates HSSE rules, regulations and guidelines, local/international requirements as applicable to the project
- Advises on legislative changes concerning HSSE which may affect the Project
- Develop, maintains & monitors the HSSE plans
- Reviews all EPC Contractor and subcontractors' HSSE plans and procedures, as required
- Ensures the implementation and verification of corrective and preventive actions
- Supports the management in the promotion and improvement of HSSE awareness
- Assists in the investigation of any accident / near miss and compiles the necessary reports
- Communicates with EPC Contractor and subcontractors and advises on their HSSE matters
- Participates to all HSSE meetings
- Supports the EPC Contractor and subcontractors' managers in identifying and assessing the HSSE risks of their activities, as well as in defining mitigation measures to control these risks
- Plans, organizes, participates and conducts HSE audits and report
- Keeps all records as required

Biodiversity Manager- Project Company

- Focal person for Biodiversity
- Responsible for developing, implementing, monitoring, auditing and reporting Project Biodiversity Management Plan
- Supervise and support contactors to ensure environmental compliance during construction phase and operation phase.

- Ensure compliance with relevant national, AMEA Power, Lenders/ international Biodiversity and Environmental regulations, standards, policies, procedures and relevant requirements
- Proactively Conduct biodiversity risk assessments through collecting and analyzing biodiversity data to avoid, minimize, and mitigate impacts
- Supervise baseline studies and regular bird and bat populations, including conducting carcass searches and post construction fatality monitoring and implement operational mitigation during high-risk seasons (e.g. shut on demand)
- Coordinate and collaborate with social manager and CLO for successful stakeholder engagement, including engagement with EPA, local community and clan leaders, woreda administration, NGOs
- Conduct a robust supervision and monitoring to proactively detect and manage invasive species and pathogens, and technically support/advise the Woreda Administration on existing invasive species
- Support in developing and implement Biodiversity Conservation Projects (e.g. Revegetation and similar projects)
- Conduct regular Monitoring, biodiversity surveys, analysis, interpretation, management and reporting.

Security Manager- Project Company

- Ensure compliance with national, AMEA Power, and IFC Performance Standards, particularly IFC Performance Standard 4, African Development Bank (AfDB) Environmental and Social(E&S) Operational Safeguard (OP) 4and the Voluntary Principles on Security and Human Rights, as well as any other international standards on security, etc.).
- Responsible for Identification, assessment and management of security risks with the project and security risks to the community by the project associated with the development, construction and operation of renewable energy projects.
- Responsible for identification, assessment and management of security risks in the area where Projects are located.
- Develop and Implement a Project's Security Code of Conduct /Rules that establishes the rules of conduct and standard response for the security personnel.
- Coordinate internally with Project HSSE Manager, Site Manager, Social Manager, AMEA Power ESG Coordinator, Contractors, suppliers, security providers to address security related issues
- Establish and maintain communication with public security operating in the project area and provide trainings on security policy and code of conducts
- Ensure contractors and suppliers hiring process of security providers incompliance with National, Project company, lenders requirements
- Ensure person responsible for security is assigned by all contractors and suppliers with purpose of oversighting and managing the security providers
- Conduct need assessment and provide trainings to security personnel on the Code of Conduct, conflict de-escalation, cultural aspects, gender sensitivities and local cultural sensitivities or ensure the security subcontractor provides its personnel with similar trainings
- Implement workers, local community, GBVH grievance mechanisms
- Timely manage, follow up and record security related incidents
- Identify areas of improvement propose corrective actions and ensure the corrective actions are implemented.

- Establish and manage Emergency Response Team to address crisis situations.

  Conduct monitoring and measure the effectiveness of proper implementation of the Security Management Plan and Manage and report KPIs.

Social Manager – Project Company

- Focal Point for all Social issues of the Project
- Monitor and audit social compliance across the project
- Analyse, monitor and manage the intended and unintended social consequences, both positive and negative planned interventions (policies, programs, plans, and projects)
- Proactively assess and prevent or mitigate social issues that could potentially impact the project
- Overall responsibility for implementation of HR, employment and labour management principles and requirements for the project company staff
- Undertake and follow up on HR and labour management audit during construction and operation to ensure EPC Contractor compliance with the relevant national, AMEA Power, lenders and international requirements
- Ensures the implementation and verification of corrective and preventive social actions
- Follow-up and ensure timely closure of all grievances both for workers, local community and other stakeholder
- Manage day to day interaction with all stakeholders during the construction and operation phase as indicated within the project Stakeholder Engagement Plan (SEP) including (but not limited to) local community members, clan leaders, and local administrations
- Support and implement the implementation of LRP, CIDP, Benefit Sharing Framework initiative and similar CSR initiatives
- Provide Social inductions and trainings for internal and external stakeholders Social topics
- Provide/support CLOs to provide training and awareness creation sessions to local community and local administrations Community Health and Safety and Social topics
- Support HSE team
- Implement and manage stakeholder grievance mechanism
- Follow-up specifically with all the GBVH grievances and ensure timely closure
- Conduct labour accommodation facility and provisions inspections and audits
- Review and update social documents
- Monitor and audit all social performances
- Manage and report all Social KPIs (GRM, SEP, LRP, CDIP, BSF, etc).

Labour Compliance Officer- Project Company

- Report to the Social Manager
- Ensure compliance with national, AMEA Power, Lenders/international labour and working conditions policies, standards, regulations, procedures
- Oversee and monitor to ensure all contractors and suppliers and across the supply chain workers are provided with a copy of written employment contract in language they understand and ensure the

employment contract is standard and contains all required components as indicated in labour law and international requirements

- Conduct or ensure contractors social team conducts robust age verification mechanisms in their recruitment procedures and processes across the supply chain this include but not limited to clearly communicate minimum age for the position, ID Check, interviews, validate with kebele administration where ID is provided, etc.
- Responsible to follow up and manage wage related grievances and questions of contractor's workers and workers in the supply chain
- Conduct labour inspections and supervisions through observation, interviews and informal discussions with workers to monitor workers are engaged and working as agreed in the employment contract.
- Ensure contractors and suppliers compliance with legal requirements related to wages, working hours, leave, overtime, non-discrimination & equal opportunities, freedom of association and collective bargaining rights, child labour and forced labour, etc.
- Ensure Provision of safe and healthy working conditions, including worker accommodation where applicable
- Review contractors' and suppliers` Worker Code of Conduct addressing behavior, community interaction, and GBV/SEA risks and overseeing the implementation
- Conduct local Content Monitoring through ensuring transparent and fair recruitment procedure and processes
- Provide or ensure contractors provide trainings on labour rights and responsibilities, WGM, workplace conduct and community interaction, local context and culture, etc.
- Track and investigate contractors and suppliers' potential tendency of retaliation on workers for lodging grievance internally or for the project company and manage with social team
- Collect, organize, and report labour statistics disaggregated by gender, local/expat, workforce profile including geographical profile.
- Conduct monitoring, auditing, and reporting.

Community Liaison Officer (CLO) – Project Company

- Report to the Social Manager
- Monitor and maintain a positive profile of the project with the community and required stakeholders
- Manage day to day interaction with all stakeholders during the construction and operation phase as indicated within the project Stakeholder Engagement Plan (SEP) including (but not limited to) local community members, clan leaders, women, youth and local administrations
- Laison with all local stakeholders
- Implement LRP, CIDP, BSF
- Implement and manage stakeholder grievance mechanism
- Follow up with all the local community grievances
- Support in receiving and following up sensitive grievances specifically with all the GBVH grievances and ensure timely closure
- Implement, monitor and report on the implementation of community support initiatives.

EPC Contractor Requirements

As indicated in the E&S Employer Requirement, the EPC Contractor shall appoint fulltime E&S personnel with qualifications and experience relevant to projects of similar scale. Key roles include but not limited:

- Environmental Manager
- Social Manager
- Health & Safety Manager
- Security Manager

The EPC contractor will be required to submit organizational structure along with key management and supervisory personnel, defined roles and responsibilities for each personnel, communication and reporting lines to the project company, contractor and subcontractor's personnel as indicated in the E&S Employer Requirements. Yet the above listed E&S personnel are responsible but not limited to the following task:

- Overall responsibility for development and implementation of EPC Contractor ESMS requirements
- Ensures the availability of required resources to properly implement the Health and Safety, Environment, Social, Security related plans and requirements
- Provides health and safety, environment, social, security reporting requirements as relevant
- Provides health and safety, environment, social, security training requirements as relevant
- Undertake health and safety, environment, social, security inspection, supervision, monitoring and audit requirements as relevant (as identified in Section)
- Organize and participates in health and safety, environment, social, security meetings
- Reports on health and safety, environment, social, security incidents and grievances
- Ensure that all subcontractors nominate sufficient personnel for the overall implementation of health and safety, environment, social, security related plans and requirements as applicable.

The key E&S Personnel should be supported by several (depending on number of workers present onsite (please refer to the E&S Employer Requirements herein after 'E&S ER') full-time and suitably qualified onsite respective Specialists and/or Officers. All key E&S staff identified above shall be proficient in written and spoken English at a level appropriate to their tasks. In addition, all E&S personnel, particularly those whose work nature require them to engage in day-to-day contact with workers, local community, and local administration (e.g. the HSE Officers and Social Specialist/CLO) shall be team members who can fluently speak the EPC Contractor's and subcontractors` workforce and local native language/s.

The Contractor shall ensure that all project staff and subcontractors have the necessary knowledge, training, experience, and qualifications for their assigned roles. Competency requirements include:

- A defined list of required competencies for each role in the organizational chart
- Training delivered by accredited providers where required
- A documented competency assessment system prior to appointment
- Maintenance of records of all certificated competencies, including expiration dates

Personnel with expired certifications will not be allowed to perform tasks requiring such certification pending renewal the certification. The Contractor will be required to notify the Project Company of any expired competencies affecting current or planned works and provide mitigation plans.

Finally, the EPC Contractor shall deploy first aiders for ≤50 workers; first aiders and a nurse if the number of workers are 51–200; and assign a doctor, a nurse, first aiders if the workers will be > 200 and an ambulance onsite to manage potential medical emergencies prior to commencement of any works onsite, as per E&S ER.

More details for the EPC Contractors will be included in the project-specific management system that they will produce.

Other Project Personnel

- Cooperates with, and constructively participates in the health and safety, environment, social, security related plans and requirements.
- Complies with Project health and safety, environment, social, security related requirements that apply to an individual's work.
- Works within competencies held.
- Adheres to procedures to protect safety, the safety of your fellow employees, and the safety of the general public.
- Is proactively involved in the health and safety, environment, social, security related program; this involvement may include some aspects of planning, problem solving, priority setting, training, and improving site specific work practices.
- Does not misuse or damage any equipment.

Subcontractors operating on site will have a team of E&S Officers in proportion to the number of workers they actively employ. The requirements are specified in the Contractor Management Plan.

Operational Phase

Figure 4 below presents the organizational structure of the project company for the operational phase. Based on the organization structure, this section identifies the lines of authority and roles and responsibilities for those personnel that are involved in the HSSE and Social management during operation. All roles are site based unless stated otherwise.

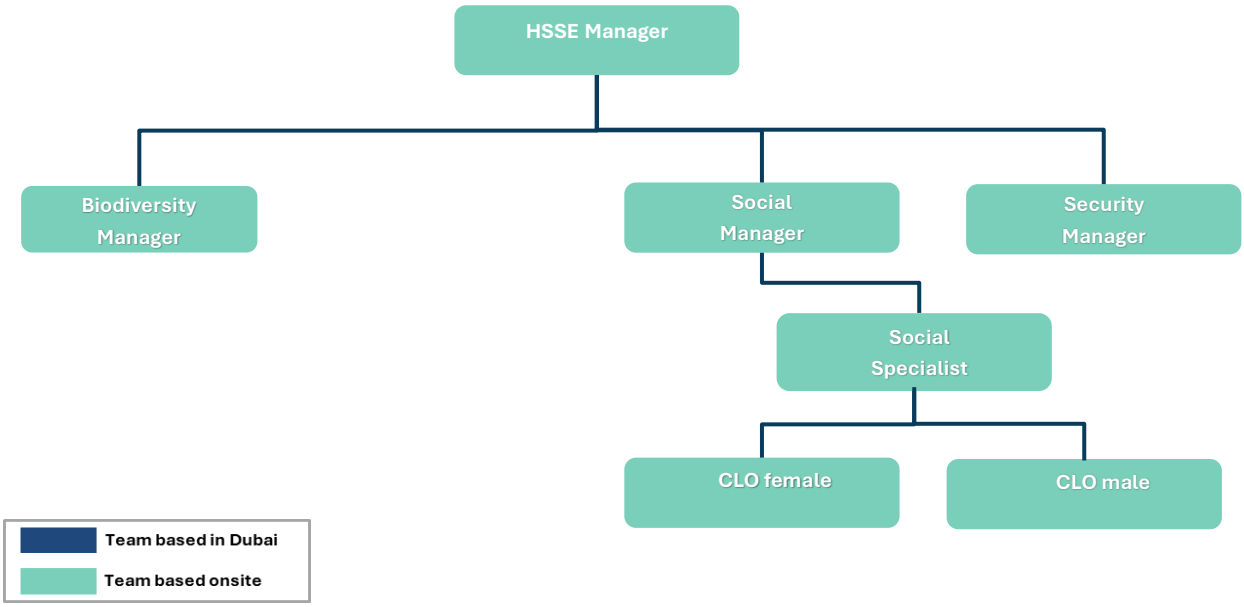

FIGURE 4 AMEA POWER PLC AND PROJECT COMPANY - ORGANIZATIONAL STRUCTURE DURING THE OPERATIONAL PHASE

Operation Manager-Project company

- Responsible for the overall operation management and based on site.
- Oversee all HSSE and Social activities during operation.
- Laison between high-level project management and day-to-day project management and project operational activities through escalating issues for resolution.
- Ensure all project site activities are conducted in compliance with AMEA Power internal HSSE and Social Polices, national and local legal requirements, and lenders requirements.
- Ensure proper resource management.
- Ensure budget and material availability and allocation, staffing for the implementation HSSE and Social activities.
- Coordinate and support HSSE and Social team.
- Hold accountable HSSE and Social team for compliance, proper and timely implementation of HSSE and Social approved project documents.
- Chairs monthly HSSE and Social Committee meetings along with HSSE Manager.
- Conduct monitoring, audits and report HSSE and Social KPIs to high-level management.

HSSE Manager – Project Company

- Overall monitoring of HSSE performance of the Project and defines feasible and sustainable actions to enhance it
- Ensures the availability of required resources to properly implement the HSSE plans and requirements

- Promote leadership in HSSE and implement HSSE improvement initiatives
- Provides the means to control the HSSE risks on all activities of the operation
- Enhances the HSSE compliance culture through exemplarity and commitment
- Chairs monthly HSSE Committee meetings along with Site Manager
- Guarantees that all operation employees under his/her authority and responsibility are medically fit, trained, accredited, equipped and competent to perform their work
- Ensures consistent enforcement and implementation of all programs, policies and procedures
- Ensure that EPC Contractor and subcontractors meet HSSE requirements during operation
- Manage and report HSSE KPIs.

HSE Supervisor – Project Company

- Supports HSSE and operation Manager in steering and implementing HSSE management during operation of Project
- Focal Point for all Health, Safety, Security and Environmental (HSSE) onsite
- Maintains and updates HSSE rules, regulations and guidelines, local/international requirements as applicable to the project during the operation
- Advises on legislative changes concerning HSSE which may affect the Project during the operation
- Develop, maintains & monitors the HSSE plans
- Reviews of all operators and subcontractors' HSSE plans and procedures, as required
- Ensures the implementation and verification of corrective and preventive actions
- Supports the management in the promotion and improvement of HSSE awareness
- Assists in the investigation of any accident / near miss and compiles the necessary reports
- Communicates with EPC Contractor and subcontractors and advises on their HSSE matters
- Participating to all HSSE meetings
- Supports the operators and subcontractors' managers in identifying and assessing the HSSE risks of their activities, as well as in defining mitigation measures to control these risks
- Plans, organizes, participates and conducts HSE audits and reports
- Keeps all records as required.

Biodiversity Manager – Project Company

- Focal person for Biodiversity
- Responsible for developing, implementing, monitoring, auditing and reporting Project Biodiversity Management Plan during the operation phase
- Supervise and support contactors to ensure environmental compliance operation phase.
- Ensure compliance with relevant national, AMEA Power, Lenders/ international Biodiversity and Environmental regulations, standards, policies, procedures and relevant requirements

- Proactively Conduct biodiversity risk assessments through collecting and analyzing biodiversity data to avoid, minimize, and mitigate impacts
- Supervise baseline studies and regular bird and bat populations, including conducting carcass searches and post construction fatality monitoring and implement operational mitigation during high-risk seasons (e.g. shut on demand)
- Coordinate and collaborate with social manager and CLO for successful stakeholder engagement, including engagement with EPA, local community and clan leaders, woreda administration, NGOs
- Conduct a robust supervision and monitoring to proactively detect and manage invasive species and pathogens, and technically support/advise the Woreda Administration on existing invasive species
- Support in developing and implementing Biodiversity Conservation Projects (e.g. Revegetation and similar projects)
- Conduct regular Monitoring, biodiversity surveys, analysis, interpretation, management and reporting.

Security Manager-Project Company

- Ensure compliance with national, AMEA Power, and IFC Performance Standards, particularly IFC Performance Standard 4, African Development Bank (AfDB) Environmental and Social(E&S) Operational Safeguard (OP) 4and the Voluntary Principles on Security and Human Rights, as well as any other international standards on security, etc.).
- Responsible for Identification, assessment and management of security risks with the project and security risks to the community by the project associated with the development and operation of renewable energy projects.
- Responsible for identification, assessment and management of security risks in the area where Projects are located.
- Develop and Implement a Project's Security Code of Conduct /Rules that establishes the rules of conduct and standard response for the security personnel.
- Coordinate internally with Project HSSE Manager, Site Manager, Social Manager, AMEA Power ESG Coordinator, Contractors, suppliers, security providers to address security related issues
- Establish and maintain communication with public security operating in the project area and provide training on security policy and code of conduct.
- Ensure contractors and suppliers hiring process of security providers incompliance with National, Project company, lenders requirements.
- Ensure person responsible for security is assigned by all contractors and suppliers with purpose of oversighting and managing the security providers during operation phase.
- Conduct need assessment and provide training to security personnel on the Code of Conduct, conflict de-escalation, cultural aspects, gender sensitivities and local cultural sensitivities or ensure the security subcontractor provides its personnel with similar training during operation phase
- Implement workers, local community, GBVH grievance mechanisms.
- Timely manage, follow up and record security related incidents.
- Identify areas of improvement propose corrective actions and ensure the corrective actions are implemented.
- Establish and manage Emergency Response Team to address crisis situations.

- Conduct monitoring and measure the effectiveness of proper implementation of the Security Management Plan and Manage and report KPIs.

Social Manager – Project Company

- Focal Point for all Social issues of the Project.
- Monitor and audit social compliance across the project during operation phase.
- Analyse, monitor and manage the intended and unintended social consequences, both positive and negative planned interventions (policies, programs, plans, and projects).
- Proactively assesses and prevents or mitigate social issues that could potentially impact on the project.
- Overall responsibility for implementation of HR, employment and labour management principles and requirements for the project company staff.
- Undertake and follow up on HR and labour management audit during operation to ensure EPC operator compliance with the relevant national, AMEA Power, lenders and international requirements.
- Ensures the implementation and verification of corrective and preventive social actions.
- Follow-up and ensure timely closure of all grievances both for workers, local community and other stakeholders.
- Manage day-to-day interaction with all stakeholders during operation phase as indicated within the project Stakeholder Engagement Plan (SEP) including (but not limited to) local community members, clan leaders, and local administrations.
- Support and implement the implementation of LRP, CIDP, Benefit Sharing Framework initiative and similar CSR initiatives.
- Provide Social inductions and trainings for internal and external stakeholders social topics.
- Provide/support CLOs to provide training and awareness creation sessions to local community and local administrations Community Health and Safety and Social topics.
- Support HSSE team.
- Implement and manage stakeholder grievance mechanism.
- Follow-up specifically with all the GBVH grievances and ensure timely closure.
- Conduct labour accommodation facility and provisions for inspections and audits.
- Review and update social documents.
- Monitor and audit all social performances
- Manage and report all Social KPIs (GRM, SEP, LRP, CDIP, BSF, etc).

Community Liaison Officer (CLO) – Project Company

- Report to the Social Manager.
- Monitor and maintain a positive profile of the project with the community and required stakeholders during the operation phase.
- Manage day-to-day interaction with all stakeholders during the operation phase as indicated within the project Stakeholder Engagement Plan (SEP) including (but not limited to) local community members, clan leaders, women, youth and local administrations.

- Laison with all local stakeholders.
- Implement LRP, CIDP, BSF during operation phase.
- Implement and manage stakeholder grievance mechanism.
- Follow up with all the local community grievances.
- Support in receiving and following sensitive grievances specifically with all the GBVH grievances and ensure timely closure.
- Implement, monitor and report on the implementation of community support initiatives.

O&M Service Contractor – TBD

- During the Operation, the Contractor will be required to develop an overall organisational structure for operational quality, health, safety, environmental, social and security management, the terms of which will be the same of the ones used during the Construction period.
- The Contractor will be required to assign an onsite, full-time and suitably qualified key E&S personnel. Roles and responsibilities will be similar to those identified in Section 0 but for operation phase.

Other Project Personnel

Similar to Section 0 but for operation phase

O&M Subcontractors operating on site will have a team of E&S Officers in proportion to the number of workers they actively employ. The requirements are specified in the E&S Employer Requirements and Contractor Management Plan.

4 OVERALL STRUCTURE OF E&S MANAGEMENT SYSTEM

4.1 Objectives

This document outlines the ESMS that will be established and implemented by AMEA Power Aysha 1 Wind Project during the construction, operation and decommissioning phases of the Project, in alignment with IFC Performance Standard 1 and AfDB OS1 requirements. The objectives of this ESMS Manual include:

- Defining the overall structure and framework of the ESMS applicable across all Project phases (PS1/OS1);
- Identifying key procedures, management plans, and mitigation measures required to manage environmental and social risks and impacts throughout the Project lifecycle.
- Establishing an institutional framework, including clear roles, responsibilities, competencies, training, monitoring, and reporting requirements, to ensure effective ESMS implementation.
- Defining a systematic approach for periodic auditing and performance evaluation of the Project Company, EPC Contractor, O&M Contractor, and subcontractors (PS1/OS1);
- Establishing a labour management framework in compliance with IFC PS2 and AfDB OS2, including labour rights, working conditions, and grievance mechanisms.
- Ensuring continuous improvement of environmental and social performance through monitoring, corrective actions, and management review (PS1/OS1).

4.2 Policies

AMEA Power Aysha Wind One PLC has established Quality, Health, Safety, Security polices and Environmental and Social Policies, defining the objectives, principles, and commitments guiding Project implementation. These policies reflect the Project Company's commitment to protecting the environment, workers, and local communities throughout the Project lifecycle.

The Project Company commits to:

- Complying with all applicable Ethiopian federal and regional (Somali Regional State) environmental, social, labour, and HSSE legislation, as well as permitting requirements;
- Complying with international standards and lender requirements, including IFC Performance Standards (PS1–PS8), AfDB Operational Safeguards (OS1–OS8), World Bank Group EHS Guidelines, and relevant Good International Industry Practice (GIIP);
- Striving toward zero fatalities, zero lost-time injuries, and zero significant environmental incidents, while recognizing the need for continuous risk-based improvement;
- Identifying, assessing, and minimizing environmental and social risks and impacts to workers, communities, and ecosystems (PS1/OS1, PS3/OS3, PS4/OS4, PS6/OS6);
- Establishing and maintaining an ESMS that includes objectives, targets, risk identification, responsibilities, monitoring, reporting, and incident investigation systems;
- Promoting continuous improvement through performance indicators (KPIs), audits, and corrective and preventive actions;
- Ensuring transparent external reporting and stakeholder engagement, including maintaining dialogue with workers, local communities, and authorities (PS1/OS1, PS7/OS7);

- Promoting resource efficiency and pollution prevention (PS3/OS3);
- Minimizing waste generation and ensuring safe handling, storage, transport, and disposal in accordance with Ethiopian law and international standards;
- Providing a safe and healthy working environment for all personnel (PS2/OS2);
- Respecting and supporting internationally recognized human rights, including prevention of GBVH, forced labour, and child labour (PS2/OS2, PS4/OS4);
- Ensuring that all employees, contractors, and subcontractors are aware of these policies and are adequately trained to manage E&S risks and impacts.

The Project Company will periodically review and update these policies to ensure continued relevance, effectiveness, and alignment with regulatory and lender requirements.

4.3 HR Policy

The Project Company is committed to ensuring that all categories of workers, including:

- Direct workers,
- Contracted workers, and

Supply chain workers are treated fairly and in accordance with IFC PS2, AfDB OS2, and Ethiopian Labour Proclamation No. 1156/2019 (as amended).

AMEA Power Aysha Wind One PLC commits to:

- Complying with Ethiopian labour laws and international labour standards (PS2/OS2);
- Providing fair and transparent terms and conditions of employment;
- Ensuring equal opportunity and non-discrimination based on age, gender, nationality, ethnicity, religion, or other status;
- Providing adequate worker welfare facilities, including accommodation where applicable;
- Maintaining zero tolerance for child labour and forced labour;
- Maintaining zero tolerance for discrimination, harassment, GBVH, or hostile work environments;
- Respecting workers' rights to freedom of association and collective bargaining, in accordance with national law;
- Providing access to a fair, transparent, and confidential Worker Grievance Mechanism (WGM);

All employees and contractors are required to sign and adhere to a Code of Conduct (CoC), including provisions on GBVH, community interaction, and workplace behaviour.

This policy is supported by a Labour and Working Conditions Management Plan (LWCMP) and associated procedures.

4.4 Overall Structure for Environmental & Social Management System

This section identifies the overall structure for ESHS MS for the Project. This ESMS Manual along with the associated management plans identified below are collectively considered the ESMS that will be implemented for the construction and operation phase of the Project.

Project Company – AMEA Power Aysha Wind One PLC

This ESMS Manual, along with the assessment studies and the associated management plans and programs identified below are the HSSE and social plans and documents that have been prepared and are to be implemented by the Project Company. Such associated management plans should be read in conjunction with this ESHS MS Manual.

- Environmental and Social Impact Assessment (ESIA): The Environmental and Social Management Plan (ESMP) is the key outcome of the ESIA. ESMP requirements are to be implemented by Project Company, the EPC Contractor and O&M Contractor as applicable. Relevant requirements of the ESMP are to be included within the relevant management plans discussed throughout this section.
- Stakeholder Engagement Plan (SEP): Identifies a structured approach for stakeholder consultation and engagement to be implemented by the Project Company during the construction and operation phase. The SEP also includes a stakeholder grievance mechanism.
- ESMS Manual: The document, which is to be implemented by the Project Company and to which the EPC contractor/O&M provider will align their own management system.
- Workers Grievance Mechanism: The document establishes a grievance mechanism where workers can easily raise concerns, complaints, claims or suggestions (CCCS) regarding the working environment in order to improve organizational company's work and facilitate communication between employees and management.
- Local Community Grievance Mechanism: The document establishes a system to receive and facilitate resolution of concerns, complaints, or grievances from local communities and other external stakeholders.
- Livelihood Restoration Plan (LRP): The document provides a framework for the implementation of livelihood restoration measures for the customary owners of the land leased to the Project.

EPC Contractor

The table below identifies the components of the ESMS that will be required from the EPC Contractor. The following components identified below will be specifically applicable and are to be implemented by the EPC Contractor and subcontractors involved. Additional details on the requirements of such plans and the overall framework are provided in "Chapter 6".

TABLE 1: NATIONAL HSE AND SOCIAL LEGISLATIONS

No.	Acronym	Quality, Health, Safety, Social, Security And Environmental Management System
Main Documents		
1	ESMS	ESMS Manual
2	POL	QHSE Policies
3	LEG	Legal Register (Regulatory Framework)
4	PER	Permits Register
5	ISO	ISO Certifications
6	SCMP	Supply Chain Management Plan
7	IMP	Interface Management Plan
8	ORG	Organisation Chart (HSE and Social staff Project Specific)
Health & Safety		
9	MOB	Site Mobilization Plan
10	OHSP	Occupational Health & Safety Management Plan
11	EPRP	Emergency Preparedness and Response Plan
12	HMMP	Hazardous Material Management Plan
13	CHSP	Community H&S and worker influx plan
14	TMP	Traffic and Transportation Management Plan
15	TRMP	Training Management Plan
16	FSMP	Fire Safety Management Plan
17	DMP	Decommissioning Management Plan
Environmental Management		
18	NMP	Noise Management Plan
19	AQDP	Air Quality and Dust Management Plan
20	SGMP	Soil and Groundwater Management Plan
21	WMP	Water Management Plan
22	W&WWMP	Waste and Wastewater Management Plan
23	BMP	Biodiversity Management Plan
Social		
24	LWCMP	Labour and Working Conditions Management Plan
25	GBVHMP	Gender-Based Violence and Harassment Management Plan
26	EPMP	Employment and Procurement Management Plan
27	WGM	Worker Grievance Mechanism
28	CGM	Community Grievance Mechanism
29	GBVHGM	GBVH and Modern Slavery Grievance Mechanism

No.	Acronym	Quality, Health, Safety, Social, Security And Environmental Management System
30	GEP	Gender Equality Plan
31	ACC	Accommodation Management Plan
32	WDMP	Workers Demobilization Management Plan
33	ARCH	Archaeological Chance Find and Cultural Heritage Procedure
34	SEP	Stakeholder Management Plan
35	LRP	Livelihood Restoration Plan
Security		
36	SMP	Security Management Plan

The above documents must be submitted to the Project Company for approval before commencement of construction activities onsite. Details on the requirements of the management plans are included in the contractual annex called "*E&S Employer Requirements*".

The EPC Contractor management plans will be consistent with the general principles described within IFC Good Practice - Managing Contractors' Environmental and Social Performance and will include a program for audit of E&S performance of EPC contractors and subcontractors, specifying frequency of audit (at least monthly during construction phase), reporting and roles and responsibilities.

O&M Contractor – TBD

During the O&M period, the Contractor will prepare separate operational E&S Management System in a structure matching the one included in the previous section. All the Policies, Manuals, Plans and Procedures shall be Project-specific and will refer to all the activities that will be carried out during the operational phase. The E&S Management System for the operational phase shall be compliant with the section of the ESIA relating to operations and its associated commitments, including mitigations and management plans and any conditions imposed by regulatory authorities. Additional details on the requirements of such plans and the overall framework are provided in "Chapter 6".

The above documents must be submitted to the Project Company for approval during the commissioning phase and in any case before the commencement of any operational and maintenance activities onsite.

4.5 ESIA and Supporting Documents Information Disclosure

It is of utmost necessity to ensure that stakeholders are kept well informed about the Project throughout its life cycle, thus information will be accessible to the public, key stakeholders, and local communities through dissemination of related documents.

Information about the Project is made accessible to stakeholders and the broad public through a disclosure package that includes the following key documents, available publicly in English language.

- Environmental and Social Impact Assessment (ESIA) and local language.
- Non-Technical Summary (NTS).
- Stakeholder Engagement Plan (SEP).
- Grievance Redress Mechanism (GRM).

- ESMS Manual.
- Livelihood Restoration Plan (LRP).

The above documents are available at the following avenues:

Project Company Website (Aysha – AMEA Power). The documentation above will remain at the website for the life of the project.

Hard copies available at project site office (Project company, Contractor, subcontractor and suppliers, across the supply chain).

Soft copies can also be made available to stakeholders via email to:

Isse.Usman@ameaayshawind.com

Azmeraw.Nagara@ameaayshawind.com

5 LEGAL AND POLICY FRAMEWORK

The ESMS has been prepared considering all environmental, health, safety, social, and Security legislations that are applicable in Ethiopia and for the Project, including proclamations, regulations, directives, guidelines, and standards issued by competent federal and regional authorities.

In addition, the Project is being developed in compliance with Good International Industry Practice (GIIP), including the requirements of International Financing Institutions (IFIs), notably the IFC Performance Standards (2012), the AfDB Integrated Safeguards System (ISS, 2023), and applicable World Bank Group (WBG) Environmental, Health and Safety (EHS) Guidelines. Where there are discrepancies between national legislation and international standards, the Project will apply the more stringent requirement, in line with lender expectations.

5.1 National Legislations

The table below identifies the relevant legal requirements that must be considered as part of the associated management plans identified in Section 4.4 earlier.

TABLE 2: NATIONAL HSE AND SOCIAL LEGISLATIONS

Attribute	Key National Legislations	Reference Document
Site Mobilization	▪ Ethiopian Environmental Impact Assessment Proclamation No. 299/2002 (and any updated/revised ESIA legislation, as applicable) ▪ Environmental Pollution Control Proclamation No. 300/2002	Site Mobilisation Plan
Water Resources	▪ The Constitution of FDRE, 1995 ▪ Water Resources Management Proclamation No. 197/2000 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environnemental Pollution Control Proclamation No. 3002002 ▪ Water Resources Policy, 1999 updated Draft National Water Policy and Strategy 2020 ▪ Groundwater Well-Drilling and Use Licensing and Implementation Directive No. 156/2016	Water Management Plan
Waste, Wastewater and Hazardous Material Management	▪ The Constitution of FDRE, 1995 ▪ Solid Waste Management Proclamation No. 513/2007 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environnemental Pollution Control Proclamation N. 300/2002. ▪ 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)	Waste Management Plan Hazardous Material Management Plan
Community Health and Safety and Worker Influx	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Labour Proclamation 1156/2019	Community Health and Safety and Worker Influx Management Plan

Attribute	Key National Legislations	Reference Document
	▪ 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) ▪ Environnemental Pollution Control Proclamation No. 3002002	
Air Quality, Dust, and Noise	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environnemental Pollution Control Proclamation No. 3002002 ▪ Climate-Resilient Green Economy (CRGE) Strategy	Air Quality and Dust Management Plan Noise Management Plan
Soil and Ground Water	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment ▪ Proclamation No. 1317/2025 ▪ Environmental Pollution Control Proclamation No. 3002002 ▪ Groundwater Well-Drilling and Use Licensing and Implementation Directive No. 156/2016	Soil and Ground Water Management Plan
Traffic and Transport	▪ The Constitution of FDRE, 1995 ▪ Ministry of Transport Proclamation No.1097/2018 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environmental Pollution Control Proclamation No. 3002002	Traffic and Transport Management Plan
Stakeholder Engagement	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Guideline on Public Consultation in ESIA Process, 2018	Stakeholder Engagement Plan
Labour, Working Condition, and Worker Accommodation	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Labour Proclamation No.1156/2019 ▪ Women Policy, 1993 ▪ Youth Policy, 2004 ▪ 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, 2024 ▪ Federal Public Procurement Directive NO. 1073/2025 ▪ Child Policy, 2017	Workers Accommodation Management Plan Labour and Working Conditions Management Plan Employment and Procurement Management Plan
Gender Equality and GBVH	▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Women Policy, 1993 ▪ Child Policy,2017	Gender Equality Plan GBVH Management Plan
Occupational Health and Safety	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 2024 ▪ Occupational Safety and Health Directive, 2007	Occupational Health and Safety Management Plan

Attribute	Key National Legislations	Reference Document
Land Acquisition and Livelihood Restoration	▪ The Constitution of FDRE, 1995 ▪ Expropriation of Landholdings for Public Purposes Proclamation No. 1161/2019 (as amended) ▪ Council of Ministers Regulation No. 472/2020 (Compensation and Resettlement) ▪ Rural Land Administration Proclamation No. 1324/2024 ▪ Somali Regional Land Proclamations ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Occupational Safety and Health Directive, 2007 ▪ The Constitution of FDRE, 1995 ▪ Rural Land Administration and Use Proclamation No. 1324/2024 ▪ Proclamation No. 1161/2019, Proclamation to determine Expropriation of Land holdings for Public Purposes, Payments of Compensation and Resettlement of Displaced People and Amendment No. 1336/2024 ▪ Regulation No. 472/2020, Regulation to Provide for Expropriation of land for public purposes and valuation, compensation and resettlement ▪ Pastoralist Development Policy and Strategy, 2020 ▪ National Protection Policy of Ethiopia, 2012 ▪ Ethiopian Somali Regional State Rural Lands Administration and Use Proclamation No. 128/2013 ▪ Revised Proclamation to Provide Rural Land for Reinvestment Activities in Somali state, Ethiopia 96/2011 ▪ Right to Employment of Persons with Disability Proclamation (No. 568 of 2008)	Livelihood Restoration Plan
Fire Safety	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Labour Proclamation 1156/2019 ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 2024 ▪ Occupational Safety and Health Directive, 2007	Fire Safety Management
Emergency Preparedness and Response	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Environmental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 2024 ▪ Occupational Safety and Health Directive, 2007	Emergency Preparedness and Response Plan
Security	▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Occupational Safety and Health Directive, 2007	Security Management Plan

Attribute	Key National Legislations	Reference Document
Archaeology Chance Find and Cultural Heritage	▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Cultural Policy of Ethiopia,1997 and amended in 2016	Archaeology Chance Find and Cultural heritage Procedure
Biodiversity	▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environmental Pollution Control Proclamation No. 3002002 ▪ National Biodiversity Policy 1998 ▪ Ethiopian Revised NBSAP (2025 -2030)	Biodiversity Management Plan
Training	▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Labour Proclamation 1156/2019 ▪ Environmental Pollution Control Proclamation No. 3002002	Training Management Plan
Workers Demobilisation	▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Labour Proclamation No.1156/2019	Workers Demobilisation Management Plan
Decommissioning Management	▪ 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)	Decommissioning Management Plan

5.2 International Treaties and Agreements Signed by Ethiopia

International Finance Corporation (IFC)

The IFC provides a range of guidance documents related to the assessment and management of environmental and social issues in project development. Not only does IFC guidance provide a generally accepted basis for good practice, but it also provides the technical cornerstone for the Equator Principles which set out the environmental and social requirements of banks for project finance. The IFC requirements have become the *de facto* international environmental and social performance benchmark for project financing.

The IFC Performance Standards on Social and Environmental Sustainability set out a framework for managing and improving project performance from planning and assessment, through construction and operations to closure. The Performance Standards include the following:

- PS1: Assessment and Management of Environmental and Social Risks and Impacts
- PS2: Labour and Working Conditions
- PS 3: Resource Efficiency and Pollution Prevention

- PS 4: Community Health, Safety and Security
- PS 5: Land Acquisition and Involuntary Resettlement.
- PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- PS 7: Indigenous Peoples
- PS 8: Cultural Heritage.

In addition, there are also General EHS Guidelines document that are produced by World Bank Group (WBG) and which are considered applicable for the IFC. Such EHS guidance document provides detailed management and technical recommendations with regards to GIIP. This EHS guidance document provides detailed management and technical recommendations with regards to Industry Best Practice.

The above should also be considered as part of the associated management plans identified in Section 4.4 earlier.

African Development Bank (AfDB)

The African Development Bank Ten Environmental and Social Operational Safeguards (Ops) establish the standards and requirements projects, activities, and initiatives meet relating to the identification and assessment of environmental and social risks and impacts throughout the project life cycle. The OSs include the following:

- E&S OS 1: Assessment and Management of Environmental and Social Risks and Impacts
- E&S OS 2: Labour and Working Conditions
- E&S OS 3: Resource Efficiency and Pollution Prevention and Management
- E&S OS 4: Community Health, Safety and Security
- E&S OS 5: Land Acquisition, Restrictions on Access to Land and Land Use, and Involuntary Resettlement
- E&S OS 6: Habitat and Biodiversity Conservation and Sustainable Management of Living Natural Resources
- E&S OS7: Vulnerable Groups
- E&S OS8: Cultural Heritage
- E&S OS9: Financial Intermediaries (not applicable to this project)
- E&S OS10: Stakeholder Engagement and Information Disclosure

The Equator Principles

The Equator Principles (EPs) are a risk management framework, adopted by financial institutions, for determining, assessing and managing environmental and social risk in projects and are primarily intended to provide a minimum standard for due diligence to support responsible risk decision-making.

- Review and categorisation
- Social and environmental assessment
- Applicable environmental and social standards

- Environmental and social management systems and equator principles action plan
- Stakeholder engagement
- Grievance mechanism
- Independent review
- Covenants
- Independent monitoring and reporting
- Reporting and transparency

IFC EHS guidelines

The following EHS Guidelines are applicable to the Project:

- General Environmental, Health and Safety Guidelines (2007), which provide cross-cutting requirements for environmental protection, occupational health and safety, community health and safety, construction management, and monitoring.
- EHS Guidelines for Wind Energy (2015), which specifically address environmental and social risks associated with wind farm development, including impacts on biodiversity (birds and bats), noise, shadow flicker, visual impacts, and community health and safety.
- EHS Guidelines for Electric Power Transmission and Distribution (2007), applicable to the overhead transmission lines (OHTL), substations, and grid interconnection infrastructure associated with the Project.
- EHS Guidelines for Construction Materials Extraction (where applicable), and general construction-related GIIP embedded within the General EHS Guidelines, relevant to associated facilities such as access roads, laydown areas, and construction camps.

6 MANAGEMENT PLAN FRAMEWORK

As discussed previously in Chapter 4 of this document, the EPC Contractor and O&M Contractor are required to prepare project specific environmental and social management plans to be submitted to the Project Company for approval, before commencement of any construction or O&M work.

This Chapter provides additional details on the overall framework required for the management plan to be considered as applicable.

<table>
<tr><th colspan="2">Site Mobilization Plan</th></tr>
<tr><td>Objective</td><td>The mobilisation phase is planned, controlled, and implemented in a manner that prevents or minimises environmental and social impacts, protects the health and safety of workers and communities.</td></tr>
<tr><td>Responsibility</td><td>EPC Contractor and their subcontractors (construction phase)</td></tr>
<tr><td>Spatial applicability</td><td>Aysha One Wind Project site</td></tr>
<tr><td>Guiding legislations and reference</td><td>Local legislations:
▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025
▪ Environnemental 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</td></tr>
<tr><td>Required action/planning</td><td>▪ 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.</td></tr>
<tr><td>Monitoring requirements</td><td>▪ Monitoring program shall be at a minimum based on the following schedule
<table>
<tr><td>Parameters</td><td>As per parameters included in Project ESIA and IFC PS 1, 2, 3 and 4, Equator Principles and AfDB E&S OS1, 2, 3 and 4</td></tr>
<tr><td>Location</td><td>Aysha 1 Wind Project site</td></tr>
<tr><td>Frequency</td><td>Weekly inspections</td></tr>
<tr><td>Duration</td><td>Construction Phase</td></tr>
<tr><td>Prerequisite</td><td>Discuss with EEAA and agree on details of this program</td></tr>
<tr><td>Review</td><td>As applicable based on project updates and as required by related parties (regulator, Project Company, lender, etc.)</td></tr>
</table>
▪ Continuous inspection and reporting by EHS staff</td></tr>
<tr><td>Reporting Requirements</td><td>▪ Quarterly audit by AMEA Power Aysha 1 Wind Project</td></tr>
</table>

<table>
<tr><th colspan="2">Water Management Plan</th></tr>
<tr><td>Objective</td><td>Identification of procedures for onsite management of water supplies and minimization of water consumption.</td></tr>
<tr><td>Responsibility</td><td>EPC Contractor and their subcontractors (construction phase)
O&M Contractor and its subcontractors (operation phase)</td></tr>
</table>

<table>
<tr><td>Spatial applicability</td><td>Aysha One Wind Project site</td></tr>
<tr><td>Guiding legislations and reference</td><td>Local legislations:
The Constitution of FDRE, 1995
Homegrown Economic Reform -Ten Years Development Plan, 2021-2030
Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025
Environnemental Pollution Control Proclamation No. 3002002
Water Resources Policy, 1999 updated Draft National Water Policy and Strategy 2020
Groundwater Well-Drilling and Use Licensing and Implementation Directive No. 156/2016
The Ethiopian Standards Agency (ESA) Drinking Water (Other Than Any Packaged Water) - Specifications (CES 58: 2021)
Lender requirements:
- IFC PS 3, WBG EHS General Guidelines, EP, SDGs, and AfDB E&S OS3</td></tr>
<tr><td>Required action/planning</td><td>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 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 (TBT)
Identify Key Performance Indicators (KPI) for implementation of plan
Identify roles and responsibilities for implementation of plan
Use of surface or groundwater during the construction and operating phases, which could affect existing supply for human communities and ecosystems</td></tr>
<tr><td>Monitoring requirements</td><td>Monitoring program shall be at a minimum based on the following schedule
<table><tr><td>Parameters</td><td>As per parameters included in The National Water Policy, The Ethiopian Standards Agency (ESA) Drinking Water (Other Than Any Packaged Water) - Specifications (CES 58: 2021)
WBG/IFC EHS guidelines for potable water quality</td></tr><tr><td>Location</td><td>At the source and/or Potable water tanks (if applicable)</td></tr><tr><td>Frequency</td><td>Monthly</td></tr><tr><td>Duration</td><td>Throughout the project cycle</td></tr><tr><td>Prerequisite</td><td>Meeting project company and regulatory requirements</td></tr><tr><td>Review</td><td>As applicable based on project updates and as required by related parties (regulator, Project Company, lender, etc.)</td></tr></table>
Continuous inspection and reporting by EHS staff</td></tr>
<tr><td>Reporting Requirements</td><td>Monthly water consumption report to Project Company
Annual reporting on water consumption to Project Company</td></tr>
</table>

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 and their subcontractors (construction phase) O&M Contractor and its subcontractors (operation phase)
Spatial applicability	Aysha One Wind Project site

Waste And Wastewater Management Plan	
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Environnemental Pollution Control Proclamation No. 3002002. ▪ Solid Waste Management and Disposal Proclamation No.1383/ 2025 Hazardous waste management and disposal control Proclamation No. 1090/2018Lender requirements: ▪ IFC PS 3, WBG EHS General Guidelines, EP 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. ▪ 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. ▪ Identify final disposal location of each waste streams (solid waste (municipal and construction), wastewater and hazardous waste). In addition, confirm via a due diligence that disposal locations identified are well managed and have sufficient capacity to receive amounts generated from project without affecting other projects and users. ▪ And ensure 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 of site at an appropriate waste management facility
Monitoring requirements	▪ Monthly Continuous inspection and reporting by EHS staff
Reporting Requirement	▪ Monthly, quarterly waste generation report supported with waste manifests to the Project Company ▪ Annual reporting on annual waste generation quantities by type to the Project Company

Hazardous Material Management Plan	
Objective	Identification of procedures for onsite management, handling and storage of hazardous materials that will be used for the various construction activities onsite
Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor and its subcontractors (operation phase)
Spatial applicability	Aysha One Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Environnemental Pollution Control Proclamation No. 3002002.

Hazardous Material Management Plan	
	▪ 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 Lender requirements: ▪ IFC PS 3, WBG EHS General Guidelines, EP, SDG, and AfDB E&S OS 3
Required action/planning	▪ Inclusion of a hazardous material inventory which identifies the source and anticipated quantities of each material. ▪ Ensure 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 ▪ Ensure 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 ▪ Identification of a hazardous material entry procedure ▪ Identification of a hazardous material labelling procedure ▪ Identification of a hazardous material storage procedure ▪ Identification of a refuelling procedure ▪ Identification of safety / emergency response in case of incident ▪ Identification of release prevention and control planning ▪ Hazardous material signs will be displayed in English but supplemented with Somali, Amharic or Oromo at the point of storage and use ▪ Reflect the procedural actions for hazardous material management in: (i) induction training material for workers; and (ii) repeated/refresher Toolbox Talks (TBT) ▪ Identify Key Performance Indicators (KPI) for implementation of plan ▪ Identify roles and responsibilities for implementation of plan
Monitoring requirements	▪ Weekly Continuous inspection and reporting by EHS staff ▪ Record on total quantities stored against accepted regulatory limits
Reporting Requirement	▪ Monthly report to the Project Company ▪ Annual reporting on hazardous waste storage and quantities to the Project Company

Community Health, Safety and Worker Influx	
Objective	To ensure a healthy and safe environment for neighbouring communities and limit the impacts associated with inward migration.
Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	Aysha One Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ 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, 2024 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. - IFC PS 2, WBG EHS General Guidelines and AfDB E&S OS2.
Required action/planning	▪ Establish construction safety zones to restrict access for community members during active construction works. The safety zone boundaries will extend over:

	▪ Establish or demarcate construction safety areas. These safety distance will be communicated to people ahead of the start of construction activities and will be monitored by the HSE Manager throughout construction ▪ EPC Contractor will develop a Community Health and Safety Management Plan with the following elements: location of sources of materials; disposal area of construction debris; measures for avoiding the occurrence of incidents and injuries to members of the public associated with the operation of the moving equipment. ▪ Optimise skills and knowledge transfer to the community ▪ Apply Measures to minimise any disruptions caused by the Project during construction. ▪ The construction site will remain unfenced to avoid unnecessary restriction of movement or access. Grazing and seasonal settlement activities will continue to be permitted within the lease area. ▪ Adjust construction activities where possible to avoid temporary shelters and temporary housing units. ▪ Existing routes will be prioritised where possible to reduce the destruction of grass. If this is not possible the Project will rehabilitate the land by revegetating the areas where grass quantity or quality has been affected by construction activities. ▪ Where temporary or mobile huts are identified within the planned construction safety zones, the Project will try 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 5.25). 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. ▪ Disclose the policies 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 Monitoring
Reporting Requirements	▪ Monthly and Quarterly audit to the Project Company

Noise Management Plan	
Objective	To avoid or prevent unnecessary noise to the environment as well as sensitive to receptors adjacent to the proposed project.
Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	Aysha One Wind Project site

<table>
<tr><td>Guiding legislations and reference</td><td>Local legislations:
The Constitution of FDRE, 1995
Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025
Environnemental Pollution Control Proclamation No. 3002002
Climate-Resilient Green Economy (CRGE) Strategy
Lender requirements:
IFC PS 1, PS 3, EP, WBG EHS General Guidelines and AfDB E&S OS1, OS 3</td></tr>
<tr><td>Required action/planning</td><td>Maintain appropriate operational controls (e.g. adhere to repair requirements for all equipment, including vehicles).
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
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.
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
Develop an environmental noise monitoring programme
It is further recommended that noise should be measured over 10-minute LA90 intervals, consistent with Energy Technology Support Unit (ETSU)-R-97 methodology.</td></tr>
<tr><td>Monitoring requirements</td><td>Monitoring program shall be at a minimum based on the following schedule
<table><tr><td>Parameters</td><td>Noise (LAeq)</td></tr><tr><td>Location</td><td>Project site</td></tr><tr><td>Frequency</td><td>Monthly</td></tr><tr><td>Duration</td><td>Throughout</td></tr><tr><td>Prerequisite</td><td>As per project company, ESIA, and regulatory requirements</td></tr><tr><td>Review</td><td>As applicable based on project updates and as required by related parties (regulator, Project Company, lender, etc.)</td></tr></table>
Daily and monthly inspection and reporting by EHS staff</td></tr>
<tr><td>Reporting Requirements</td><td>Quarterly audit to the Project Company</td></tr>
</table>

Air Quality and Dust Management Plan	
Objective	Mitigate the impacts of air emissions and dust nuisance. Reduce GHG emissions.
Responsibility	EPC Contractor and their subcontractors
Spatial applicability	Aysha One Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environnemental Pollution Control Proclamation No. 3002002 ▪ Climate-Resilient Green Economy (CRGE) Strategy ▪ Health Policy, 2024 Lender requirements:

<table>
<tr><td></td><td>▪ IFC PS 1, 3, WBG EHS General Guidelines, and AfDB E&S OS1 and E&S OS 3</td></tr>
<tr><td>Required action/planning</td><td>▪ 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.
▪ 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:
▪ 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.
▪ Locate dust-creating construction as far as possible (minimum 750m) away from residential houses, schools, places of worshiping etc.
▪ Prohibit activities during high wind.
▪ 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.
▪ 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.</td></tr>
<tr><td>Monitoring requirements</td><td>▪ Monitoring programme shall be at a minimum based on the following schedule
<table>
<tr><td>Parameters</td><td>Total Suspended Particulate, PM10</td></tr>
<tr><td>Location</td><td>Above 2 locations</td></tr>
<tr><td>Frequency</td><td>Quarterly</td></tr>
<tr><td>Duration</td><td>24 hours per point</td></tr>
<tr><td>Reporting</td><td>Quarterly report</td></tr>
<tr><td>Prerequisite</td><td>As per project company, ESIA, and regulatory requirements</td></tr>
<tr><td>Review</td><td>As applicable based on project updates and as required for related parties (regulator, Project Company, lender, etc.)</td></tr>
</table>
▪ Continuous Inspection and reporting by health and safety staff</td></tr>
<tr><td>Reporting Requirements</td><td>▪ Quarterly air quality and noise monitoring report to the Project Company
▪ Annual reporting on air quality and noise to the Project Company</td></tr>
</table>

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 and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	Aysha One Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment ▪ Proclamation No. 1317/2025. ▪ Environnemental Pollution Control Proclamation No. 3002002

	▪ Groundwater Well-Drilling and Use Licensing and Implementation Directive No. 156/2016 Lender requirements: - IFC PS 1, PS 3, EP, WBG EHS General Guidelines and AfDB E&S OS1, OS 3
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 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. ▪ 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 ▪ 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. ▪ 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. ▪ Detailed design must avoid placing any Project components within or near the water pipeline and water harvesting ponds. ▪ 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 Monitoring
Reporting Requirements	▪ Quarterly to the Project Company

Traffic and Transport 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

Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	Aysha One Wind Project site
Guiding legislation and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ministry of Transport Proclamation No.1097/2018 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environnemental Pollution Control Proclamation No. 3002002 Lender requirements: ▪ IFC PS,1,3 4, WBG EHS General Guidelines, DDGs, EP, International Labor Organization (ILO) Conventions
Required action/planning	▪ Identification of project traffic requirements related to project components, equipment/machinery/materials, project workers and other based monthly ▪ Inclusion of a transport plan in specific for the heavy project components that studies the entire route of transportation ▪ Identify required permits/coordination requirements with various governmental entities that need to be involved in traffic and transportation requirements of the project ▪ Identification of types of vehicles to be utilized ▪ Identify in detail procedures for onsite management of traffic. This could include but not limited to: (i) optimization of internal traffic layout so that delivery and other vehicles will be able to access site easily; (ii) identification of requirements for controlling access to the site (e.g. security checkpoint, registration, etc.); (iii) providing appropriate lighting for roads and pedestrian walk and ensure they are segregated; (iv) utilization of appropriate and sufficient traffic signs onsite (e.g. speed limits); (v) barricading of open trenches and excavated pits; (vi) utilization of banksmen and flaggers and other. ▪ Identify requirements to be adhered to and enforced on all haulage suppliers ▪ Identification of a code of conduct to be adhered to and enforced on all drivers in the Project ▪ Identification of speed limits onsite and identification of all traffic signage requirement onsite ▪ Identification of a procedure for management of onsite/offsite traffic accidents ▪ Reflect the procedural actions for traffic management in: (i) induction training material; and (ii) repeated/refresher Toolbox Talks (TBT) ▪ 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 ▪ Identify Key Performance Indicators (KPI) for implementation of plan ▪ Identify roles and responsibilities for implementation of plan
Monitoring requirements	▪ Monthly inspection and reporting by EHS staff ▪ Regular monitoring of the project-generated traffic at gate and in the local community
Reporting Requirements	▪ Monthly and quarterly update report on implementation of required action/planning requirements to Project Company

Worker 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 and their subcontractors (construction phase)
Spatial applicability	To be defined after identification of EPC Contractor as required

Worker Accommodation Management Plan	
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Labour Proclamation No.1156/2019 ▪ Women Policy, 1993 ▪ Youth Policy, 2004 ▪ Right to Employment of Persons with Disability Proclamation (No. 568 of 2008). ▪ Health Policy, 2024 ▪ Occupational Safety and Health Directive, 2007 Lender requirements: ▪ IFC PS 2, WBG EHS General Guidelines, EP, AfDB E&S OS2, IFC's and EBRD's Worker Accommodation Guidance Note, International Labor Organization (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. ▪ 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	▪ Daily inspection and reporting by EHS staff ▪ Review accommodation prior to occupancy
Reporting Requirements	▪ Monthly and quarterly update report on implementation of required action/planning requirements to the Project Company ▪ Report any grievances related to accommodation ▪ Report on workers statistics (gender, local/expat, workforce profile) on site to the Project Company

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 and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	Aysha One Wind Project site
Guiding legislations and reference	Local legislations: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Labour Proclamation No.1156/2019 ▪ Women Policy, 1993 ▪ Youth Policy, 2004 ▪ Federal Public Procurement Directive NO. 1073/2025 Lender requirements: - IFC PS 1, 2, 3, 5, Equator Principles and AfDB E&S OS1, E&S OS 3, AfDB E&S OS5 an AfDB E&S OS 1,2 ,3, 5
Required action/planning	▪ Develop a Local Content / Local Procurement Policies and Procedures in line by the EPC Contractor which will prioritise the appointment of service providers and suppliers from (1)

	communities 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. ▪ Source materials 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%). ▪ Provide required compensation and design and implement CIDP /LRP for a land or quarry sites acquired as per the law and in discussion with local community and authorities ▪ 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 inspection
Reporting Requirements	▪ Monthly and Annual reporting to the Project Company

Occupational Health and Safety Plan	
Objective	Establish procedures that describe the way activities will be carried out to protect and promote workers health and safety and safeguarding of personnel and property
Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor and its subcontractors (operation phase)
Spatial applicability	AMEA Power Aysha One Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Environnemental Pollution Control Proclamation No. 3002002 ▪ Labour Proclamation 1156/2019. ▪ Health Policy, 2024 ▪ Occupational Safety and Health Directive, 2007 ▪ Lender requirements: ▪ IFC PS 2 and 4, WBG EHS General Guidelines, EP, International Labor Organization (ILO) Conventions, EP, AND AfDB E&S OS2 and 4
Required action/planning	▪ Inclusion of a Job Safety Analysis (JSA) and Risk and Hazard Assessment for work activities ▪ Identification of a Permit to Work System requirements and procedure ▪ Identification of a Lock Out-Tag Out System requirements and procedures ▪ Identification of occupational health and safety signage requirements to be implemented ▪ Identification of medical support requirements ▪ Identify in detail the occupational health and safety management procedures to be implemented for each work activity to include personnel protective equipment requirements, management measures, and other as applicable ▪ Identification of rest and sanitary facilities ▪ Identification of specific actions and procedures related to COVID-19 (social distancing requirements, test requirements, and other as applicable). ▪ Identification of specialized technical training requirements as related to this plan and activities to be undertaken (e.g., training for working at height, electrical works, etc.) ▪ Reflect the procedural actions for occupational health and safety in: (i) induction training material for workers; and (ii) repeated/refresher Toolbox Talks (TBT) ▪ Ensure adequate first aid services are always available onsite

	▪ Identify Key Performance Indicators (KPI) for implementation of plan ▪ Identify roles and responsibilities for implementation of plan
Monitoring requirements	▪ Daily inspection and reporting by EHS staff
Reporting Requirements	▪ Monthly and quarterly update report on implementation of required action/planning requirements to Ethiopia. ▪ Timely report on incidents to project company as per "E&S Employer Requirements"

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 and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	AMEA Power Aysha Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Labour Proclamation 1156/2019 Environnemental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 2024 ▪ 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 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 inspection
Reporting Requirements	▪ Monthly and quarterly to the Project Company

Emergency Preparedness And Response Plan	
Objective	Establish a series of organizational, operational and preventive measures in the event of an emergency that are adapted to the circumstance of such situations, which in turn will ensure the safety of workers and property within the specific project site
Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor and its subcontractors (operation phase)

Spatial applicability	AMEA Power Aysha 1 Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Environnemental Pollution Control Proclamation No. 3002002. ▪ Health Policy, 2024 Occupational Safety and Health Directive, 2007Lender requirements: ▪ IFC PS 2 and 4, EP, WBG EHS General Guidelines, ILO Conventions, and AfDB E&S OS2 and OS4
Required action/planning	▪ Inclusion of requirements for an emergency responder team that includes at a minimum first aiders and firefighters that receive appropriate and certified training ▪ Inclusion of requirements to undertake emergency drills in coordination with external emergency response services if required (e.g., civil defence, nearest hospital, etc.) ▪ Identify in detail of emergency procedures to be implemented to include first actions, alerting emergency contacts, site evacuation, communicating with external emergency services ▪ Identification in details of emergency control measures to include but not limited to fire, personnel accidents, spillage, sandstorms, heats strokes, and other. ▪ Identification of location of assembly points onsite ▪ Identification of emergency signs to be implemented onsite ▪ Reflect the procedural actions for emergency preparedness and response in: (i) induction training material for workers; and (ii) repeated/refresher Toolbox Talks (TBT) ▪ Identify Key Performance Indicators (KPI) for implementation of plan ▪ Identify roles and responsibilities for implementation of plan to include establishment of an emergency committee and assigning roles to an emergency manager
Monitoring requirements	▪ Daily inspection and reporting by EHS staff
Reporting Requirements	▪ Emergency Report (upon occurrence) ▪ Reporting the number of emergency drills undertaken throughout the reporting year in the AMR ▪ Reporting significant incidents to project company within 3 days of its occurrence using the significant incidents report template (attached) ▪ Reporting incidents – if any - in the Annual Monitoring Report

Security Management Plan	
Objective	Identification of procedures for the overall management of security and asset-protection of the project site with specific regard for human rights and avoiding or minimising negative impacts on local communities. .
Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor and their subcontractors (operation phase)
Spatial applicability	AMEA Power Aysha 1 Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. Occupational Safety and Health Directive, 2007Lender requirements: ▪ IFC PS 2 and 4, WBG EHS General Guidelines, EP, The Voluntary Principles on Security and Human Rights , ILO Conventions, Equator Principles and AfDB E&S OS2 and E&S OS4
Required action/planning	▪ Identification in detail of site security arrangements that will be implemented onsite to include security guards, fencing, CCTV, and other as applicable ▪ Avoiding or minimising negative impacts on local communities

Security Management Plan	
	▪ Identification of security operating procedures to include: (i) control of site access, and (ii) security force management to include security roles, provision and composition of security force, equipment requirement of security force, use of force, ▪ Identification of incident response procedure ▪ Development of a code of conduct and use of force policy ▪ Reflect the procedural actions for security management in: (i) induction training material; and (ii) repeated/refresher Toolbox Talks (TBT) ▪ Include specialized training to security personnel to avoid use of excessive force ▪ Identify Key Performance Indicators (KPI) for implementation of plan ▪ Identify roles and responsibilities for implementation of plan
Monitoring requirements	▪ Daily inspection and reporting by EHS staff
Reporting Requirements	▪ Monthly and quarterly update report on implementation of required action/planning requirements to the Project company

Archaeology Chance Find and Cultural Heritage Procedure	
Objective	Establish a procedure to avoid or reduce adverse effects to undiscovered archaeological remains during the construction phase of the Project
Responsibility	EPC Contractor and their subcontractors (construction phase)
Spatial applicability	AMEA Power Aysha 1 Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. Cultural Policy of Ethiopia,1997 and amended in 2016Lender requirements: ▪ IFC PS 8, EP, WBG EHS General Guidelines and AfDB E&S OS 8
Required action/planning	▪ Identification of procedures to be implemented to include onsite notification measures, onsite management measures (e.g., delineation and marking of site, etc.), communication with relevant authority, etc. ▪ Reflect the procedural actions for chance find in: (i) induction training material for workers; and (ii) repeated/refresher Toolbox Talks (TBT) ▪ Identify Key Performance Indicators (KPI) for implementation of plan ▪ Identify roles and responsibilities for implementation of plan
Monitoring requirements	▪ Daily Continuous inspection and reporting by EHS staff
Reporting	▪ Chance finds report (upon occurrence)

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 and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Environnemental Pollution Control Proclamation No. 3002002.

	▪ National Biodiversity Policy 1998 ▪ Ethiopian Revised NBSAP (2025 -2030) Lender requirements: - IFC PS 1, PS 3, PS 6, EP and AfDB E&S OS1, E&S OS3 and E&S OS 6
Required action/planning	▪ Avoid activities which could potentially cause damage to habitats beyond 30m of WTG ▪ Identify patches with threatened or endemic species of plants and mark those areas as protected from any works if possible and Restrict damage to flora communities (food source). ▪ Commit to restore lost habitat post-construction through seedling, replanting, and landscaping with the same species that occupied the affected area when it is unavoidable. ▪ 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, and 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. ▪ 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. ▪ The BAP can include the development of a programme to remove the mesquites (Neltuma juliflora) and other invasive species. Logging invasive species 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 and develop acoustic barriers to reduce noise and vibration. ▪ Design turbines to make them less attractive to bats and 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 and 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. ▪ Training and education for on-site workers about the importance of preserving ecosystem integrity and develop and implement community education programs. ▪ Implement anti-poaching patrols with local and regional cooperation and livestock guard programs must be implemented. ▪ Conduct regular air quality measurements and adapt the works when necessary to improve air quality by dampening down tracks. ▪ Sourcing of local materials., 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. ▪ 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. ▪ Undertake post construction fatality monitoring for both birds and bats and Carcass removal upon detection ▪ 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. ▪ 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.
Monitoring requirements	▪ Weekly inspection
Reporting Requirements	▪ Monthly and quarterly to the Project Company

Labour And Working Conditions Management Plan	
Objective	Establish the key requirements to ensure acceptable and decent labour and working conditions are maintained for all the workforce involved in the construction phase of the Project
Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor (operation phase)
Spatial applicability	AMEA Power Aysha One Wind Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Labour Proclamation No.1156/2019 ▪ Women Policy, 1993 ▪ Youth Policy, 2004 ▪ 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, 2024 Lender requirements: ▪ IFC PS1, 2, WBG EHS General Guidelines, EP, Guidelines and AfDB E&S OS1 and E&S OS 2, IBHR and ILO conventions.
Required action/planning	▪ Provide an overview of the labour use on the project ▪ Provides the policies applicable to this plan to include but not limited to an HR policy, anti-corruption and bribery policy, alcohol and drug use policy and ethics policy. ▪ Identifies a recruitment and procurement procedure to be implemented for the local communities to be involved in the project ▪ Identifies a Human Resources (HR) Management Procedure for the workforce that will ensure decent and humane working conditions, worker rights, and enhance constructive work floor relations ▪ Identifies a disciplinary procedure for the workforce to be implemented ▪ Identifies a worker welfare procedure related to drinking water, rest areas, sanitary facilities, changing rooms and other

	▪ Identifies a worker grievance procedure to manage all worker-related complaints and grievances ▪ Reflect the procedural actions for hazardous material management in: (i) induction training material for workers; and (ii) repeated/refresher Toolbox Talks (TBT) ▪ Identify Key Performance Indicators (KPI) for implementation of plan ▪ Identify roles and responsibilities for implementation of plan
Monitoring Requirements	▪ Daily and Weekly Inspections
Reporting Requirements	▪ Monthly labour statistics (gender, local/expat, workforce profile) and update summary report on worker grievances and resolutions ▪ Report any grievances received from workers including status and timeframe for resolution.

Stakeholder Engagement 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 and its subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	AMEA Power Aysha Wind One Project site
Guiding legislation and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Guideline on Public Consultation in ESIA Process, 2018 Lender requirements: - IFC PS 1, 2, 3 and 4, Equator Principles and AfDB E&S OS1, 2, 3, 4 and 10
Required action/planning	▪ Refer to the SEP developed for the Project for more. ▪ Direct bilateral meetings and/or focus groups as required 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, emphasise that pastoralist activities can be undertaken within the 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 the disabled as applicable. This could include, for example, the Women's 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 officials 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 the 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 of shadow flicker effects and provide relocation assistance where required. ▪ Site Visits: where the visits are focused on identifying and discussing stakeholder concerns and disclosing project/sub-project information within communities.
Monitoring requirements	▪ Weekly and Quarterly inspection
Reporting Requirements	▪ Monthly and quarterly to the Project Company

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 and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	Aysha Wind One Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Women Policy, 1993 ▪ 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, WBG Gender Strategy 2024-30
Required action/planning	▪ 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 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: ▪ 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 over whole project planning and implementation, monitoring, reporting, etc. 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 inspection
Reporting Requirements	▪ Monthly and Annual to the Project Company

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 and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	Aysha Power Wind One Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Homegrown Economic Reform -Ten Years Development Plan, 2021-2030 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Women Policy, 1993 ▪ Child Policy, 2017 Lender requirements: - IFC PS 1, PS 4, Equator Principles and AfDB E&S OS1 and E&S OS 4, WBG Gender Strategy 2024-30
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. ▪ Implement 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 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 inspection
Reporting Requirements	▪ Monthly and Annual to the Project Company

Training Management Plan	
Objective	To ensure a healthy and safe environment for neighbouring communities and limit the impacts associated with inward migration.
Responsibility	EPC Contractor and their subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	AMEA Power Aysha Wind One Project site
Guiding legislations and reference	Local legislations: ▪ The Constitution of FDRE, 1995 ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025 ▪ Labour Proclamation 1156/2019 ▪ Environnemental Pollution Control Proclamation No. 3002002 Lender requirements: - IFC PSs, Equator Principles and AfDB E&S Oss, WBG EHS General Guidelines and ILO Conventions, etc.
Required action/planning	▪ Implement ESIA and ESMP which forms part of the contractual agreements with a Contractor(s) and sub-contractors for the execution of the Project. ▪ Sign the ESMP acknowledging the contents. ▪ Allocate 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. ▪ Train all Project staff on the contents of the ESMP prior to construction activities commencing: ▪ Undertake the initial environmental induction with the Project management team before the commencement of construction HSE Officer ▪ Provide environmental and social awareness training to all construction staff, including sub-contractors, service providers and suppliers. 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. ▪ Environmental and Social awareness training will be site specific and address all findings raised by auditors. ▪ 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. ▪ The number of vehicles and trucks travelling to and from the construction site will be limited, where possible.
Monitoring requirements	▪ Weekly, Monthly, quarterly Monitoring
Reporting Requirements	▪ Monthly and Quarterly to the Project Company

Workers Demobilisation Management Plan	
Objective	To enhance the positive and limit the negative economic impacts and ensure sustainable sourcing of materials.
Responsibility	EPC Contractor and its subcontractors (construction phase) O&M Contractor (Operational Phase)
Spatial applicability	AMEA Power Aysha Wind One Project site
Guiding legislation and reference	Local legislations: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ Labour Proclamation No.1156/2019 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/plan 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 inspection
Reporting Requirements	▪ Monthly and Annual to the Project Company

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	HSSE Manager
Spatial applicability	AMEA Power Aysha Wind One Project site
Guiding legislation and reference	Local legislation: ▪ Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025. ▪ The Constitution of FDRE, 1995 ▪ Environnemental 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) 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. ▪ A Decommissioning Worksite ESMP (D-ESMP), inclusive of a Decommissioning Monitoring Plan will be developed and implemented ▪ 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. ▪ 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.
Monitoring requirements	▪ Weekly inspection
Reporting Requirements	▪ Monthly and Quarterly to the Project Company

7 HSSE AND SOCIAL TRAINING REQUIREMENTS

To ensure effective implementation of the HSSE and Social Management System (ESMS), the Project shall establish and maintain a structured, risk-based training program applicable to all personnel, including the Project Company, EPC Contractor, O&M Contractor, and subcontractors.

Training shall:

- Be mandatory, role-specific, and competency-based;
- Be provided prior to task assignment and refreshed periodically;
- Reflect identified risks, legal requirements, incident learnings, and operational changes;
- Be aligned with International Finance Corporation Performance Standards, African Development Bank Operational Safeguards, and applicable Ethiopian legislation.

A training matrix shall be developed and regularly updated to define training needs, frequency, and target personnel.

7.1 Basic Visitor Safety and Social Induction

The EPC Contractor and O&M Contractor will be responsible for providing to all visitors arriving at the project site at any point with an induction training before commencement of any activity at the working site. This is applicable to any visitor whether from the Project Company, EPC Contractor/O&M Contractor, and /or any involved subcontractors.

The induction training will be deliverable through a presentation at the site offices upon arrival of the visitor as per the requirements included in the table below. Each person who completes the induction will acknowledge by signing attendance sheet.

E&S Attribute	Key Topics	Responsibility	Location	Target
General	- Project introduction and overview - E&S Policy	EPC Contractor HSE Manager O&M Contractor HSE Manager	Project Site	All visitors
Waste Management	- Principle of waste segregation and color coding - Location of waste bins and waste storage areas - Hygiene requirements - Signage			
Emergency Preparedness and Response	- Emergency contact details - Emergency signs - Assembly points and evacuation routes			
Water Management	- Water conservation and efficiency measures			
Traffic and Transportation	- Pedestrians and vehicle occupants' requirements			
OHSP	- Key safety signs - PPE requirements - Basic information on hazards			
Social and cultural	- Key project stakeholders - Local culture and context understanding - -Interaction with community - GBVH			

E&S Attribute	Key Topics	Responsibility	Location	Target
	- Archaeology Chance Find and Cultural Heritage - GRM (WGRM and CGM) - Security			

7.2 Worker Site Induction Training

The EPC Contractor/ O&M Contractor will be responsible for providing to all workers involved, including staff and workforce of Project Company, EPC Contractor/ O&M Contractor, and all involved subcontractors an induction training before the commencement of any activity at the working site.

The induction training will be deliverable through a presentation at an agreed date that will be communicated to the newly recruited workers in advance.

Attendance for the induction training is mandatory for all staff and workforce. Any new employee at any level (Project Company, EPC Contractor, O&M Contractor, subcontractors) during the project should receive the same induction training.

All attendees will be required to sign an attendance sheet, and a training register shall be maintained onsite.

E&S Attribute	Key Topics	Responsibility	Location	Target
General	- Project introduction and overview - E&S Policy - Organizational capacity and structure	EPC Contractor HSE Manager O&M Contractor HSE Manager	Project Site	All workers
Waste Management	- Principle of waste segregation and color coding - Location of waste bins and waste storage areas - Hygiene requirements - Signage			
Emergency Preparedness and Response	- Emergency procedure - Key emergency incidents and responses - Emergency contact details - Emergency signs - Assembly points and evacuation routes			
Water Management	- Water conservation and efficiency measures - Location of potable and non-potable water tanks and markings/coloring indication - Emphasize that any leaks must be reported immediately			
Air Quality and Noise	- Dust control requirement - Noise control requirements			
Chance Find	- Emphasize that buried archaeological remains may be encountered. - Importance of ceasing work immediately in any area where suspected remains are encountered. - Notifying the EPC Contractor HSE Manager immediately - Local culture and context understanding			
Traffic and Transportation	- Traffic signs - Speed limits - Driver's instructions - Defensive driving			

E&S Attribute	Key Topics	Responsibility	Location	Target
	- Driving under adverse weather conditions			
OHSP	- Key safety signs: helmet, mask, live electricity, no access, first aid - PPE requirements - Permit to Work procedure. - Lock-Out Tag-Out procedure (LOTO)			
Working Conditions and Labor Management	- HR Policy - Worker rights / terms of employment - Worker Code of conduct - Gender Based Violence and Harassment (GBVH) Code of Conduct - Disciplinary procedure requirements - Worker welfare requirements to include drinking water, rest areas, sanitary facilities, and changing rooms - Worker grievance procedure - Gender sensitization - Airborne disease requirements and procedures - Human rights			
Stakeholder /Community Engagement Management	- Community engagement/relations and interactions - Engagement with local authorities - Cultural sensitization, local culture, and sensitivities - Code of Conduct - Communicable diseases - Conflict de-escalation - Community grievance mechanism			
Employment and Procurement	- Local Content / Local Procurement Policies and Procedures - Mechanisms for identifying local business supplier opportunities			
Worker accommodation	- Cultural sensitization, local culture, and sensitivities - Personal hygiene - Food and catering - Amenities - Security arrangements - Worker grievance mechanism as relevant - Emergency evacuation procedure - How to obtain medical assistance - Gender aspects - Communicable diseases			

7.3 Regular Toolbox Talk (TBT)

Toolbox Talks (TBT) will be used as an integral element of HSSE risk and hazard management that aid in promoting HSSE and Social awareness in construction sites with the with the potential to reduce HSSE and Social accident rates. TBT have a two-fold objective which include:

- TBT arranged before the commencement of any dangerous or non-routine activities, in order to address any task-specific E&S issues. Those are referred to as Task TBT (e.g., working at height Task lifting operations, electrical safety, weather monitoring, spill prevention, potential confined space activities, traffic and transportation, relation with the community, etc. TBTs before workers are involved in such an activity). Tasks TBT are to be undertaken for the specific workforce before commencement of new activities onsite by that workforce. More than one TBT could be delivered on the same day before commencement of new activities onsite considering the overall project schedule and activities to be undertaken.
- TBT arranged to reinforce specific E&S measures and requirements. Those are referred to as General TBT (e.g., waste management practices, worker grievance mechanism, etc.). General TBTs are to be undertaken daily. Each day a specific TBT can be selected as applicable to be discussed with the workforce onsite considering the overall project schedule.

In general, the duration of each TBT should not exceed 10-15 minutes. The TBT will be delivered by the EPC Contractor/ O&M Contractor HSE Officers and/or HSE Manager / Social Manager to include both the Task TBT and General TBT

EPC Contractor / O&M Contractor is responsible for preparing a TBT schedule for the entire construction and operation duration. In addition, all TBTs should be documented and updated within the training register.

7.4 Specialized Training Requirements

There are other requirements related to specialist E&S training that must be undertaken for the workforce. In some cases, such trainings are required to be undertaken by specialist third-party entities while in other instances those can be provided by the EPC Contractor/ O&M Contractor HSE Manager.

The table below identifies such key specialist training procedures. All the below should be documented and updated within the training register.

Training	Reference Plan	Requirement
Emergency Responders	Emergency Preparedness and Response Plan	This will include first aiders and firefighters, and it will ensure that for each 20 employees at any time, there will be two (2) first aiders and two (2) firefighters. The selected first aiders should receive training on first aid while the selected fire fighters should receive training on firefighting before deployment onsite as emergency responders. Such training should be provided by a certified third-party entity. Typically, this could include a specialized E&S training center or could be the relevant local government entity involved in emergency response such as the Civil Defense. Training certificates shall be provided upon completion of the training and always maintained onsite. Any new emergency responder assigned to a team at any point should receive the emergency response training as discussed above.

Training	Reference Plan	Requirement
Hazardous Material Handlers	Hazardous Materials Management Plan	Only trained workers will be allowed to handle hazardous materials. Such a training will be provided by the EPC Contractor HSE Manager before commencement of construction activities that will include the following components: (i) hazardous material labels meaning and requirements; (ii) hazardous material storage and segregation requirements; (iii) potential risks to health and safety; (iv) precautions to prevent exposure; (v) correct use and application of PPE and clothing; and (vi) appropriate response to spillage, incidents and accidents. Any new handler assigned to a team at any point should receive the training as discussed above. Refresher training for hazardous material handlers should be undertaken every 6 months.
Haulage Company Drivers	Traffic and Transport Management Plan	A third-party contractor(s) will be engaged to undertake specific transportation requirements for the project. The third-party contractor(s) will be required to provide training to drivers on safe driving practice. Additionally, it will be required to install GPS monitoring of trips and provide Journey Management. Such a requirement will be included in contractual agreements, and the haulage company will be required to provide the following before commencement of any transportation activities: (i) training certificates; (ii) training material; (iii) attendance sheet; and (iv) signed "Drivers Instructions" by each driver. Any driver appointed at a later stage must undergo similar training and similar documentation to be provided.
Crane and Telehandler operators	Traffic and Transport Management Plan	Inspections should be undertaken for the operators of the cranes and Telehandler through a third-party specialized company. Certification for the operator to operate the machinery should be provided by the third party prior to any operations onsite. Such certifications should be renewed as required by the third-party inspectors. Any driver appointed at a later stage must undergo similar inspection and similar documentation to be provided.
Security Workers	Security Management Plan	A third-party contractor will be engaged to provide security services for the project. The third-party contractor will be required to provide training to the security workers on the following: (i) security policy and human rights policy; (ii) security Force Code of Conduct; (iii) security guards arrangement, behavior and duties; (iv) site access requirements and overall management; (v) incident management and communication; (vi) use of force. Such a requirement will be included in contractual agreements, and the third-party contractor will be required to provide the following before deployment of security staff onsite: (i) training certificates; (ii) training material; (iii) attendance sheet; and (iv) signed Code of Conduct and Use of Force Policy. Any driver appointed at a later stage must undergo similar training and similar documentation to be provided.
Occupational Health and Safety	Occupational Health and Safety Management Plan	All workers regardless of whether from the Project Company, EPC Contractor, O&M Contractor, or subcontractor must attend a specialized occupational health and safety training that should be completed prior to an employee being exposed to hazards of a given task. The EPC Contractor/ O&M Contractor HSE Manager will establish when, what and who shall involve in such specialized occupational health and safety training sessions based on the needs as identified through an Occupational Health and Safety (OHS) risk assessment process (refer to OHSP for additional details).

Training	Reference Plan	Requirement
		Refresher training should be undertaken every 3 months. Any new employee at any level (EPC Contractor, O&M Contractor or subcontractors) during the project should receive the same specialized occupational health and safety training as required above. All attendees will be required to sign an attendance sheet.
Use of Personal Protective Equipment (PPEs)	Occupational Health and Safety Plan	All workers shall be trained in the use of PPE, and their competence will be assessed to evaluate that their knowledge is appropriate to undertake the specific tasks. The training shall be carried out by the EPC Contractor/ O&M Contractor HSE Manager. The training topics shall include: (i) discussion of the specific hazards to be controlled by using the assigned PPEs; (ii) when and under what circumstances the workers must wear or use the assigned PPE; (iii) how the assigned PPE will protect the workers; (iv) limitations of PPE effectiveness; (v) how to properly use PPEs, including instructions on how to put it on or take it off and ensuring they are comfortable and effectively fits; (vi) warning signs related to the use of PPEs; (vii) how to properly clean and maintain PPEs; (viii) how to properly dispose of damaged or obsolete PPEs; (ix) how to request for PPEs replacement. All attendees will be required to sign an attendance. Refresher training should be undertaken every 3 months.

7.5 Competency Needs

The EPC Contractor/ O&M Contractor Project Manager shall ensure that Project personnel (EPC, O&M Contractor and Subcontractors) are competent to deliver their responsibilities as per their job descriptions and shall identify and assess any training requirements.

Description of the key roles are provided in the Organisational Capacity section of this Manual and the Roles and Responsibilities sections of the Management Plans.

Subcontractors shall demonstrate, prior to the start of work, that their workers have the skills and experience to comply with the Project obligations relevant for the positions they will be filling.

7.6 Training Evaluation

The EPC/ O&M Contractor HSE Manager will assess the effectiveness of the Induction, ESMS training and any other specific environmental and social training programs (toolbox talks) with feedback forms and tests (written or visual). There are several reasons why the training matrix should be refreshed, or additional specific training could be recommended. This includes:

- the results of inspection and audits,
- the result of fire drills,
- the root cause analysis of incidents
- the change in work procedure or work environment
- any new E&S procedures introduced
- any revisions to E&S policies

- the recommendations collected from evaluations of past trainings delivered

This process should also identify any areas of training that are failing and need improvement, including the need for follow up sessions.

7.7 Training Records

The EPC / O&M Contractor HSE Manager shall maintain all environmental and social competence and training records outlined below, including job description sheets, training materials, attendance sheets and feedback forms.

Records of induction training, training sessions and toolbox talks shall be produced, retained, and made available for inspection during audits. As a minimum, training records shall identify:

- Type of training.
- Description and purpose of training
- Date
- Number of hours of training
- Location
- Attendees; and
- Trainer.

The records will include pictures of the training events.

Feedback forms and tests to assess training effectiveness will also be recorded and documented.

8 MEETINGS

This section identifies the overall requirements that will be implemented for HSSE and Social meetings during the construction and operation phase. The following identifies the HSSE and Social meetings that will be undertaken for the Project throughout the construction and operation phase.

All meetings described in this section shall form part of the ESMS implementation and monitoring process and shall be auditable, with documented evidence retained in accordance with lender requirements (IFC PS1 and AfDB OS1).

8.1 Weekly Meetings

During construction, a weekly HSSE and Social meeting must be organized by the EPC Contractor and subcontractors' HSE Manager/Officers and Social Manager (as applicable). EPC Contractor will notify the Project Company and Owner`s Engineer (OE) team on the time and date of meeting for relevant personnel to attend, if required. Minutes of meeting (MoM) will be recorded and documented.

Participation of key disciplines (HSE, Social, construction, and supervision teams) shall be ensured to support integrated risk management.

The agenda of these meetings shall cover at least the following items:

- Summary of items addressed at the previous meeting and determination whether they have been solved or not.
- HSSE incidents, near misses or situations at risk identified during the previous week.
- Review of high-risk activities planned for the upcoming week and associated control measures (risk-based planning in line with IFC PS1).
- Special resources needed by EPC Contractor and subcontractors for coming week, especially in terms of safety equipment and supervision.
- Specific awareness communication to implement onsite.
- Training needs.
- Personal Protective Equipment (PPE) requirements.
- Community and local government collaboration and support need or issues.
- Worker grievances and community grievances received during the previous week and status of resolution (aligned with IFC PS2 and PS4).
- Security-related incidents or concerns, including interactions with communities (IFC PS4).

The weekly HSSE and Social meetings may be combined with other meetings (e.g., weekly coordination meeting) as far as the above topics are discussed and addressed and the presence of the required participants is ensured. EPC Contractor is required to maintain minutes of meeting and attendees register.

Actions arising from meetings shall be assigned, tracked, and closed within defined timeframes. An action tracker shall be maintained and reviewed at each subsequent meeting.

During the operation phase, weekly HSSE and Social meetings are required. Yet it will not be as intensive as the construction phase.

The frequency during operation may be adjusted (e.g., bi-weekly) based on risk profile, subject to Project Company approval.

8.2 Monthly Meetings

During construction, the monthly HSSE and Social meeting is organized by the Project Company HSSE/Site Manager and involves the following personnel (as appropriate):

- AMEA Power Aysha Wind One PLCHSSE Manager
- AMEA Power Aysha Wind One PLC Social Manager
- AMEA Power Aysha Wind One PLC Biodiversity Social Manager
- AMEA Power Aysha Wind One PLC Social Specialist, Male and female CLOs
- OE Team, as applicable
- EPC Contractor Project Manager
- EPC Contractor HSE Manager and HSE Site Officers
- EPC Contractor Social Manager/Specialist
- Other contractor and subcontractors HSE and Social Managers/Officers as applicable

Representation from HR (labor management) and Security functions shall be included where relevant to ensure alignment with IFC PS2 and PS4 requirements.

The agenda of these meetings shall cover at least the following items:

- Review of previous meeting agenda items and status updates on their resolution.
- Discussion on any changes to work assignments, equipment placement, and ensuring workflow efficiency and safety.
- Conditions of the workplace to include housekeeping, hygiene, hazards, etc.
- Overview of accident/incident trends
- HSSE and Social training program
- New and outstanding safety issues
- Audits and inspections outcomes (as applicable)
- Accidents (type, severity, frequency, etc.)
- Review of ESMS implementation performance against KPIs and targets (IFC PS1 monitoring requirement).
- Status of corrective and preventive actions (CAPA) arising from audits, inspections, and incidents.
- Labor and working conditions issues, including working hours, welfare, and grievance trends (IFC PS2).
- Community health, safety, and security issues, including stakeholder engagement outcomes (IFC PS4).
- Biodiversity and environmental performance (as applicable to project risks and commitments).

Throughout the monthly HSSE and Social meeting, minutes of meeting will be undertaken by the EPC Contractor and shall be taken and circulated after the meeting to attendants. In addition, attendees register will also be maintained.

Minutes shall include clearly defined actions, responsibilities, and deadlines, and shall be formally approved by the Project Company.

During operation, weekly and monthly HSSE and Social meetings will be undertaken in a similar approach to the above that will involve O&M Contractor.

The scope during operation shall place increased emphasis on operational risks, maintenance activities, and long-term community and environmental performance.

8.3 Management Review

At least quarterly, the HSSE and Social performance of the Project will be reviewed and the associated HSSE and Social program will be assessed and amended. This review has the following objectives:

- assess the relevance and effectiveness of the actions implemented during the last 3 months; and
- define the objectives and actions that will improve the level of HSSE and Social performance and culture.

This process constitutes the formal ESMS Management Review in line with IFC PS1 and AfDB OS1 requirements.

The management review shall include the following:

- A summary of the effectiveness of each Plan and document proposed updates, changes and improvements.
- For plans under EPC/ O&M Contractor responsibility, the draft for management discussion will be prepared by the EPC Contractor / O&M Contractor HSSE Manager.
- For plans under the Project Company responsibility, the draft for management discussion will be prepared by the Project Company HSSE Manager and Social Manager.

This review will be chaired by the Project Company Project Manager/Site Manager/HSSE. The topics addressed shall include at least:

- The accidents (type, severity, frequency, etc.)
- HSSE inspections' outcomes
- HSSE training program
- HSSE performance and compliance to ESMS on environment, health, safety, social, and security aspects
- Management of contractor and subcontractors
- Modifications and updates based on lessons learned (e.g., implementation of preventive measures to avoid a near miss, based on past experiences)
- HSSE and Social organization
- Evaluation of overall ESMS effectiveness and suitability (fitness-for-purpose assessment).
- Review of compliance with applicable legal requirements and lender standards (IFC PS, AfDB OS, Ethiopian legislation).
- Assessment of resource adequacy (personnel, budget, systems).
- Strategic HSSE and Social objectives and targets for the next review period.

To perform this review, the following inputs are required:

- E&S and HR Audits reports
- Complaints (related to worker grievances or community grievances)
- HSSE Incident and Non-Compliance Reports
- Key Performance Indicator (KPI) data
- Stakeholder engagement reports and disclosure activities.
- Security reports (including use of force, if applicable).

Outputs of the management review shall include documented decisions, updated objectives, and assigned actions, which shall be tracked to completion.

9 INSPECTION AND AUDITS

HSSE and Social inspection and auditing will be carried out to ensure compliance with national and international best practice requirements as set out in the HSSE and Social plans as appropriate.

Inspections and audits shall form a core component of the ESMS monitoring framework, ensuring continuous performance evaluation and compliance with applicable legal requirements, lender standards (IFC Performance Standards, AfDB Operational Safeguards), and Project commitments.

A three-tiered approach will be applied to the monitoring of the Project performance, as follows:

- Daily Site Tours to be undertaken by EPC Contractor (during construction) and O&M Contractor (during operation)
- Weekly Site Inspection to be undertaken by EPC Contractor (during construction) and O&M Contractor (during operation)
- Audits to be undertaken by the Project Company
- Audits to be undertaken by the EPC Contractor (for construction phase only)

All inspections and audits shall be risk-based and documented, with corrective and preventive actions tracked to closure through a formal system.

9.1 Daily Site Tours

The EPC Contractor's HSE Manager and O&M Contractor's HSE Manager will be required to undertake a daily safety inspection and monitoring at the site.

Daily tours shall also cover environmental and social aspects (e.g., waste management, community interactions, worker welfare conditions) in addition to safety.

He/she shall prepare a daily observation report stating therein the corrective measures on observed safety deficiencies, unsafe acts and conditions.

Observations shall be risk-ranked (e.g., high, medium, low) to support prioritization of corrective actions. The observations shall be communicated to the concerned partners and subcontractor for their action.

Immediate corrective actions shall be implemented for high-risk findings. Copies of the daily inspection reports shall be kept on site by the HSE Managers and provided to the Project Company as required.

9.2 Weekly Site Inspections

It is the responsibility of the EPC Contractor's HSE Manager and O&M Contractor's HSE Manager to carry out weekly site inspections. These will be carried out through a weekly site inspection checklist. Inspection checklists shall be aligned with ESMP requirements, IFC PS, AfDB OS, and applicable Ethiopian legislation.

The checklists will be used as the primary tool for identifying any non-compliance. The non-compliance procedure will be followed and implemented. Hard copies of the checklists will be printed and completed by the HSE Managers during the inspection of the site.

Non-compliances shall be formally recorded, assigned, and tracked through a Corrective Action Plan (CAPA) system.

Digital systems may also be used to improve traceability and reporting.

The inspections will be used to ensure that all parties (including contractor and subcontractors) are fully implementing the management procedures outlined within the HSSE and Social plans.

Inspections shall include verification of subcontractor performance and supply chain compliance where relevant (aligned with IFC PS2). The information collected during the weekly site inspections will be made available to the Project Company, as required.

9.3 Environment, Health and Safety (EHS) Social and Labour Audit

Construction Phase

During construction, the Project Company will undertake an Environmental, Health and Safety (EHS), Social and Labour annual audit. The objective will be to ensure EPC Contractor's and subcontractor's compliance with the relevant EHS requirements related to the Project, including in particular the following:

- Environmental and Social Impact Assessment (ESIA) and associated Environmental and Social Management Plan (ESMP)
- IFC 2012 Performance Standards
- AfDB Integrated Safeguards System, 2023 (E&S OSS)
- World Bank Group (WBG) General EHS Guidelines
- ILO Conventions
- National Ethiopian an EHS laws, regulations, and standards

The audit shall be risk-based and proportionate to Project activities and associated impacts.

The HSSE, Social and Labour audit will be undertaken by the Project Company HSSE Manager and Social Manager on a monthly basis. An HSSE and Social audit checklist will be prepared considering the following criteria:

▪ Overall HSSE, Social, and Labour Onsite Management (documentation control, onsite team, training, meetings, inspection, monitoring, reporting, etc.)	▪ Waste management (solid waste, wastewater and hazardous waste)
▪ Hazardous material management	▪ Occupational health and safety
▪ Archaeology and cultural heritage (related to chance find procedures)	▪ Traffic and transport management
▪ Emergency preparedness and response	▪ Air quality and noise
▪ Water management	▪ Working Conditions
▪ Child Labour and Forced Labour	▪ Freedom of Association and Collective Bargaining
▪ Grievance Mechanism	▪ Contractor and Supply Chain Compliance
▪ Security management, including use of force and human rights (IFC PS4)	▪ Community health and safety risks and mitigation measures (IFC PS4)
▪ Biodiversity management	▪ Human Rights

The audit will be based on:

- Site visit and inspections.
- EHS and Social documentation review of EPC Contractor and subcontractors; and

- Meeting/discussions with EPC Contractor's HSE and Social team and subcontractor's team as applicable.
- Worker interviews (including confidential interviews) shall be conducted to verify implementation of labour and working conditions (IFC PS2 requirement).

Based on the above, a quarterly EHS, Social, and Labour audit report will be prepared that will identify:

- EHS observations and non-conformities
- corrective actions require to resolve observations and non-conformities
- identification of responsible entities for implementation of corrective actions; and
- timeline for implementation of corrective actions.
- Corrective actions shall be risk-prioritized and tracked to closure. Repeat findings shall be escalated.

Operation Phase

A similar approach for the operation phase will be undertaken. The EHS, Social, and labour audit will be undertaken by the Project Company HSSE Manager/HSE Advisor and Social Manager on a quarterly basis on the O&M Contractor for the project.

Audit scope during operation shall focus on operational risks, maintenance activities, and long-term environmental and community impacts.

9.4 Human Resources (HR) Audit

Construction Phase

During construction, the Project Company Social Manager, supported by internal Social Specialist, male and female CLOs will undertake a Human Resources (HR) audit.

The HR audit shall ensure compliance with IFC PS2 (Labour and Working Conditions) and applicable Ethiopian labour legislation.

The objective will be to ensure EPC Contractor's and subcontractors' compliance with the relevant HR requirements, labour and working conditions, related to the project to include in particular the following:

- AMEA Power Aysha Wind One PLC Framework for Labour Management
- Labour and Working Condition Management Plan
- IFC 2012 Performance Standards to include PS 2
- IFC Guidance Notes on PS 2
- National Ethiopian an EHS laws, regulations and standards related to HR
- International Best Practices

The audit shall explicitly cover recruitment practices, working hours, wages, non-discrimination, GBVH prevention, and worker welfare.

The HR audit will be undertaken by the AMEA labour laws and OHS Social Manager, Social Specialist and the CLOs monthly and an HR audit checklist will be prepared. The audit will be based on:

- site visit and inspections; \
- HR documentation review of EPC Contractor's and subcontractors' (e.g., HR Policy HR Manual, etc.); and
- meeting/discussions with EPC Contractors' HSSE team and subcontractors' team as applicable.

Confidential worker interviews shall be conducted as part of the audit.

Based on the above, a monthly HR audit report will be prepared that will identify:

- HR observations and non-conformities
- corrective actions require to resolve observations and non-conformities
- identification of responsible entities for implementation of corrective actions; and
- timeline for implementation of corrective actions.

Operation Phase

A similar approach for the operation phase will be undertaken. The HR audit will be undertaken on a monthly and quarterly basis on the O&M Contractor for the project.

9.5 Worker Accommodation

Where worker accommodation is provided, the Project Company shall ensure regular audits in line with IFC/EBRD Worker Accommodation Guidelines and IFC PS2 requirements.

Construction Phase

Worker accommodation audits shall be undertaken by the Project Company Social Manager at least quarterly, with additional inspections by EPC Contractor on a monthly basis.

Scope of audits shall include:

- Living conditions (space, ventilation, lighting)
- Water supply (potable and non-potable)
- Sanitation and hygiene facilities
- Waste management
- Food safety and catering services
- Fire safety and emergency preparedness
- Security arrangements
- Worker welfare and recreational facilities
- Gender-sensitive arrangements and privacy
- GBVH risk mitigation measures
- Access to grievance mechanisms (workers' GRM)
- Freedom of movement and absence of forced labour indicators

Methodology:

- Site inspections
- Documentation review
- Confidential worker interviews

Outputs:

- Audit report with findings and non-conformities
- Corrective Action Plan with responsibilities and timelines
- Critical non-compliances (e.g., overcrowding, unsafe conditions) shall be addressed immediately.

9.6 EPC Contractor Auditing

Once a week the EPC Contractor shall audit the subcontractor's compliance with the HSSE and Social plans discussed earlier. In that sense, each plan will be audited once every twelve weeks (i.e., 3 months) as a minimum.

Audits shall be risk-based, with higher-risk subcontractors subject to more frequent audits.

The subcontractor shall submit an audit schedule to the Project Company.

Based on the above, a monthly audit report will be prepared by the EPC Contractor that will identify:

- list of plans audited for the month;
- observations and non-conformities; (ii) corrective actions required to resolve observations and non-conformities;
- identification of responsible entities for implementation of corrective actions; and
- timeline for implementation of corrective actions.

The EPC Contractor shall maintain an audit tracking system and report progress to the Project Company.

10 MONITORING

This section sets out the monitoring proposed for the Project. A key aspect of monitoring is defining relevant indicators. These are quantitative or qualitative measures of progress against set goals in the management plans and procedures and E&S policies and are just as effective for measuring and monitoring the effectiveness of the ESMS. The Project Company will agree with EPC Contractor on the final list of KPIs for the Project.

Monitoring shall be risk-based and aligned with IFC Performance Standards (PS1 – Monitoring and Review), AfDB Operational Safeguards, and applicable Ethiopian regulatory requirements.

The Project Company will agree with EPC Contractor on the final list of KPIs for the Project.

KPIs shall be SMART (Specific, Measurable, Achievable, Relevant, Time-bound) and shall include leading and lagging indicators.

Monitoring results shall be used to inform management decisions, corrective actions, and continuous improvement of the ESMS.

Monitoring	Parameters	Frequency	Reporting Obligations	Responsibility
Meteorology	Wind speed, Temperature, rainfall	Continuos	Daily Summary	EPC Contractor
OHS and E&S statistic	Numbers of fatalities, accidents, injuries, and near misses. Incident reporting and follow-up actions. Daily health and safety inspections by qualified personnel. Construction and operations auditing, inspection, and reporting schedule. Reviews of incident and accident reporting, drill reporting, and any identified corrective actions, where relevant	Monthly	Monthly construction monitoring report. (Note: The EPC contract specifies immediate reporting obligations for a fatality or serious E&S incident.	EPC Contractor
Pollution control	Number of reported spills (zero or downward trend to be maintained) Number of reported incidents of concrete washouts in undesignated areas (zero)	Monthly	Monthly construction monitoring report	EPC Contractor
Waste	Weekly and monthly waste generation volumes for construction wastes (segregated by waste stream) Operational waste streams Waste contracts with authorized waste disposal facilities	Monthly	Monthly construction monitoring report	EPC Contractor

Monitoring	Parameters	Frequency	Reporting Obligations	Responsibility
Resource Use	Volume of construction water on site. Volume of potable water delivered to site. No unauthorized release of contaminated or potentially contaminated water or ground (zero) Energy/fuel consumption (diesel, electricity).	Monthly	Monthly construction monitoring report	EPC Contractor
Air Quality	Dust episodes, soiling of vegetation, dust resuspension on the roads and dust clouds at work fronts, efficacy of stormwater drainage system, ABIS canal quality (visual)	Daily (visual)	Daily inspection checklist	EPC Contractor
Cultural Heritage	Log and report all chance finds identified. If items of cultural heritage are found on or near the Project site, these should be regularly monitored to ensure they are properly signposted, their buffer zones are maintained, and that no harm has come to the items.	As relevant	Monthly construction monitoring report	EPC Contractor
Labour and worker grievance statistics	Number of workers, gender of workers, and whether they are local or not, as well as subcontractor statistics Working hours and overtime compliance. Worker turnover rates.	Weekly	Monthly construction monitoring report	EPC Contractor
Labour Accommodation	Compliance of accommodation against the labor accommodation plan	Monthly	Accommodation Audit report	EPC Contractor
Labour and Working Conditions	Review of working conditions, pay sheets and slips, leave allocation, and interviews with workers to verify finding	Monthly	Accommodation Audit report	EPC Contractor
Security Incidents	Security incident: incident reporting and follow-up actions	Monthly	Accommodation Audit report	EPC Contractor
Stakeholder Engagement	Stakeholder engagement completed (stakeholder log): Stakeholder engagement completed (stakeholder log). Periodic focus groups with community members to identify any impacts related to influx of people and put	Monthly	Monthly construction monitoring report	EPC Contractor

Monitoring	Parameters	Frequency	Reporting Obligations	Responsibility
	together mitigation measures, if identified.			
Community Grievances	Number of community grievances received (grievance log). Responses and follow-up actions (e.g., Conduct noise monitoring in the event of a noise complaint or evidence of exceeding community noise guideline values)	Monthly	Monthly construction monitoring report	EPC Contractor
Worker Grievances	Number of worker grievances. Resolution time and trends.	Monthly	HR/Labour report	EPC Contractor
Community Health & Safety	Traffic incidents involving community. Community complaints (noise, dust, access). Incidents involving third parties.	Monthly	Monthly monitoring report	EPC Contractor
Biodiversity	Bird strikes, habitat disturbance, fauna interactions.	As per BAP/BMP	Periodic report	Project Company
Training and Competency	Number of training courses conducted. Attendance rates. Competency gaps identified.	Monthly	Monthly monitoring report	EPC Contractor
Inspection & Audit Tracking	Number of inspections/audits conducted. % of corrective actions closed	Monthly	Monthly monitoring report	EPC Contractor

11 REPORTING

The following identifies the HSSE reporting that will be undertaken to the Project Company for the Project throughout the construction and operation phase.

Reporting shall form an integral part of the ESMS and shall ensure transparent, accurate, and timely communication of HSSE and Social performance to the Project Company and, where applicable, to lenders and regulatory authorities (aligned with IFC PS1).

11.1 EPC Contractor / O&M Contractor Reporting Requirements

The EPC Contractor / O&M Contractor shall undertake the monitoring and reporting activities required and submit HSSE and Social reports to the Project Company in a timely and structured manner, in accordance with agreed formats and reporting timelines during the construction and operation phase.

Reports shall include details of all HSSE and Social aspects of the project including:

- Construction / operation update summary
- HSSE and Social issues
- Mitigation measures implemented
- Effectiveness of control measures
- Maintenance of controls
- Results of monitoring against project criteria
- Audit results and corrective actions
- HSSE and Social induction and training performed
- Complaints summary
- Status of corrective and preventive actions (CAPA), including overdue actions
- Performance against KPIs and targets (trend analysis)
- Significant risks and emerging issues requiring management attention

The EPC / O&M Contractor will monitor subcontractor performance and consolidate all HSSE and Social information for reporting to the Project Company.

Subcontractor performance shall be clearly differentiated within reports, including identification of high-risk subcontractors and recurring non-compliances (aligned with IFC PS2 supply chain expectations).

Daily Reporting

- Reporting of unforeseen significant HSSE and Social risks, accidents, emergencies.
- Daily reporting of incidents (near misses and accidents) and HSSE and Social non-compliances
- Daily logging of incidents, HSSE and Social non-compliances, corrective actions, preventative actions, grievances, grievance resolution (with the relevant evidence) and training on the relevant registers, as per the HSSE requirements.
- Immediate notification (within 24–48 hours) of fatalities, serious incidents, or significant environmental and social events to the Project Company (and lenders where required).
- Daily reporting shall include escalation of high-risk issues and confirmation of immediate corrective actions taken.

E&S Weekly Reports

The EPC / O&M Contractor will prepare weekly reports with, among others, the following information:

- Overall summary of findings and observations regarding HSSE and Social aspects from walkovers, inspections and audits performed during the week.
- HSSE and Social non-compliances and HSSE and Social risks
- Corrective and preventive measures implemented
- Photographic documentation
- Status of action tracker (open vs closed actions)
- Summary of high-risk activities planned for the upcoming week and associated controls
- Summary of worker and community grievances received and status of resolution.

E&S Monthly Reports

To be prepared at the end of each month by the EPC / O&M Contractor informing about the implementation of monitoring and reporting activities required in the HSSE and report to the Project Company on a timely manner. The monthly report will include, among others:

- Overall summary of weekly inspections including corrective and preventive measures defined
- Overall summary of monthly audits undertaken on subcontractors
- Update of compliance to project specific obligations
- QHSSE and Social statistics
- Significant HSSE and Social issues encountered during walkovers, inspections, and audits and an outline of management response
- Example photographic documentation of inspections, HSSE and Social non-compliances and HSSE and Social risks, corrective measures implemented.
- Trainings performed 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
- Any security incidents or significant E&S incidents during the reporting month.

Additional requirements:

- Trend analysis of KPIs (monthly vs previous periods)
- Detailed CAPA status (including overdue and critical actions)
- Labour and working conditions update (working hours, welfare, workforce composition) – IFC PS2
- Worker grievance summary (separate from community grievances)
- Community health, safety, and security issues – IFC PS4
- Stakeholder engagement summary (activities, outcomes, issues raised)
- Summary of audit findings and repeat non-conformities

- Resource use (water, energy, fuel) and emissions where applicable.

QHSSE Statistics

The EPC/O&M Contractor shall report monthly the QHSSE Statistics of the Project.

Within 5 (five) working days of the new month, the Contractor shall provide a written report containing the previous month's QHSSE statistics to the Project Company. The information shall be provided in a prescribed form, which shall include, but not be limited to, the following information:

- Agreed Key Performance Indicators (KPI's);
- Number of attendees (including workers and visitors) of the Site classified per each day of the month and per each company;
- List of the personnel involved in the project, where for each worker are provided information about
- company, designation, work location (in Site, off Site), qualification (skilled/unskilled), age,
- gender, nationality, residency (local/expat), city of provenience (if local);
- Incident rates, including total worked hours, year-to-date worked hours, number of monthly incidents, number of first aid, number of near misses, number of accident with injuries, number of accident without injuries, number of fatalities, number of lost day, frequency rate, severity rate, incidence rate and for each HSE incident a report ;
- Number of hours for trainings performed onsite and the related reports;
- Number of non-conformities (closed and pending) and the related reports;
- Number and details of environmental incidents;
- Number and details of security issues:
- Number and details of training provided;
- Number and details of labour and working grievances;
- Number and details of compensation claims;
- Consumption of water and energy;
- Amount of waste disposed of and recycled,
- emissions to the environment (air, land and water), including both planned and unplanned (accidental) releases;
- Details of the measures undertaken to protect biodiversity and natural resources.

Prior the commencement of the Works, the Project Company will share the QHSSE Monthly Statistics form to the Contractor and will provide training on its implementation.

11.2 Project Company Reporting Requirements

The following sections identify the key reporting requirements undertaken by the Project Company common to overall HSSE and Social management.

The Project Company shall ensure consolidation, validation, and quality assurance of all reports received from EPC/O&M Contractors prior to submission to lenders or regulators.

Each Management Plan includes specific monitoring and reporting requirements that shall also be complied with. This includes the following:

QHSSE Statistics

The project company shall report monthly the QHSSE Statistics received from EPC/O&M contractor to the AMEA Power LLC ESG team, lenders, and advisors.

The QHSSE statistics shall include, but not be limited to, the following information:

- Agreed Key Performance Indicators (KPI's);
- Number of attendees (including workers and visitors) of the Site classified per each day of the month and per each company;
- List of the personnel involved in the project, where for each worker are provided information about
- company, designation, work location (in Site, off Site), qualification (skilled/unskilled), age,
- gender, nationality, residency (local/expat), city of provenience (if local);
- Incident rates, including total worked hours, year-to-date worked hours, number of monthly incidents, number of first aid, number of near misses, number of accident with injuries, number of accident without injuries, number of fatalities, number of lost day, frequency rate, severity rate, incidence rate and for each HSE incident a report ;
- Number of hours for trainings performed onsite and the related reports;
- Number of non-conformities (closed and pending) and the related reports;
- Number and details of environmental incidents;
- Number and details of security issues:
- Number and details of training provided;
- Number and details of labour and working grievances;
- Number and details of compensation claims;
- Consumption of water and energy;
- Amount of waste disposed of and recycled,
- emissions to the environment (air, land and water), including both planned and unplanned (accidental) releases;
- Details of the measures undertaken to protect biodiversity and natural resources.

Prior the commencement of the Works, the Project Company will share the QHSSE Monthly Statistics form to the Contractor and will provide training on its implementation.

Annual Monitoring Report (AMR)

The AMR will be submitted to the IFI as applicable.

The AMR shall include for the reporting year the following:

- status of HSSE and Social implementation

- status of ESAP implementation requirements for the construction and operation phase. The template for the AMR is provided by the IFI.

Additional requirements:

- Summary of compliance with IFC Performance Standards and AfDB Operational Safeguards
- Summary of material incidents and corrective actions taken
- Performance against KPIs and targets (annual trends)
- Summary of stakeholder engagement and grievances
- Summary of audits conducted and key findings
- Status of legal compliance and any non-compliance events

The AMR shall be prepared in line with lender-provided templates and reporting timelines.

E&S Monthly Reports

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

- Overall summary of incidents encountered
- Overall summary of non-conformities as well as corrective and preventive measures defined
- Summary implementation of each management plan
- Trainings performed in the reporting period
- Monthly HR and labour statistics (gender, local/expat, workforce profile)
- Summary of stakeholder engagement activities undertaken for the reporting period
- Summary of grievances submitted and their status (both worker and stakeholder)
- Summary of Key Performance Indicators (KPI) for all management plans
- Update of Change Register
- QHSSE Statistics

Additional requirements:

- Independent assessment of EPC/O&M Contractor performance (not only consolidation)
- Identification of key risks, trends, and areas requiring management intervention
- Summary of CAPA performance (closure rates, overdue actions)
- Summary of audit and inspection outcomes (including repeat findings)
- Security and community health & safety performance (IFC PS4)
- Verification of data accuracy and completeness

12 DOCUMENT AND RECORDS

The EPC /O&M Contractor will establish and keep records of the activities and related documentation to prove its conformity to the HSSE and Social requirements of the plans led by the EPC. The Project Company will centralize the documentation of those plans that implementation is led by the Project Company.

A formal document control system shall be established in line with ESMS requirements (IFC PS1), ensuring that all documents are current, approved, traceable, and accessible.

The Project Company will centralize and control documentation for those plans whose implementation is led by the Project Company.

Document control shall include version control, approval status, distribution lists, and retention periods. Obsolete documents shall be clearly identified and removed from use.

12.1 Document Availability and Control

The following documents and records shall be kept by the EPC/O&M Contractor available on site during the construction and operation phase:

- The applicable legal requirements
- Current environmental permits and consents
- Copies of the applicable licenses and permits (construction, environmental, water usage, etc.)
- Set of E&S Policies
- The latest version of the construction and operation management plans, sub-plans and E&S procedures as identified within this Manual
- Incidents Reports
- Records of trainings
- Weekly and monthly meeting registers and minutes of meeting record
- Weekly and monthly minutes of meeting record
- Daily site tour inspection reports
- Weekly site inspection reports
- HSE and HR audits
- EHS weekly reports
- EHS monthly reports
- QHSE Statistics
- Evidence of implementation of management measures (including but not limited to mitigation and monitoring measures) required in the management plans led by the EPC/O&M contractor or other responsibilities assigned to its contractors
- Record of the construction programme.
- Manufacturers' operating manuals for all the environmental monitoring equipment.
- Equipment maintenance and repair records
- External and internal communications related to HSSE matters

- Corrective action plans from external audits
- Current calibration certificates for all the equipment that requires calibration by an external organization
- Other records as indicated clearly within each management plan as applicable. This could include waste manifests, worker grievance log sheet, chance find procedure reports, etc.
- Corrective and Preventive Action (CAPA) register, including status tracking
- HSSE and Social KPI monitoring records and trend analysis
- Worker grievance mechanism records (confidential and anonymized where required) – IFC PS2
- Community grievance mechanism records – IFC PS4
- Stakeholder engagement records (stakeholder log, consultation records, disclosure evidence)
- Labour and working conditions documentation (contracts, payroll records, working hours, leave records)
- Worker accommodation inspection and audit reports (where applicable)
- Security management records, including incident reports and training records (IFC PS4)
- Emergency drills and preparedness records (including evaluation reports)
- Audit schedules and audit tracking registers.

12.2 Record Retention and Accessibility

All records shall be:

- Retained for a minimum period defined by applicable legal requirements and lender standards
- Readily accessible for internal review, external audits, and lender inspections
- Stored in a secure manner to prevent loss, damage, or unauthorized access

Confidential records (e.g., worker grievances, HR records) shall be handled in accordance with data protection and confidentiality requirements.

12.3 Data Quality and Verification

All HSSE and Social records shall be:

- Accurate, complete, and verifiable
- Supported by evidence (e.g., photos, logs, signed registers)
- Subject to periodic internal verification and cross-checking with monitoring and reporting outputs.

12.4 Digitalization and Reporting Systems

Where feasible, digital document management systems should be used to:

- Improve traceability and version control
- Facilitate real-time reporting and data consolidation and enhance audit readiness and efficiency.

13 KEY PERFORMANCE INDICATORS - KPI

The performance data shall be reported to the Project Company monthly in a form to be agreed with EPC Contractor.

The EPC Contractor shall establish and implement a robust data management system to ensure that all KPI data is reliable, accurate, complete, and traceable.

The Project Company shall verify, validate, and consolidate KPI data as part of its ESMS oversight function (IFC PS1 requirement).

This list of KPIs is indicative and shall be finalized and periodically updated in agreement with the EPC Contractor.

KPIs shall include both leading and lagging indicators and shall be subject to trend analysis over time.

Topic	Description
Health And Safety	
Number of fatalities	▪ Number of work-related fatalities in the reporting period. ▪ The EPC Contractor is required to report any incident which involves any member ofthe Project Workforce and third parties including members of the public.
Number and severity of injuries	▪ The injuries to be reported comprise first aid cases, medical treatment cases, lost timeincidents; occupational illness or disease. ▪ A description of incidents resulting in all injuries apart from first aid cases shall also be provided. ▪ The EPC Contractor is required to report any incident which involves the Project Workforce, and third parties including members of the public.
Number and nature of incidents involving damage to plant or property	▪ This refers to incidents that result in damage to plant or property owned or leased by the EPC Contractor and any third-party property damage. To avoid double counting, an incident should only be reported in this category ifthere is no injury. If such an incident results in injury as well as damage to plant or property it shall be reported as an incident resulting in injury, with the description of the property damageincluded in the incident report.
Number and nature of near misses	▪ An event that, while not causing harm, has the potential to cause injury or ill health to any member of the Project Workforce and/or a third-party including members of thepublic.
High Potential Incident	▪ An incident or near miss where different, plausible circumstances the most serious credible outcome could have been an Accident or reportable Incident.
Number of hazardous situations/safety observations	▪ A set of conditions that have the potential to cause harm, including ill health and injury, damage to property, plant, products or the environment, production losses or increasedliabilities.
Number of people inducted	▪ Number of members of the Project Workforce who attend induction training. Such induction training should include information regarding health and safety, and emergencies.
Number of E&S training sessions	▪ Total budget for training and capacity building ▪ Number of training sessions containing environmental and/or social content attended by the Project Workforce.

Topic	Description
	▪ Number of female training attendees ▪ Number of youth training attendees (< 35years of age)
Lost time injury frequency rate	▪ This refers to non-fatal work-related injuries resulting in one or more consecutive (working and non-working) days away from work (not counting the day on which theaccident happened). It could be as little as one day or shift. ▪ Lost time injury Frequency Rate (LTIFR) is calculated as follows: no. of LTIs in reporting period / 1 million * no. of hours worked in reporting period.
Lost time injury severity rate	▪ Calculated as: no. of LTIs in reporting period * 200,000 / total hours worked by all employees during the calendar year. ▪ Note that 200,000 represents the number of hours worked by 100 full-time employees, 40 hours per week for 50 weeks per year. This is the calculation used by OSHA and hasbeen widely adopted.
Environment	
Number and nature of environmental incidents	▪ Referring to any incidents that may result in harm to the environment including but not limited to spills of hazardous liquids, unplanned releases of emissions into the atmosphere; harm or injury to wildlife (flora and fauna), obstacles to water courses.
Energy consumption (kwh)	▪ Energy used in any phase of the Project and generated by any fuel source. Where possible, energy use shall be metered to provide accurate data.
Industrial water consumption (m3)	▪ Water used in any phase of the Project comprising water used by the Project for construction activities (e.g. cement making); operating and maintenance activities; and decommissioning activities. Where possible, water use shall be metered to provide accurate data.
Volume of solid waste disposal (kg)	▪ Solid waste generated by the Project Company and disposed of rather than recycled. ▪ Comprises hazardous (e.g. industrial waste, medical, sanitary) and non-hazardous (e.g. office waste, paper, cardboard) wastes.
Volume of solid waste recycled (kg)	▪ Solid waste generated by the Project Company and taken away for recycling and/or reuse. E.g. packaging waste, wood.
Liquid effluents discharge(m3)	▪ Industrial effluents arising from the Project and discharged to a receiving water (sewer, direct to environment (ocean, river), other).
Emissions to air	▪ For Projects that are expected to or currently produce more than 25,000 tons of CO2 annually, the Project Company must quantify direct emissions from the facilities owned or controlled within the physical Project boundary, as well as indirect emissions associated with the off-site production of energy used by the Project. ▪ All Projects in operation shall prepare an annual inventory of their scope 1, 2 and 3 emissions, in accordance with internationally recognized methodologies and good practice.
Grievances Submitted	▪ Number of internal or external grievance submitted due to dust, noise, vehicle speed, incidents, poaching, water route diversion, flooding due to project activity or drainage, etc.
Social And Labour	
Numbers of complaints and grievances received by internal and external	▪ Referring to the number of complaints and grievances received by the Project Company's internal and external grievance mechanisms. ▪ Information describing the nature of each grievance and the status of it shall

Topic	Description
stakeholders	also be provided. ▪ The data shall be disaggregated to report separately the number received internally and the number received from external stakeholders. ▪ A survivor-centered approach to cases of GBVH will be adopted, with such cases reported sensitively and anonymously. Expert advice should be sought when making such reports.
Number of complaints relating to discrimination or to the disciplinary process	▪ Referring to any complaints received from the Project Workforce relating to discrimination or to the Project's disciplinary process.
Average working hours	▪ Average working hours for full-equivalent employees working a five-day working week (excluding overtime) for the reporting period, disaggregated by gender.
Average wages paid	▪ Average wages paid in the reporting period, disaggregated by management level and gender.
Cases of underaged workers	▪ Includes any incidence of underage workers on site (i.e. <18 years old).
Cases of forced labour reported	▪ Number of workers reported to have experienced forced labor.
Employee headcount (disaggregated by gender, local/expat, workforce profile))	▪ Comprises permanent, part-time and temporary members of the Project Workforce and shall be reported as full-time equivalents (FTEs). ▪ The headcount shall be disaggregated to present the total FTEs employed in construction phase activities and operation/maintenance phase activities. ▪ The headcount shall be disaggregated skilled, semi-skilled, unskilled ▪ The headcount shall be disaggregated by place of origin, Zone 1- project affected kebeles, Aysha Woreda and villages in Aysha Woreda; Zone 2-Workers from towns and villages of Somali region; Zone 3- the wider Ethiopia; and Zone 4- international expatriates. ▪ The headcount for each phase shall be further disaggregated into grade as follows: o Management grade: includes the Project Director and/or those with >20 years of experience. o Senior staff: includes employees leading a team and/or those with specialist skills/discipline and generally those with >5 years of experience; and o Junior/Support staff: includes generally those with <5 years of experience and/or filling positions requiring limited or no skills.
Total number of new jobs created	▪ New positions created and filled/new hire in place during the reporting period (excludes where a new hire filled a position to replace personnel which left).
Total number of males and in temporary roles	▪ Number of temporary positions (i.e. not fixed term or temporary) disaggregated by gender during construction and operation
Total number of males and females' youth in temporary roles	▪ Number of temporary jobs created for youth <35 years old during construction and operation
Total number of males and females in permanent roles	▪ Number of full-time equivalent permanent positions (i.e. on a permanent contract and not fixed term or temporary) disaggregated by gender.
Total number of males and female	▪ Number of permanent jobs for youth <35 years old during construction and operation

Topic	Description
youth in permanent roles	
Number of employees affected by retrenchment in the reporting period	▪ Number of Project Company workers who lose their employment due to retrenchment e.g. because of completion of a phase of work; change in Project activities, etc.
Total Value of local procurement	▪ Materials procured or sourced from local ▪ Number of local SMEs from which procurement has been done ▪ Total number of SMEs with procurement contracted.

14 CONTRACTOR AND SUBCONTRACTOR/SUPPLIER E&S MANAGEMENT

The ESMS Manual clearly identifies the roles and responsibilities that are expected from the EPC Contractor during the construction phase and O&M Contractor during the operation phase of the Project. This includes the following as a minimum (and to be added based on specific needs identified):

- Prepare, implement and comply with the requirements of the Environmental & Social Management System as identified in "Section 4.4" and "Chapter 6". The required plans of the ESMS must be submitted to the Project Company for review and approval before commencement of any activities onsite and shall be aligned with the Project ESIA, ESAP, IFC Performance Standards, AfDB Operational Safeguards, and applicable EHS Guidelines.
- Appoint an HSE team headed by an HSE Manager as identified in "Chapter 4", with adequate resources and competency proportional to the E&S risk profile of the works.
- Undertake and participate in HSSE and Social meeting and undertake HSSE and Social training and inspection/monitoring requirements as identified in "Chapter 0" – "Chapter 0".
- Ensure that all activities are planned and executed based on a risk-based approach, including identification, assessment, and mitigation of E&S risks associated with their scope of work.

In addition, as discussed in "Section 4.4" earlier, the EPC Contractor and O&M Contractor will ensure that all involved subcontractors and suppliers in the project are provided with the requirements of the ESMS of both the Project Company and the EPC Contractors/O&M Contractor and they will be required to implement and comply with HSSE requirements accordingly. In specific subcontractors and suppliers will be required to:

- Implement and comply with HSSE requirements and conditions as detailed within the HSSE and Social plans and procedures provided by the EPC Contractor and O&M Contractor as applicable.
- Develop and submit relevant HSSE and Social documents and programs (plans and procedures) where required and as applicable for their scope of work. Such documents must be approved by the EPC Contractor and O&M Contractor; and
- Adhere to all applicable local laws, ordinances, statutes, rules, regulations, and codes governing HSSE as well as international standards.
- Be subject to E&S screening and risk categorization, and where deemed high-risk, undergo enhanced due diligence and monitoring in line with Project requirements.
- For primary suppliers, identify and manage environmental and social risks associated with their operations, including risks related to child labour, forced labour, and significant environmental impacts, in line with IFC Performance Standard 2.

The Project Company will ensure that all HSSE and Social requirements are enforced on the EPC Contractor and O&M Contractor through inclusion in contractual obligations. EPC Contractor and O&M Contractor will be required to also ensure that all HSSE and Social requirements are extended and enforced on subcontractors and suppliers through inclusion in contractual obligations as well, including clear E&S performance indicators (KPIs), reporting requirements, and compliance obligations.

In addition, as discussed earlier in "Chapter ", the Project Company will undertake periodic audits to ensure that the EPC Contractor/O&M Contractor and all subcontractors involved in the Project during the construction and operation phase adhere to provisions of the ESMS Manual and Management system and its associated management plans, , including verification of compliance with ESIA/ESAP commitments.

Whether through audits or through any other source of information (e.g., grievance mechanism) it comes to the attention of the Project Company that the EPC Contractor/O&M Contractor or any of the subcontractors or suppliers do not comply with the requirements, the following will apply:

- AMEA Power Aysha Wind One PLC will issue a non-compliance report which provides details on the non-compliance issue and justification.
- AMEA Power Aysha Wind One PLC will submit the report and notify the EPC Contractor/O&M Contractor.
- AMEA Power Aysha Wind One PLC will require a corrective action report from the EPC Contractor/O&M Contractor which provides details on the incident, measures taken to rectify the situation and ensure that such an incident does not happen again.
- Depending on the severity of the non-compliance as determined by AMEA Power Aysha Wind One PLC, a written formal warning could be issued to the EPC Contractor/O&M Contractor.
- In cases of material or high-risk non-compliance, the Project Company reserves the right to require immediate corrective actions, suspend relevant activities, or implement stop-work orders until the issue is resolved.
- Should the non-compliance incident be repeated (and depending on the severity) a similar process to the above will be undertaken and another written formal warning will be issued.
- Should the non-compliance incident be repeated for a third time, discussions will be undertaken between AMEA Power Aysha Wind One PLC and the Project Manager/Site Manager to impose contractual and financial penalties on the EPC Contractor/O&M Contractor.
- Zero tolerance will be applied for IFC PS2 related non-compliances such as Child Labor and Forced Labor.
- All contractors and subcontractors shall establish and maintain grievance mechanisms for workers, aligned with the Project-level grievance mechanism and in compliance with IFC Performance Standard 2.

15 COMMUNICATION

The Project Company seeks to integrate the commitments made in the E&S Policy through all the levels of the business. To do so, the Project recognises the importance of communicating the relevant ESMS information both internally and externally in a structured, documented, and traceable manner consistent with IFC Performance Standard 1 and AfDB Operational Safeguards.

15.1 Internal Communications

The Environmental and Social Policy will be communicated to all Project staff and prominently displayed at the work site and offices.

AMEA Power Aysha Wind One PLC 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 HSE Manager and Social Manager are required to communicate to all personnel the Project's E&S commitments and how this ESMS is being implemented, and to communicate all relevant project staff their responsibilities in relation to each specific Management Plan.

Weekly meetings of the ESMS team (including AMEA Power Aysha Wind One PLC, EPC and subcontractors' E&S staff) will take place during the construction phase of the Project to discuss E&S performance, monitoring activities, incidents and responses and to track actions, responsibilities, and timelines, with documented minutes of meetings maintained.

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

- Environmental and social induction training;
- Regular training and toolbox talk about environmental and social performance and good practices;
- Information on the environmental and Social notice boards at the site office, including specific individuals and their environmental responsibilities, audit timings and summary of findings, description of any incidents, investigations and corrective actions, etc.; and
- Memorandums as a response to deviations and non-conformances, outlining 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 internal communications, including incidents, grievances, and non-conformances, shall be recorded, tracked, and maintained in a centralized system to ensure accountability and follow-up.

All personnel are required to communicate potentially unsafe practices/conditions or potential deviations / non-conformances to their supervisor or any members of the ESMS team. Contact names and numbers for key staff will be provided at notice boards in the Project site.

In addition, the grievance mechanism will follow these steps:

- Receive and register internal grievances and requests;
- Screen and assess the importance of the issue raised and determine how to address it;

- Provide, track, document and respond grievances; and
- Adjust the ESMS, when relevant.

A dedicated worker grievance mechanism shall be implemented in line with IFC Performance Standard 2, ensuring confidentiality, non-retaliation, and accessibility to all workers, including subcontracted workers.

In addition to the above, further internal communication and reporting requirements are established in each ESMS Management plan.

15.2 External Communications

External communications include the following main activities:

- Public Disclosure: The Environmental and Social Policy shall be made available to the public at the Project gate and online if the Project Company has a website and disclosed in a manner accessible to affected communities, including appropriate language and format.
- Communication with third parties working onsite: The AMEA Power Aysha Wind One PLC HSSE Manager and Social Manager will ensure that external parties working for the Project are aware of their E&S responsibilities.
- Communications related to incidents or emergency episodes: A dedicated emergency communications procedure will be outlined in the Emergency Preparedness and Response Plan to ensure that communications in the event of a crisis or incident are managed correctly, including timely notification to relevant authorities and affected communities as required.
- On-going Reporting to Affected Stakeholders: The Project will make publicly available information on its ESMS performance. The AMEA Power Aysha Wind One PLC HSSE Manager and Social Manager will be responsible for the preparation and disclosure of performance reports and disclosure to key stakeholders as per the Stakeholder Engagement Plan, including regular updates proportionate to project risks and impacts.
- Reporting ESMS performance to the Lenders: The Project will prepare reports to demonstrate compliance with applicable obligations, including ESAP implementation status and material incidents. See Section 14.2 of this document for details on inspections and audits. In addition, there will be reporting to the Lenders as per the specification of the loan agreements.
- External Grievance Mechanism:

  The SEP and Community Grievance mechanism includes an external grievance mechanism to:

  - Receive, register and validate external communications and requests for information from the public.
  - Screen and assess the importance of the issue raised and determine how to address it;
  - Provide, track, document and respond to grievances; and
  - Adjust the ESMS, when relevant.

  The external grievance mechanism shall be accessible, culturally appropriate, and available at no cost, with clear timelines for response and resolution, and shall allow anonymous submissions. Records shall be maintained and periodically analyzed to identify recurring issues and inform management actions.

16 INCIDENTS MANAGEMENT

This section provides the appropriate actions in the event of a reported incident. For this section, the following definitions apply:

- Incident: an unplanned event that does not result in personal injury but may result in property damage or is worthy of recording.
- Accident: an unplanned event that results in personal injury or property damage; and
- Near miss: an unplanned event that did not result in injury, illness, or damage, but had the potential to do so.

The Project Company considers incident management as a critical element for two purposes:

- To mitigate its direct consequences (injuries, environmental pollution, damage of equipment, etc.) and indirect consequences (affected client satisfaction, lost time on planning, additional repair costs, lack of confidence, etc.)
- To prevent re-occurrence

This section explains the general requirements for incident management and specificities for near miss, critical accidents and crisis management.

The EPC/O&M Contractor will be required to prepare the following specific procedures accordingly and in accordance with requirements set throughout this section:

- Classification process for incident (e.g., environment, health, etc.) including severity classification (e.g., minor, significant, major) and clear escalation criteria.
- Incident Management process to include communications, preliminary assessment, investigation (selection of investigation team, process), Corrective Action Plan, Root cause analysis, monitoring and reporting and templates as applicable.

16.1 Incident Report

Incidents can provide valuable information. The implementation of incident investigation procedures should ensure that:

- Investigations are initiated promptly
- Summaries of investigations are included in a report
- Report findings and recommendations are addressed
- Reports are reviewed with staff and contractors

The Project Company considers an incident as an unfortunate event for improvement. Consequently, the reporting of incidents is a strategic tool for steering the HSSE process of the Project. Incident report is to be produced and communicated in case of accident.

All incidents, including near misses, shall be reported, recorded, and analyzed to identify trends and prevent recurrence.

Verbal Report

All incidents (as defined earlier to include incident, accidents and near misses) must be reported verbally immediately to the Project Company's HSSE Manager/HSE Advisor during construction. It is then the responsibility of the HSE Manager to inform respective groups and initiate appropriate escalation depending on severity.

Minor issues will not require a written report and investigation (as detailed below) but still need to be recorded to identify recurrent problems.

Written Report

Incident and accidents must have a written report that should be prepared by the EPC/O&M Contractor's HSE Manager. A copy of each completed incident report form will be submitted to the Project Company's HSSE Manager/HSE Advisor and included in the monthly reporting that includes EHS statistics.

Near misses shall also be documented and reported internally, with proportionate level of investigation depending on their potential severity.

Reports should be provided to the Project Company within 24-48 hours from occurrence of the incident, while serious incidents (e.g., fatalities, lost time injuries, major environmental events) shall be reported within 24 hours or earlier as required by lender and regulatory obligations.

The Project Company shall notify lenders of material incidents in accordance with financing agreements.

16.2 Investigation

The investigation of incidents must be performed by the Project Company's HSSE Manager/HSE Advisor or the person he/she designates. However, in case of critical accidents (fatality or severe incidents) the authorities might decide to conduct the investigation, and an internal investigation will also be undertaken by the Project Company.

The investigation aims to collect the maximum of relevant facts to ensure a comprehensive analysis of the incident. The key principals for the investigation are:

- It must be thorough and factual
- It must be based on documents, interviews and observations
- It should focus on 4 components:
    - The environment of the incident
    - The methods/procedures/instructions
    - The material and equipment
    - The employee who caused and/or is victim of the incident.

The investigation shall focus on identifying immediate, underlying, and root causes, including systemic and management factors, rather than assigning individual blame.

The results of the investigation must appear in the Incident Report.

Depending on the severity of the accidents and parties involved, any police reports, insurance company or any other external investigation needs to be attached to support the investigation results.

16.3 Analysis

The Project Company shall use one of the following root-cause analysis techniques to identify the direct and the fundamental (root) causes of incidents:

- Fault tree analysis for critical incidents (or near miss with a high potential of severity)
- Any other methodologies able to identify the causes of the incident.

This analysis must be conducted by the Project Company HSSE Manager/HSE Advisor during construction or the person he/she designates with the personnel involved (witness, victim, EPC/O&M Contractor HSE Manager subcontractor HSE officer, subcontractor manager, etc.). The analysis shall also focus on the response so that actions for improvement are identified.

The results of the analysis must appear in the Incident Report. Further to the analysis, corrective measures shall be defined and implemented. These actions shall prevent the reoccurrence of similar incidents as well as incidents with one or more similar causes. Actions for improving the response shall also be defined and implemented.

Corrective and preventive actions shall be tracked to closure, with clear responsibilities and timelines, and their effectiveness shall be periodically reviewed.

This reoccurrence shall be shared internally using the available communication means to promote continuous improvement and strengthen the Project's safety culture.

17 MANAGEMENT OF CHANGE

Various changes to this manual and its associated management plans and documentation may be required during the Project to address foreseen or unforeseen conditions or situations in a manner that is consistent with AMEA Power Aysha Wind One PLC obligations and aligned with applicable ESIA commitments, ESAP requirements, IFC Performance Standards, and AfDB Operational Safeguards.

During the construction and operation phase, this identified Change Management procedure will be applied to structure the review and approval of identified changes to planned Project arrangements by AMEA Power Aysha Wind One PLC and, when required, regulatory authorities or Project lenders. This procedure will be applied to allow HSSE issues to be addressed as part of any significant changes to Project procedures, processes, design, or activities and to ensure that no change is implemented without prior assessment of its environmental and social risks and impacts.

17.1 Scope of Environmental & Social Management System Changes

Changes may be temporary or permanent, related to Project activities, organization, personnel, HSSE plans and procedures, equipment, materials, health and safety, environmental or community / wider social issues.

Changes may be initiated by AMEA Power Aysha Wind One PLC, the Owner's Engineer and may also be requested by the EPC Contractor or O&M Contractor. In practice, during the construction and operation phase, the Change Management process is likely to be initiated by AMEA Power Aysha Wind One PLC or the Owner's Engineer and raised directly with the Project Company HSSE Manager.

A Change Request may be generated at any time, for example, during audits, because of stakeholder grievances and other complaints, regulatory site visits or interaction with Lenders / Lenders representatives.

All proposed changes shall be subject to a documented screening process to identify potential environmental, social, health, and safety risks and impacts, including cumulative and indirect impacts where relevant.

The Change Management process will apply when changes occur to any of the following activities or items:

- Alteration of environmental and social impacts management and monitoring measures
- ESHS MS manual, plans, procedures related to the Project
- Personnel changes, training or competency requirements.
- Organisational structure and/or individual HSSE roles and responsibilities
- HSSE protection equipment
- Project designs, re-designs, drawings or engineering processes
- The composition and properties of specified materials, chemicals or fuels
- Introduction of new operating or maintenance procedures or changes to existing procedures.

17.2 Management of Change Steps

The process is based on the following key steps:

- Identification of item/situation potentially requiring change;
- Requests for Change Form submitted to AMEA Power Aysha Wind One PLCHSSE Manager defining:
  - Nature of the item/situation requiring change
  - Any impacts resulting from the change (e.g., safety, pollution, public grievance or other complaint); and

- Any biophysical, social, economic, or health considerations, including potential impacts on workers, communities, and vulnerable groups.

- Once impacts are identified, a review should be made of the ESMP in place at the time of the change in order to assess if the mitigations it includes are sufficient to adequately manage the change and its impacts; if not sufficient, the ESMP should be modified/expanded to ensure that it can manage the impacts and risks that the change will bring in. If sufficient, then no further actions are required and justification shall be documented.
- Where changes result in new or significantly increased impacts, the Project Company shall assess whether updates to the ESIA, ESAP, or other lender-approved documents are required and shall obtain necessary approvals prior to implementation.
- AMEA Power Aysha Wind One PLC HSSE Manager will review proposed changes for compatibility as applicable:
  - Category 1 changes are approved by the AMEA Power Aysha Wind One PLC Construction/Operation Manager and AMEA Power Aysha Wind One PLC HSSE Manager (with additional consultation if required);
  - Category 2 changes are approved by the AMEA Power Aysha Wind One PLC HSSE Manager (with additional specialist consultation if required) and then submitted to the Construction/Operation Manager for approval;
  - Category 3 changes are agreed between the relevant HSE Officers, the relevant parties/ stakeholders (with additional consultation as required) and are then submitted for approval by the AMEA Power Aysha Wind One PLC HSSE Manager;
  - Category 4 changes are simply approved by the AMEA Power Aysha Wind One PLC HSSE Manager or delegated authority.
- Review and approval by external stakeholders if/as required;
- Compliance with reporting and other obligations in the finance documents including timely notification to lenders for material changes;
- Application for, and receipt of, any approvals required to implement the change under Ethiopian laws and regulations or under permitting conditions;
- Implementation of the approved change, including communication to appropriate parties concerning the nature, scope and timing of the change; and
- Summary of project changes and status to be included in internal compliance reporting and/or in annual monitoring reports or equivalent to the appropriate regulatory authorities and lenders as appropriate with records maintained for audit purposes.
- Emergency changes required to prevent immediate risk to human health, safety, or the environment may be implemented without prior approval, provided that they are documented, justified, and notified to the Project Company, regulators, and lenders as soon as practicable.

17.3 Change Categorization

The table below provides details of the change categorization.

Category	Nature Of Change	Actions Required
1	Changes which are reasonably likely to result in:	AMEA Power Aysha Wind One PLC will notify relevant Ethiopian Regulator/Agencies and/ or the

Category	Nature Of Change	Actions Required
(Major Change)	▪ Significant departure from the Project Description and/or a Power Aysha 1 Wind Project ESMS Manual and/or a legal / Lender obligation; ▪ Significant environmental and/or social impact(s) not identified; ▪ Confirmation that a planned mitigation measure for addressing significant environmental and/or social impact(s) is not o predicted to be effective; or ▪ Material amendment or supplement to the ESMS is necessary	Project Lenders within an appropriate timeframe (period as specified in law / the Lenders ESAP or as otherwise agreed). The Project Change Notice will define what change is required, the proposed implementation actions and associated timescale. No changes affecting material environmental and social matters will be implemented without prior Ethiopia's Agency / Facility Agent/ Lender approval, unless human health or the environment is at imminent risk of serious harm.
2 (Moderate Change)	Changes which are reasonably likely to result in: ▪ Departure from the Project Description and/or a Power Aysha 1 Wind Project ESMS Manual requirement and/or an Ethiopia legal / Lender obligation ▪ New environmental and/or social impact(s) not identified ▪ Modification to a planned mitigation measure for addressing environmental and/or social impact(s).	AMEA Power Aysha Wind One PLC will notify the relevant Ethiopia's Agencies and/or the Project Lenders within an appropriate timeframe. If the Lenders consider that a Change should be re-categorized or that the proposed measures for managing or implementing it are inconsistent with the specified E&S Standards, the Lenders through the Facility Agent and or Technical Advisors shall notify the Project Company within a reasonable time period. Thereupon AMEA Power Aysha Wind One PLC and the Lenders Technical Advisors / Facility Agent will make best endeavours to agree a solution. AMEA Power Aysha Wind One PLC will not implement the proposed Change until a mutually acceptable solution is agreed with Lenders and relevant stakeholders. If the Lenders Technical Advisors / Facility Agent do not respond within an agreed period, AMEA Power Aysha Wind One PLC will assume that the proposed change is acceptable and will proceed as per plan
3 (Minor Change)	Changes which do not fall within either of the above Categories 1 or 2, but which need to be notified to Ethiopia's Regulator Agency or the Lenders.	AMEA Power Aysha Wind One PLC will notify the relevant Ethiopia's Agencies / Stakeholders either in routine meetings or formal reports as appropriate. AMEA Power Aysha Wind One PLC will notify the any changes made during the year in its Annual Monitoring Report or equivalent mechanism.
4 (Negligible Change)	Other non-material changes	No notifications needed

18 CONTROL OF RECORDS

The EPC Contractor is required to maintain and archive records that demonstrate ESMS performance and conformity/compliance to the national, international and ESMS requirements including IFC Performance Standards, AfDB Operational Safeguards, and ESAP commitments.

The documents to be kept are the following:

- Reports of internal audits and reports of third parties' audits, as well as the detected non-conformities and associated Corrective/Preventive Actions forms,
- Records of incidents reporting and investigations,
- Reports of the monitoring and measurement activities,
- Records of grievances,
- Records of training,
- Records of emergency drills,
- Communication material addressed to Stakeholders,
- Communication to and from the authorities,
- Records of Stakeholder engagement activities,
- Minutes of the Management Review meetings,
- Any other relevant document demonstrating the ESMS performance.

All records shall be maintained in a controlled manner, ensuring proper identification, version control, approval status, and traceability.

Records shall be retained for a minimum period defined by applicable legal requirements, lender requirements, and Project policies, and in any case for not less than the duration of the Project unless otherwise specified.

Records shall be readily accessible for internal use, audits, inspections, and lender review, while ensuring appropriate confidentiality and data protection, particularly for sensitive information such as worker and community grievances.

EPC Contractor must also report the following to AMEA Power Aysha Wind One PLC:

- Monitoring results,
- ESMS related training,
- Inspection results, audits and assessment results,
- Monthly HSE reports,
- QHSE Statistics,
- Incidents reports,
- Other forms and reports required in the ESMP.

Reporting shall be carried out in accordance with agreed formats, frequency, and timelines, including those defined in contractual obligations and financing agreements.

The EPC Contractor might use a document control system to store the records. In this case, the EPC Contractor will train the Project Company and Sponsor on how to use the system and ensure that such system provides secure storage, backup, and controlled access to records.

Periodic verification of records completeness and accuracy shall be undertaken as part of internal audits.

19 CONCLUSIONS

The Environmental and Social Management System Manual described in this document is designed to act as a framework for which all members of AMEA Power Aysha Wind One PLC are expected to adhere to regarding the environmental and social commitments of AMEA Power Aysha Wind One PLC. It is not meant to be a prescriptive document that implements a one-size fits all approach due to the complex nature of the work undertaken by the Project Company but instead provides a framework that will be followed by the EPC Contractor and all associated parties, in alignment with defined minimum requirements.

Therefore, while this ESMS Manual outlines the requirements and minimum standards expected across the board, this Manual must not be read as a literal document devoid of possible adaption based on the details that will be provided by the EPC Contractor in their ESMS Manual. Instead, this ESMS should be read as a list of checks and balances that must be implemented across AMEA Power Aysha 1 Wind Project working environment in a way that works best for the given situation, provided that such adaptations remain fully compliant with this ESMS Manual, the ESIA, ESAP, applicable national regulations in Ethiopia, and lender requirements.

Throughout this ESMS Manual, AMEA Power Aysha Wind One PLC has shown alignment with and commitment to comply with the Lenders Standards. Indeed, the Project Company intends to have effective E&S processes and procedures in place which allows for continual improvement in its ESMS performance year-by-year and ensures that the Project Company can anticipate changes in the future through an ongoing process of planning, doing, checking, and reviewing.

The ESMS Manual will be reviewed and updated on annual basis or more frequently where required due to material changes, incidents, or lender/regulatory requirements.

In addition, the various policies, management plans, procedures and mechanisms that will be prepared and implemented by the EPC Contractor will show that the Project can successfully:

- Uphold compliance with this ESMS Manual, Lenders Standards and National laws and regulations and avoid legal violations;
- Ensure all activities and persons responsible anticipate and take action to avoid, as far as possible, adverse impacts or risks to workers, communities and the environment;
- Identify and thoroughly assess known and potential ESMS risks and adverse impacts, as well as opportunities for positive ESMS impacts, throughout the lifecycle of operations;
- Ensure that affected workers, communities and other stakeholders are engaged on issues that could potentially affect them to gain positive support from these stakeholders, address feedback, appropriately address claims/grievances and anticipate and avoid social conflict; and
- Promote and provide means for adequate engagement with affected communities throughout the lifecycle of activities and sites (including the land acquisition/lease, development, operation and exit) on issues that could potentially affect them, and to ensure that relevant ESMS information is disclosed and disseminated.

The Project Company remains ultimately accountable for ensuring effective implementation of the ESMS and compliance with lender requirements, including oversight of EPC Contractors, subcontractors, and suppliers.

ANNEX 1

List of Policies and Internal Procedures:

- Occupational H&S Policy.
- Environmental Policy.
- Human Resources Policy.
- Grievance Mechanisms.
- Stakeholder Engagement Plan.
- Security Policy.
- Risk Assessment Procedure.
- Code of Conduct.
- E&S Employer Requirements.