

**PARTIAL CREDIT GUARANTEE (PCG) TO SUPPORT
MOTA ENGIL ENGENHARIA E CONSTRUÇÃO ÁFRICA, S.A**

SUSTAINABILITY LINKED LOAN

P-Z1-H00-127

Environmental & Social Management Plan (ESMP)

General considerations

1. **Mota-Engil Engenharia e Construção Africa** is planning to implement a Sustainability Linked Loan (the *Project*). The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. **Mota-Engil Engenharia e Construção Africa** will implement measures and actions of this Environmental and Social Management Plan¹ (*ESMP*) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (*OS*) and the National policy and legal requirements.
3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.
4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. **Mota-Engil Engenharia e Construção Africa** is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the Project Implementation Unit (PIU).
5. Implementation of the material measures and actions set out in this ESMP will be monitored and reported to the Bank by **Mota-Engil Engenharia e Construção Africa** as required by the ESMP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.
6. As agreed by the Bank and **Mota-Engil Engenharia e Construção Africa**, this ESMP may be revised from time to time during Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, **Mota-Engil Engenharia e Construção Africa** will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

¹ The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (*Section III.2.3 of Bank's ESP and section D of OSI*)

Material Actions ² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
Periodic E&S implementation report to the Bank		Bank's ESP and OS1	Quarterly Reports submitted in time, in good standard	Within 15 days after the end of the covered period
1	Recruitment of E and S specialists as part of the Project implementation unit (PIU)	Disclosed ESIA, OS1	Seasoned E&S specialists in the PIU	By ME financed projects effectiveness date and available throughout project implementation
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	The Grievance mechanism procedure is implemented and addresses the public queries and concerns related to the investments	Available throughout ME financed projects implementation
3	Payment of compensation and reinstallation of affected people	SO5	When applicable, KPI: Amount of Compensation and Reinstallation of affected people	As applicable and prior to approval of financing for the ME financed projects
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	n. of Methods Statements (including Social and Environment requirements)	As applicable for relevant proposals and before proposals are launched
5	Submission of high-risk activity's Contractor ESMP (CESMP) to Bank clearance	Bank's ESP and OS1	N/A	N/A
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	OS1, OS2 et Bank's Disclosure and Access to Information Policy	Evidence that GRM is in place and disclosed to workers	Prior to commencement of any works and throughout ME financed projects implementation
7	Obtaining nationally required licenses prior commencement of subjected activities (excavations, tree-cutting, working at height, working in confined spaces, etc.)	OS1, OS2 and national labor laws	% of licenses requested vs obtained (For activities, requiring a legal permit prior to the start of works, issued by the relevant national authority)	Prior to commencement of any works and throughout ME financed projects implementation
8	Preparation, approval, and disclosure of specific E&S documents during Project implementation.	Bank's ESP, OS1 and national requirements	Existence of Project's: <ul style="list-style-type: none"> Safety and Health plan Environment Plan Stakeholders Engagement 	Prior to approval of financing for the ME financed projects

² Please add any key relevant action and/or indicate 'Not applicable' in the third column ('Basis for requirement') for those actions that are not applicable to the project.

Material Actions ² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Existence of Project's Stakeholders Engagement	Continuous throughout ME financed projects implementation
10	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national legislation on contingencies et civil protection	Existence of Project's Emergency Plan	Prior to commencement of any works and throughout ME financed projects implementation
11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Submission of updated grievance log sheet included in the Quarterly E&S periodic reports	Throughout implementation of the ME financed projects
12	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	N/A	N/A
13	Capacity building of key project implementers	OS1	Existence of Project Training Plan for main categories	Quarterly updates on the implementation of the capacity building program included in the Quarterly E&S periodic reports
14	Implementation of ESMS/ESAP ³	OS1 and OS9, national requirements	Evidence of ESMS procedures implemented Evidence of ESAP actions monitored and closed	Evidence and updates provided in periodic reports
14.1	Approval of any required E&S management procedure	OS1 and OS9, national requirements	N/A	N/A
14.2	Establishment of the E&S unit	OS1 and OS9, national requirements	SHEQ Organizational Chart	By project effectiveness date and available throughout ME financed projects implementation
14.3	Capacity Building of the E&S Unit	OS1 and OS9, national requirements	Annual training program prepared	2 months after the beginning of each year Quarterly updates on the implementation of the capacity building program included in the Quarterly E&S periodic reports
14.4	Processing the Value Chain E&S due diligence	OS1 and OS9, national requirements	ESDD on the supply chain as required	Whenever required on ME financed projects throughout project implementation
15	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	Bank notified of the incident	Immediately and no later than 72 hours after the occurrence
16	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	RCA prepared and submitted to the	Whenever required

³ Apply to Non-sovereign operations and public sector project implemented by permanent/autonomous Agency/Institution.

Material Actions ² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
			Bank and CAP implemented	
17	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Disclosure of yearly Sustainable report (Group)	Available at the end of the first semester of the year for consolidated information of Mota Engil