

Environmental and Social Requirements

The principles and standards which are the basis for our environmental & social (E&S) requirements are as follows:

Table 1: Foundational principles & standards of EAP's environmental and social requirements

Principles / Standards	EAP's Duties
Human Rights	
UN Guiding Principles on Business and Human Rights (UNGP)	To uphold human rights while conducting business, according to the UNGP
Sustainability	
IFC Performance Standards	To apply the IFC performance standards to all its project undertakings ¹ , to monitor environmental and social performance and to enforce requirements if performance is shown to be lacking
Environmental Health & Safety	
World Bank Environmental Health and Safety Guidelines (EHS)	To ensure a safe and healthy working environment for the company's workers and project stakeholders and to eliminate, reduce or mitigate pollution sources
IFC Good Practice Note on Environmental, Health, and Safety Approaches for Hydropower Projects	
Labour	
The ILO's eight "fundamental" Conventions ²	To uphold the substance of the conventions, namely: To ensure the company's workers are protected in their right to organize and collectively bargain; to prohibit any form of forced labour; to prohibit child labour; to prohibit and eliminate any form of discrimination regarding employment.
ILO Declaration on Social Justice for a Fair Globalization	To recognize and uphold the values of social justice in their application to employment, social protection (social security and labour protection), social dialogue, and fundamental principles and rights at work, with specific

¹ And for hydropower projects, to also be guided by the *IFC Good Practice Handbook on Environmental Flows for Hydropower Projects*

² 1. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

2. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

3. Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol)

4. Abolition of Forced Labour Convention, 1957 (No. 105)

5. Minimum Age Convention, 1973 (No. 138)

6. Worst Forms of Child Labour Convention, 1999 (No. 182)

7. Equal Remuneration Convention, 1951 (No. 100)

8. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

	recognition of the developing country contexts in which we work.
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Environmental & Benefit Sharing Policy

We believe we have a responsibility for the natural environment in which we operate, and which we depend on for our business activities.

- o We will comply with all national and international regulatory frameworks for protecting the environment which apply to our activities.
- o We recognize that our activities create an environmental footprint which we must carefully assess, so that negative impacts are avoided, reduced or mitigated appropriately.
- o We are committing to preventing pollution, reducing our waste and using natural resources efficiently.

We want to conserve, protect and respect the landscapes in which we operate. We are committed to:

- o Environmental and social impact assessment;
- o Implementing environmental and social management plans;
- o Regularly monitoring and reporting on our performance, so that we can be held accountable.

We will not invest or participate in projects which are likely to have more complex negative environmental and social impacts because of the following factors:

- o They are proposed in areas which have active conflict which make it unlikely that meaningful stakeholder consultation can take place;
- o They are proposed in areas where the land tenure security of local land users is at risk, including recent post-conflict areas where internally displaced people or refugees have no access to mechanisms to restore land they had to leave due to conflict;
- o They are proposed in protected areas or areas identified as having high biodiversity value or high social value;
- o They are hydropower projects which involve medium to large volumes of water storage, and/or hydro-peaking.

We want our projects to create real, tangible benefits for the communities and stakeholders around them.

- o We are committed to community benefit sharing and achieving long-term, positive social impact, by using the following methods:
 - Investing in local social and community infrastructure (roads, community centers and health facilities);
 - Investing in local education (libraries and literacy programs);
 - Maximizing direct, local job creation in the construction phases of our projects and providing local long-term jobs in the operations phases;
 - Supporting gender equity in access to the resources and opportunities we provide;
 - Developing and implementing benefit sharing agreements;

- Sharing knowledge and developing professional skills in the local workforce we work with.

While we provide stability and supply to national grid systems in the countries where we operate, we don't want rural communities to be left behind.

- o We are committed to providing affordable, accessible and reliable energy solutions to local communities in our project areas
- o We are committed to empowering people to develop local productive uses for electricity in our project areas

Social & Labour Policy

We seek to uphold human rights, eliminate discrimination and promote equity to the best of our ability.

- o We will comply with all national and international regulatory frameworks for social and labour protection that apply to our activities.
- o When we work with contractors and sub-contractors, we will seek out those who can demonstrate alignment with these values.

We believe that fairness and justice must be actively promoted in order to thrive, specifically recognizing that our access to financial resources, information and expertise gives us power that is not available to all of our stakeholders.

- o We are committed to ensuring consultation is carried out with all project stakeholders, at all levels of a project, with emphasis placed on the communities and stakeholders who will directly experience the impacts of our activities.
- o We are committed to ensuring that the free and informed consent of communities in our project areas is obtained prior to any project implementation.

We want to treat the people we work with and the people affected by our projects the same way we would treat family: to listen to them, to be accountable to them when we make mistakes, and to solve problems they identify to us.

- o We are committed to enabling safe and effective mechanisms for whistleblowers and for raising and addressing grievances.