

Xekaman Environmental and Social Corrective Action Plan (ESCAP)			
Description	Deliverables	Implementation Responsibilities	Agreed Timeline
<p>The Companies will establish an E&S policy for the Project aligned with its QSE policy and will include the full scope of E&S risks for all Project's operation. A detailed review of the existing management plans applied to the projects is to be undertaken to identify gaps. All gaps identified are to be rectified in the plans and incorporated into the ESMS. The ESMS is to include additional plans including: (i) Waste Management Plan; (ii) Security Management Plan for the Projects and (iii) Contractor E&S Management plan (iv) Monitoring and Reporting strategy. The ES Policy and monitoring and reporting strategy are to be prepared in accordance with AIIB ESF, IFC Good Practice Notes, WBG EHS Guidelines, and relevant GIIPs.</p>	Updated ESMS	Viet Lao Power Joint Stock Company/ Xekaman 1 Power Company Limited with the support from the Lenders E&S Advisor (LESA)	On-going and continuous
<p>The Projects will develop project specific Stakeholder Engagement Plan (SEP) which will include a process for (i) stakeholder identification, analysis, and planning, (ii) disclosure and dissemination of information, (iii) consultations regarding traffic impacts on community mobility, (iv) development of an effective community grievance mechanism, (v) ongoing reporting to affected communities and stakeholders and (vi) monitoring and evaluation of SEP. As part of the SEPs, the Companies will follow an meaningful consultation that involves systematic and continuous consultation with the affected ethnic minority communities in the project area. An Ethnic Group Management Plan (EGMP) with detailed plan for consultations will be prepared for the project with clear timelines, activities, and outcome indicators leading up to EGMP. Community Development Plans (CDPs) (with ethnic minority development plan component) will be developed and implemented to ensure that benefits are delivered to the broader affected communities and to avoid conflict between displaced</p>	Environmental and Social Policy (ESP) and Stakeholder Engagement Plan (SEP)	Viet Lao Power Joint Stock Company/ Xekaman 1 Power Company Limited and with the support from LESA	Completed the preparation of the SEP; Implementation within 3 months after Financial Close

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households and other community members.			
Maintain a satisfactory environmental and social risk management system consistent with AIIB's Environmental and Social Framework, the agreed Environmental and Social Corrective Action Plan, and a satisfactory external communication system (such as but not limited to grievance redress mechanism, stakeholder engagement and applicable disclosure of information) for environmental and social matters relating to its own operations or other activities financed by the Lenders.	Operational ESMS and updated ESCAP	Viet Lao Power Joint Stock Company/ Xekaman 1 Power Company Limited and E&S Manager	Continuous and GRM implementation to be established prior to AIIB President Approval GRM to provide information on the availability of the Project-affected People's Mechanism (PPM) of AIIB prior to AIIB President Approval
The Companies will further strengthen their E&S functions, including, (i) clearly defining the E&S roles and responsibilities at Project level; (ii) assigning an E&S Manager responsible for all environmental, social, and particularly the OHS aspects and grievance mechanism; (iii) establishing specific organization, roles, and responsibilities for all social/community aspects including the employment of a dedicated Community Liaison Officer	Updated ESMS	Viet Lao Power Joint Stock Company/ Xekaman 1 Power Company Limited	On-going Implementation
The Companies will formally develop a documented Emergency Preparedness and Response Plan (ERRP), customized for each Project in compliance with national regulations; IFC Good Practice Notes, WBG EHS Guidelines, and relevant GIIPs which include risk assessment, training program, an early warning system, provision of emergency response equipment, and coordination with local authorities.	ERRP		By Financial Close
The Companies will develop HR policies and procedures that meet local regulatory requirements and AIIB Environmental and Social Standards 1	Updated HR policy	HR Department of Xekaman 1 Power Company Limited	Within 3 months after Financial Close

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(ESS1) Section on Child Labor and Forced Labor. The policy and procedures will cover and ensure compliance with the relevant requirements for the following: (i) non-discrimination, equal rights and equal pay; (ii) prevention of child labor and forced labor; (iii) freedom of association and right to collective bargaining; (iv) contractor management; (v) terms of employment including recruitment, hours of work, overtime arrangements and overtime compensation, rights to refuse overtime requests; (vi) commitment to apply zero tolerance for any proven case of gender based violence and workplace harassment; and (vii) a formal grievance mechanism.			
The Companies will prepare a Dam Safety Plan for all Projects. The Plan is to include the appointment of a Dam Safety Panel, annual intermediate inspection regime, requirements to repair or replace dam instrumentation, requirements to conduct comprehensive inspection and reporting regime and a regular dam safety design review. Additionally, for Xekaman 1, the Plan is to include a flood risk assessment.	Dam Safety Plan		By Financial Close
<p>The Companies will hire and mobilize a Lenders Environmental and Social Advisor (LESA) that to assess the proposed Project against the E&S requirements based on the following:</p> <ul style="list-style-type: none"> • Review the Sponsors' proposed/actual E&S governance structure, capacity, resources, policies, systems and procedures. • Review of the appropriateness of the E&S instruments prepared to date in order to assess impacts including: labour and working conditions for contractors and workers, including grievance management, accommodation 	Terms of Reference for LESA and mobilization of LESA Team	HR Department of Xekaman 1 Power Company Limited	By Financial Close

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<p>etc, the Project's associated infrastructures, if any.</p> <ul style="list-style-type: none"> • Review of land acquisition and involuntary resettlement (physical and economic displacement) Verify Project documentation relating to land acquisition and involuntary resettlement for compliance with the AIB ESS2. This will take the form of a high level review. • Review of the biodiversity baseline and secondary data used to form the Critical Habitat Assessment (CHA) that was prepared by the Sponsor's Consultant and prepare a Biodiversity Management Plan in line with the content agreed by the Sponsor. • Review of stakeholder identification, analysis and engagement policy and practices relative to PR/S1 and 10 for Information Disclosure and Stakeholder Engagement. • Based on the findings of the above: • Review the ESAP prepared and disclosed for this Project and assess the Sponsor's capacity to address the items provided. Review the need for further items and / or an update to the ESAP <p>Monitor the Project implementation throughout the five year loan period after refinancing. Quarterly for the first two years and semi-annual thereafter.</p>			
<p>The BAP prepared under the LESA contract for the Projects will include measures to achieve net gain for critical habitat and other priority biodiversity values by managing ongoing risks from Project activities, outline community programs to reduce risks to biodiversity values (including but not limited to deforestation, shifting</p>			<p>Within 12 months after Financial Close</p>

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<p>agriculture and hunting pressures) in the Dong Amphan PA/KBA. Based on stakeholder consultation, the final BAP will be defined, and include actions to manage the biodiversity values of the watershed and Dong Amphan PA/KBA. The BAP will include measures to monitor and evaluate the effectiveness of the BAP, including the environmental flow regime. Risks to community livelihoods from BAP implementation will be assessed according to the requirements of AIIB ESS2. The Companies will partner with a suitably qualified conservation organization to implement and govern the implementation of the BAP. The Companies will fully fund the implementation of the BAP for remainder of the concession period.</p>			
<p>The Companies to implement the Community Development and Indigenous Peoples Plan (CD&IPP) for the Projects in line with the objectives of AIIB ESS2 to mitigate the impacts on households. The (CD&IPP) include impact and vulnerability identification and assessment; livelihood restoration measures corresponding with findings of the socioeconomic survey, including measures to support to access alternative lands; water supply, among others; detailed time-bound actions; grievance mechanism; implementation and monitoring arrangements; schedule and budget; as well as procedure to conduct a livelihood restoration completion audit. The completion audit will be implemented at the relevant time as part of the monitoring and evaluation mechanism to determine whether livelihoods have been restored and outcomes are consistent with AIIB ESS2 and, if needed, include time-bound measures to bridge any gaps. It should ensure that monitoring is conducted according to CD&IPP during implementation by LESA. Upon completion of the CD&IPP, a completion audit to be conducted according to CD&IPP by</p>	<p>Community Development and Indigenous Peoples Plan (CD&IPP)</p> <p>Committed budget to implement the CD&IPP</p> <p>Annual Progress report on the implementation of CD&IPP</p>	<p>ES Manager of Xekaman 1 Power Company Limited with the support from LESA</p>	<p>Completed the preparation of Community Development and Indigenous Peoples Plan (CD&IPP)</p> <p>In 6 months from Financial Close and On-going implementation</p>

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LESA. The Companies will fully fund the implementation of the CD&IPP for remainder of the concession period.			
The Companies will prepare an Environmental Flow Strategy (EFS) for the Xekaman Xanxay Projects to define a minimum environmental flow release. The EFS will consider the minimum environmental flow necessary for environmental and social users of the Xekaman and Nam Pagnou Rivers downstream to the confluence with the Sekong River.			Within 3 months after Financial Close
The Companies will implement the agreed environmental flow regime including amending the operational manual and other documentation necessary to facilitate the environmental flow. The Companies shall monitor streamflow within the Xekaman watershed and report on the implementation of the environmental flow regime for the Projects. Monitoring of aquatic critical habitat values will be undertaken as required by the BAP.			Within 6 months after Financial Close
<p>Established the Grievance Redress Mechanism utilizing the existing GRM at the village, district, province, and national levels, which can be readily accessed by Project-affected people and workers all in accordance with AIIB ESP and applicable AIIB Environmental and Social Standards (ESS).</p> <p>These include grievances from: a) community members, including the public and other stakeholders; b) households affected by land acquisition, both those with land titles and those without; c) SEA/SH victims; and d) workers. GRM process in line with AIIB's Project-affected Peoples Mechanism (PPM) in language(s) understandable to the PAPs and the project contracted workers will be disseminated to local communities and</p>	<p>Community GRM and its disclosure</p> <p>Evidence of social engagements and feedback from community</p> <p>Evidence / engagement records showing that the grievance issue related to payment requested are communicated and answered properly to the concerned Khum ban and villages</p>	E&S Manager	<p>GRM implementation to be established prior to AIIB's Board approval</p> <p>GRM to provide information on the availability of the Project-affected People's Mechanism (PPM) of AIIB</p> <p>1 year after financial close</p>

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the people concerned timely in an appropriate manner.			