

## MULTINATIONAL: MEDITERRANIA CAPITAL FUND IV

### Environmental and Social Management Plan mandatorily annexed to the Financing Agreement (FA)

#### General considerations

1. Mediterrania Capital Partners (Mauritius) IM LTD is planning to implement the [Mediterrania Capital Fund IV] Project (the *Project*). The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. Mediterrania Capital Partners (Mauritius) IM LTD will implement measures and actions of this Environmental and Social Management Plan<sup>1</sup> (*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. Mediterrania Capital Partners (Mauritius) IM LTD 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 Mediterrania Capital Partners (Mauritius) IM LTD 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 Mediterrania Capital Partners (Mauritius) IM LTD , 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, Mediterrania Capital Partners (Mauritius) IM LTD ] will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

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<sup>1</sup> 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*)

| <b>Material Actions<sup>2</sup> to Manage the Project's E&amp;S Risks and Impacts</b> |  | <b>Basis for Requirement</b>  | <b>Key Performance Indicator</b>   | <b>Indicative Timing/Deadline</b>                             |
|---|--|---|--|---|
| Periodic E&S implementation report to the Bank  |  | Bank's ESP and OS1  | Reports submitted in time, in good standard  | Two weeks after the due period                                |
| 1   | Recruitment of E and S specialists as part of the Project implementation unit  | Disclosed ESIA, OS1   | The ESG function exists with two full-time employees: an ESG Manager and an ESG Director, who is also a partner in the firm.           | Available throughout project implementation                   |
| 2   | Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public  | OS1, OS10 and National requirements                                   | The external communication mechanism procedure is implemented and addresses the public queries and concerns related to the investments | Available throughout project implementation                   |
| 3   | Payment of compensation and reinstallation of affected people  | SO10  | N/A  | N/A   |
| 4   | Incorporation of site-specific E&S measures in the request for proposals   | SO1 & national requirements   | N/A  | N/A   |
| 5   | Submission of high-risk activity's Contractor ESMP ( <i>C-ESMP</i> ) 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, SO10 and Bank's Disclosure and Access to Information Policy | N/A  | N/A   |
| 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                                      | For activities, requiring a permit prior to the start of works, records of permits, issued by the relevant national authority          | Before the start of works and throughout implementation       |
| 8   | Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank | Bank's ESP, OS1 and national requirements                             | Number of E&S documents prepared, approved and disclosed.  | Prior to approval of financing for the subproject by the Fund |
| 9   | Engagement with concerned stakeholders of each relevant specific E&S activity  | OS1, OS10, Bank's Disclosure and Access to Information Policy         | Evidence that adequate stakeholder engagement has taken place  | Continuous throughout project implementation                  |

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

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|------|---|---|---|---|
| 10   | Establishment of Emergency Preparedness and Response mechanism  | OS1 & OS4, national legislation on contingencies et                     | Evidence that an EPR mechanism is in place at investee project level  | Prior to financing subprojects  |
| 11   | Appropriate and timely handling of complaints/grievances        | Bank's ESP and OS1  | Complainants receive a formal response acknowledging receipt within five days of their submission   | Whenever required   |
| 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   | Capacity building programme in place  | Capacity building in subprojects as documented in the periodic monitoring reports |
| 14   | Implementation of ESMS/ESAP <sup>3</sup>                        | OS1 and OS9, national requirements                                      | Evidence of ESMS procedures implemented<br>Evidence of ESAP actions monitored and closed  | Evidence and updates provided in periodic reports                                 |
| 14.1 | <i>Approval of any required E&amp;S management procedure</i>    | OS1 and OS9, national requirements                                      | N/A   | N/A   |
| 14.2 | <i>Establishment of the E&amp;S unit</i>                        | OS1 and OS9, national requirements                                      | The ESG function exists with two full-time employees: an ESG Manager and an ESG Director, who is also a partner in the firm.  | Available throughout project implementation                                       |
| 14.3 | <i>Capacity Building of the E&amp;S Unit</i>                    | OS1 and OS9, national requirements                                      | Annual Training Plan prepared   | 2 months after the beginning of each year   |
| 14.4 | <i>Processing the Value Chain E&amp;S due diligence</i>         | OS1 and OS9, national requirements                                      | ESDD report with a summary of the assessment of risks and opportunities within the portfolio company and their supply chain, identifying impacts, mitigating risks, and | Whenever required on a subproject throughout project implementation               |

<sup>3</sup> Applies to non-sovereign operations and public sector projects implemented by permanent autonomous Agencies/Institutions.

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|    |   |   | ensuring compliance for long-term sustainability   |   |
| 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 CAP implemented   | Whenever required   |
| 17 | Disclosure of Project's E&S reports to the public   | OS1, OS10, Bank's Disclosure and Access to Information Policy | Reports are disclosed annually to all investors. Additionally, on the company's website, there is a form available for the public to request a copy of the reports | Available at the end of the first quarter of the year.      |