



ENVIRONMENTAL AND SOCIAL PERFORMANCE ANNUAL MONITORING REPORT (AMR)

FALCON– PV Project
Jordan
35483

:

REPORTING PERIOD: (DEC./2015) through (MARCH/2016)
Construction Phase

AMR COMPLETION DATE: (31/March/2016)

Environment, Social and Governance Department
2121 Pennsylvania Avenue, NW
Washington, DC 20433 USA
www.ifc.org/sustainability

AMR SECTION I

Introduction

IFC's Investment Agreement requires Falcon Ma'an ("Falcon" or "the Company") to prepare a comprehensive Annual Monitoring Report (AMR) on the environmental and social (E&S) performance of its facilities and operations related to the solar photovoltaic (PV) plant in Jordan (referred to as "the Project"). This document comprises IFC's preferred format for Environmental and Social (E&S) performance reporting. The following template may be supplemented with annexes as appropriate to ensure all relevant information on the performance of the Project is reported.

Contents:

- Client's Representation Statement by Sponsor authorized representative
- Summary of Key E&S Aspects during the Reporting Period
- Action Plan Status and Update
- Deviations/non-compliances
- Client's Feedback

AMR SECTION II

Client's Representation Statement by Authorized Representative

I **Andrea Chianese** in my role of Authorized Signor and representing the company certify that:

- a) The Project, as described in IFC's Environmental and Social Review Summary, is in compliance with all applicable E&S Requirements as described in the Facility Agreement, and all actions required to be undertaken pursuant to the Environmental and Social Action Plan (ESAP) and any subsequent supplemental action plans, with the exception made for those non-conformances that have been disclosed in **Section V** of this report.
- b) Beyond what is reported in this AMR for the reporting cycle, in relation to the Project, to the best of its knowledge, after due inquiry, there are no:
 - Circumstances or occurrences that have given or would give rise to violations of E&S and labor Laws or E&S Claims;
 - Social unrest, local population disruption or negative NGO attention due to the project;
 - Material social or environmental risks or issues in relation to the Project other than those identified by the Environmental and Social Review Summary;
 - Existing or threatened complaint, order, directive, claim, citation or notice from any Authority;
 - Any written communication from any Person , in either case, concerning the Project's failure to comply with any matter covered by IFC's Performance Standards;
 - Ongoing or threatened, strikes, slowdowns or work stoppages by employees of the Borrower or any contractor or subcontractor with respect to the Project.
- c) All information contained in this AMR is true, complete and accurate in all respects at the time of submission and no such document or material omitted any information the omission of which would have made such document or material misleading.
- d) There have not been any new company activities (e.g. expansions, construction works, etc) that could generate adverse environmental effects, and there have been no new Environmental and Social Impact Assessment (ESIA) studies, audits, or E&S action plans conducted by or on behalf of the company with respect to any Environmental or Social standards/regulation applicable to the Project, that IFC has not been notified of.

Signature

Date

AMR SECTION III

Summary of Key E&S Aspects during the Reporting Period

The company is required to submit a summary of key E&S aspects during the reporting period for the project. This section aims to identify the key E&S progress/activities/incidents (including compliance, significant incidents¹, social unrest, improvements/initiatives regarding E&S performance, etc.) during the reporting period.

General

Provide information on the following²:

- Status of major activities that have been carried out at the site during the reporting period.
 - Fence around site installed and site secured,
 - Civil works: All invertors' foundations completed,
 - Rain water drainage system under construction (85% completed) ,warehouse, office life module, auxiliary room, main control room and security office foundation 100% complete. Statcom 20% complete
 - Mechanic works: Ramming done, mechanical structure and PV Modules installation complete
 - Electric Works: trenches excavated 100% complete, cables laying and backfilling ,solar cable termination , string boxes installation 70%
- Information on any fines, sanctions or non-compliances received from governmental authorities in relation to environmental, social and health and safety aspects;
 - None

¹ Examples of significant incidents: chemical and/or hydrocarbon spills; fire, explosion or unplanned gas releases, including during transportation; ecological damage/destruction; social unrests, local community impact, complaint or protest; failure of emissions or effluent treatment; legal/administrative notice of violation; penalties, fines, or increase in pollution charges; negative media attention; chance cultural finds; labor unrest or disputes.

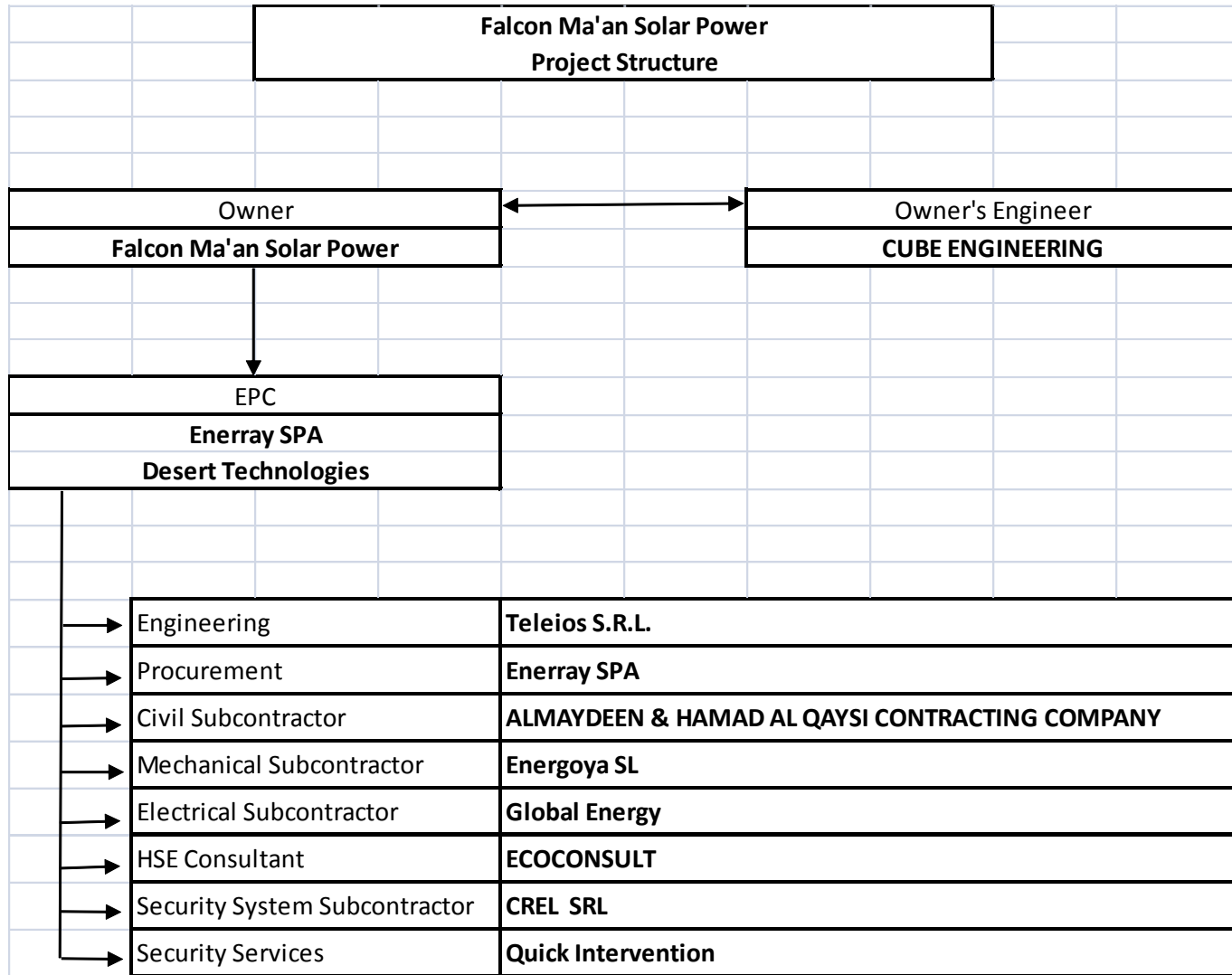
² Provide additional sheets as needed for complete information.

Environmental and Social Organization

Please provide the name of the individuals in the company who hold responsibility for E&S performance (e.g. company E&S manager, contractor E&S on-site focal point (for construction / operations), additional E&S support staff, community liaison officer) for the Project.

- Pietro Di Leo (Enerray Project Manager) - Enerray
- Pietro Di Leo (Construction Manager) - Enerray
- Fabio Ferlito (Deputy Project Manager) - Enerray
- Ahmad Tawafsheh (Owner Engineer) - Cube Engineering
- Beniamino Sagripanti (Enerray H&S Manager) - Enerray
- Almayadeen&Hamad Alqaysi civil contractor
- Global Energy Elect. Manager (Mr. Edmondo ferraro)
- Energoya Mech. Manager Jesus portillo
- Mohammad Shamalat (HSE Officer) - ECO Consult
- Abdulkareem Kayyali (HSE Manager) - ECO Consult
- Lana Zu'bi (E&S Focal point) - ECO Consult

Please provide the organizational structure (chart) of environment, health and safety, labor and social aspects (including how it relates to the Project's construction and/or operational management); highlight any changes during the reporting period.



Environmental and Social Management System

Describe the mechanism that the project is using to report and track non-compliances in a coordinated manner, in accordance with monitoring actions included in the Project's Environmental and Social Management Plan (ESMP).

ECO Consult HSE team includes following members:

- Mohammad Shamalat (HSE Officer) – fulltime onsite
- Abdulkareem Kayyali (HSE Manager) – part time
- Lana Zu'bi (E&S Focal point) – part time and as needed

A complete Health, Safety, and Environmental Management system was prepared by ECO Consult for the Project prior to any construction activities took place. This HSEMS was shared with the IFC and got no objection from the team. (Link to the HSEMS: https://www.dropbox.com/sh/1pmfmg4f1ynpr44/AADD_rPjGyBbUp7m-YWwhenWka?dl=0)

A four tiered approach is applied by the HSE team to the monitoring of the Project performance, as follows:

- Site Tours;
- Weekly Site Inspection;
- Audits;
- HSE Monitoring Programme.

Daily, weekly, and monthly reports are prepared to show compliance with the HSE Management System prepared for the Project as well as with the ESIA, ESAP, and the IFC Performance Standards.

The HSE Manager carries out inspection and checks onsite twice per week to assist the HSE Officer and ensure proper documentation and check compliance. The HSE Manager prepares weekly and monthly reports that provide a comprehensive view of the proceedings of the preceding month, HSE issues found, and corrective measures required.

HSE reports also include labour statistics and HR details.

The E&S Focal point supports the whole team onsite by reporting to the EPC, Owner, and the IFC; undertaking regular visits to check on compliance; and managing the Project tasks.

List the main ESMPs that are currently implemented at the Project site. If there have been any changes/updates since the last reporting period, please describe.

This is a list of the HSEMS documents prepared and implemented for the Project:

MAIN DOCUMENTS	Backup Documents
0- HSEMS	
HSEMS-0 Falcon Document List	
1- Safety Documents	
SP-1 HSE PLAN.	SP-1.1 HSE Policy SP-1.2 HSE manual and Management Plan for Construction SP-1.3 HSE Organization Structure SP-1.4 HSE General Safety Rules
SP-2 HSE Reporting system	SP-2.1 Weekly HSE Inspection Report. SP-2.2 HSE Monthly Audit Report. SP-2.3 HSE Incident & Accidents reports. SP-2.4 Incident reporting flow chart SP-2.5 Weekly HSE Meeting Report SP-2.6 Weekly HSE Statistics log
SP-3 Emergency Preparedness and Response Plan	SP-3.1 Emergency Preparedness and Response Procedure SP-3.2 Medical & fire drills. SP-3.3 Emergency flow chart. SP-3.4 Emergency numbers. SP-3.5 First aider's names & numbers. SP-3.6 Site emergency escape route SP-3.7 Road map to nearest medical center SP-3.8 Emergency equipment and vehicles list SP-3.9
SP-4 HSE monitoring and evaluation plan	SP-4.1 HSE Finding tracker SP-4.2 HSE Legal Register SP-4.3 Safety equipment checklists (F.F. ext., color code system, any other applicable checking)
SP-5 Transport & Traffic Management plan	SP-5.1 Vehicles Checklist SP-5.2 Traffic management TBT and Signed attendance sheets SP-5.3 Vehicle Safe Management
SP-6 Hazard Identification & RA Procedure	SP-6.1 Project Risk Matrix SP-6.2 Job Hazard (safety) Analysis SP-6.3 Training/TBT /JSA signed sheet
SP-7 Lifting operation procedure	SP-7.1 Cranes Checklist SP-7.2 Fork lift Checklist SP-7.3 Rigging tools Checklist SP-7.4 Lifting vehicles third party inspection certificates
SP-8 Training and awareness a. Safety induction b. TBT/Tail gate	SP-8.1 Safety Induction presentation SP-8.2 Training plan SP-8.3 Training Matrix

c. Safety Training	SP-8.4 TBT Manual
d. Emergency response training (drills)	SP-8.5 TBT plan SP-8.6 Signed attendance sheets, reports
SP-9 Electrical safety	
2- HR and Labor Plans Documents	
HR-1 HR and Labor Plan	HR-1.1 Employment Plan and Histogram HR-1.2 Procurement and contracting procedure HR-1.3 Employees contract HR-1.4 Manpower statistics regular reports
HR-2 Code of conduct	HR-2.1 TBT/training Signed attendance sheets
3- Social & Environment Documents	
EP-1 Environmental Social Impact Assessment (ESIA) .Rev1	
EP-2 Environmental Social Management Plan (ESMP).	EP-2.1 Environmental Plan EP-2.2 Environmental and Social Action Plan (ESAP)
EP-3 Grievance Plan	EP-3.1 Grievance Plan English and Arabic EP-3.2 Grievance leaflet EP-3.3 Grievance Form EP-3.4 Grievance flow chart EP-3.5 Grievance Log EP-3.6 Grievance reports and status EP-3.7 Grievance training/TBT attendance signed sheet
EP-4 Chance find	EP-4.1 Chance find – site safety induction EP-4.2 Chance find flow chart summary EP-4.3 Chance find training/TBT attendance signed sheet
EP -5 Waste management Plan	SP-5.1 Waste matrix SP-5.2 Waste agreement with xxx for waste collection. SP-5.3 Construction Waste agreement with local contractor. SP-5.4 Waste collection manifest. SP-5.5 Waste management flow chart summary SP-5.6 Waste register SP-5.7 Panel Recycling Procedure
EP -6 Water management plan	SP-6.1 Water Management Plan for Construction SP-6.2 TBT and Signed attendance sheets
EP-7 Safe Fuel Handling	EP-7.1 TBT and Signed attendance sheets
EP-8 Dust management/control	EP-8.1 TBT and Signed attendance sheets
EP-9 Spill Prevention Plan	

Describe how non-compliances with ESMPs are recorded and tracked in the Project:

This is recorded through daily, weekly, and monthly site tours and presented in HSE reports. These reports also included required corrective measures and indicated responsible party for implementation. These issues as well as required actions were discussed during weekly HSE meetings and timeline for implementation was agreed.

Generally, all corrective actions were implemented on time. All team members understood importance of commitment to HSE Management system and demonstrating compliance.

Has an E&S due diligence / audit (for example, as part of a corporate E&S assurance program) been conducted on the project during the reporting period (either by the sponsor, company, government, and other entity?) If yes, list the scope of the due diligence/audit. Were any major non-compliance found?

- Regular inspection and audit undertaken by the Owner's Engineer team from Cube Engineering permanently present onsite to check compliance with all contractual commitments including the IFC requirements
- One due diligence visit was undertaken by the IFC Team on 3rd March. This included an inspection onsite as well as discussion in the Ennergy offices. Some recommendations were provided for increasing compliance onsite. IFC note that the attention that Ennergy / Falcon Ma'an have given to EHS and Human Resource topics over the past months is considerable and that explained that it was beneficial to see this first hand onsite. IFC requested the HSEMS and other documents for review and these were provided by Ennergy Team. They also requested the Stakeholder Engagement Plan (SEP) and the Security Management Plan (SMP), which are outstanding from the ESAP. The SMP is complete and submitted, we are still working on the SEP

E&S Training

Describe environmental, social and health and safety training programs and their implementation either carried out by the construction contractor or by the company during the reporting period. Provide annex with list of topics, hours of training, targeted audience, and number of participants for the Project.

All personnel received the required HSE training. The HSE Officer was responsible for preparing, implementing, documenting, and managing all training undertaken for the Project.

Training was not undertaken as a one off but instead was continually refreshed as part of on-going site training programmes focused on the training needs of construction personnel.

Training was provided for all new recruits and continual refresher courses were established for staff to attend as needed.

A training Plan/procedure and guidance information as well as a weekly tool box talk plan have been developed to ensure that all persons working on site were suitably trained in HSE matters applicable to the type of work they are undertaking or supervising.

Training included the following:

- Basic Safety Induction
- Site Induction Training
- Advanced HSE Induction
- Weekly Tool Box Talk
- Specialised Technical Training
- Emergency Response Training

Human Resources Management

Have you changed your Human Resources policies, procedures or working conditions during the reporting period?

Yes No If yes, please provide name of project and details

Provide the following information regarding your workforce:

Type of Employee	Total # in reporting period	# female employees	# from local area	# of expatriates
Direct employees – Management	17	03	01	13
Direct employees – Workers	96	0	29	83
Contractor ³ (indirect) employees	15	0	7	15
[add as needed]				

Please provide the following:

- Total number of direct employees dismissed.

³ Contractors performing core functions for the company in the premises of the company or in the name of the company.

- None
- Total number of union workers with breakdown from which union, if relevant.
- None

Grievance Mechanism for Workers

Has a Grievance Procedure for workers been developed and implemented for the project?

Y Yes N _____ Implementation Date: starting Dec., 22nd, 2015

Who is the responsible person for the implementation and oversight of the Grievance Procedure?

- Enerray

Provide the number of grievances submitted by workers for the Project.

- None

Provide some examples of the most re-occurring types of grievances submitted by workers.

- None

Retrenchment

Did the company experience a significant reduction of the size of its labor force during the reporting period at the Project?

- None

Number of employees dismissed None

If yes, please provide a description of the retrenchment program and how it aligns with the Performance Standard 2 and its Guidance Note.

OHS Indicators

Please report on OHS indicators during the reporting year for the Project, including for contractor employees. Contractor employees are required to adhere to comparable occupational health and safety standards.

1. Project-level OHS Indicators

Report TOTAL numbers for each parameter	This reporting period		Reporting period- 1 year ago (not cumulative)		Reporting period- 2 years ago (not cumulative)	
	Project employees	Contractor employees	Project employees	Contractor employees	Project employees	Contractor employees
Total number of workers	17	96	N/A	N/A	N/A	N/A
Total man-hours worked – annual	4.320	81.360	N/A	N/A	N/A	N/A
New occupational injury cases ⁴	0	0	N/A	N/A	N/A	N/A
Total number of lost time occupational injuries ⁵	0	0	N/A	N/A	N/A	N/A
Total number of lost workdays ⁶ due to injuries	0	0	N/A	N/A	N/A	N/A
Incidence rate of cases of occupational injury ⁷	0	0	N/A	N/A	N/A	N/A
Lost time injury frequency ⁸	0	0	N/A	N/A	N/A	N/A

⁴ An *occupational injury* is defined as any personal injury, disease or death resulting from an occupational accident; an occupational injury is therefore distinct from an occupational disease, which is a disease contracted as a result of an exposure over a period of time to risk factors arising from work activity (IFC DOTS indicator).

⁵ A *lost-time injury* (LTIs) is the incapacity to work for at least one full workday beyond the day on which the accident or illness occurred.

⁶ *Lost workdays* are the number of workdays (consecutive or not) beyond the date of injury or onset of illness that the employee was away from work or limited to restricted work activity because of an occupational injury or illness.

⁷ (The number of new cases of *occupational injury* during reference period/ total # of man-hours worked by workers in the reference group during reference period) x1000000 (IFC DOTS indicator).

Report TOTAL numbers for each parameter	This reporting period		Reporting period- 1 year ago (not cumulative)		Reporting period- 2 years ago (not cumulative)	
	Project employees	Contractor employees	Project employees	Contractor employees	Project employees	Contractor employees
Injury severity rate ⁹	0	0	0	0	0	0
Fatalities	0	0	0	0	0	0
Vehicle collisions ¹⁰	0	0	0	0	0	0

2. Fatality details for the reporting period

Project employees or contractor employees?	Time of death after accident (e.g. immediate, within a month, within a year)	Cause of fatality	Corrective measures to prevent reoccurrence
None	None	None	None
None	None	None	None

3. Non-fatal occupational injuries details for the reporting period

Project or contractor employees?	Total workdays lost	Description of injury	Cause of accident	Corrective measures to prevent reoccurrence
None	None	None	None	None
None	None	None	None	None
None	None	None	None	None

Solid Waste Management

The company is required to monitor methods of collection, storage, handling, recycling, reuse and/or disposal of solid waste on the Project site.

⁸ The number of *lost time injuries* (LTIs) recorded for Project workers per million man-hours worked by them.

⁹ The number of *workdays lost* per 1 million man-hours worked.

¹⁰ Vehicle Collision: When a vehicle (device used to transport people or things) collides (comes together with violent force) with another vehicle or inanimate or animate object(s) and results in injury (other than the need for First Aid) or death.

- Waste management plan EP-5-waste management plan and accompanying SP's describe how waste is handled and controlled

Please provide the name and license of the third party solid waste disposal company (if changed since the last reporting period).

- Name: Ahmad Baker



- Company certificate copy

Please complete the information below.

Solid Waste Type Includes description	Annual Quantity	Method of Storage, Handling and/or Treatment at the Project
Wooden pallets	2000 pallets	Stored in open yard (Construction waste area)
Plastic wrapping/packaging material	2000 kg	Stored in open yard (Construction waste area)
Household (office) waste	4.000kg	Collected in bins distributed around offices and transferred to municipality land fill
Carton & cardboard	23.5 Tons	Stored in open yard (Construction waste area)

Please specifically describe how PV modules are recycled:

Solid Waste Type (Same as Above, Description not Included)	Method of Recycling, Reuse or Disposal for the Project ¹¹
PV Modules	120 PV modules damaged. Jinko use PV Cycle as a disposal company. After termination of all the works we will contact them in order to arrange disposal of PV modules. Usually, if it is a container, or more, PV cycle carries on site the empty container and takes it back full. If there are few modules, PV cycle inform us about the nearest collection point where it is possible to dispose them.

Hazardous Materials Management

Hazardous materials are those materials that represent an excessive risk to property, the environment or human health because of their physical and/or chemical characteristics. The company is required to monitor methods of collection, storage and disposal of hazardous materials¹². Please refer to the Hazardous Materials Management guideline (Section 1.5 of the General EHS Guidelines) for additional information.

¹¹ Describe disposal method (e.g. landfill, incineration, land farming, reuse, etc.) Provide name and location of disposal facility used; state if waste is sold as byproduct, scrap or a material to be used by others; state name and business of purchaser. Provide additional sheets as needed to fully describe disposal, organizations involved in waste management, facility permits, and agency authorizations.

- Hazardous waste area identified
- 120 PV modules damaged. Jinko use PV Cycle as a disposal company. After termination of all the works we will contact them in order to arrange disposal of PV modules.
- Vehicles oil change at gas stations at Ma`an city

Please provide the name and license of the third party hazardous waste disposal company (if changed since the last reporting period).

- No contract was signed in this stage – still not required

Please complete the information below:

Hazardous Material (Name and Number UN/CAS)	Class or division ¹³	Annual Quantity	Maximum Quantity Stored the Project site
Hazardous Materials Used			
None			
Hazardous Waste Produced			
None			

¹² Hazardous materials include ignitable, reactive, flammable, radioactive, corrosive and toxic substances.

¹³ UN classification (1. Explosives; 2. Gases ; 3. Flammable liquids ; 4. Flammable solids ; 5. Oxidizing substances ; 6. Toxic and infectious substances ; 7. Radioactive material; 8. Corrosive substances; 9. Miscellaneous hazardous materials.)

Parameters (Same Parameters as Above)	Method of Storage, Handling and/or Treatment at the Project site ¹⁴	Method of Disposal ¹⁵
Hazardous Materials Used		
Hazardous Waste Produced		

¹⁴ State how hazardous materials / waste is stored on site (e.g. drums, bins, and other containers) and handled (including transported). Provide additional sheets as needed to fully describe disposal, organizations involved in management, facility permits and agency authorizations.

¹⁵ Report on method of disposal for hazardous waste used only.

Resource Efficiency

In the reporting year, provide the total amount of electricity (in gigawatt hours (GWh)) that was generated by the project.

None – construction phase

During the reporting year, provide the number of tons of carbon dioxide-equivalent that were avoided (CO₂-eq/year).

Minimal GHG emissions during construction phase.

Reductions in GHG emissions are expected during operation and these will be reported separately.

Please describe the type of cleaning method used for the solar PV modules and frequency of cleaning. Please state number of cleaning events per year, the dates, and quantity of water consumed for each event.

Construction phase - No PV cleaning in this stage

For the reporting year, provide the total water consumption (in Liters) by the Project for cleaning events of PV cells and for other uses.

Construction phase - No PV cleaning in this stage

Construction & service water consumed up to date= 845.000 liters

Security

Describe actions in the Security Management Plan that were implemented during the reporting period.

- Fence around the project
- Two security booths at main gate and at the end of the storage area
- One roving patrol with two security guards
- Sign in & out registers for all employees
- Visitors register
- Vehicle registers

Was there any training conducted for security providers during the reporting period. If yes, briefly describe.

- Security guards are ex-military or police officers, they are trained and qualified, also the Security Company is required to engage with a training company to conduct a training after an audit is conducted by the security consulting company.

Please describe if there is a mechanism in place to coordinate individual security providers (from different developers) to ensure consistency (shared protocols, procedures, practices, rules of engagement, etc.).

- The security procedures /plan were communicated to all parties.
- Security company is serving most of the solar park projects (same company and command)
- The Security company is from Maan, and this is important for the engagement the community

If operating in an area with government / public security forces present, describe how the company’s private security providers interact with such entities (shared protocols, procedures, practices, rules of engagement, etc.).

Using the table below, list and briefly describe any adverse incident regarding security providers / forces (such as conflict with local community member or worker, reported infractions, etc)?

Initiative and/or mitigation measure	Expected or actual date of implementation
NONE	

Community Development / Corporate Social Responsibility

Does the company have a community development / corporate social responsibility program(s) in place?

An executed Cooperation Agreement (26 January 2016) has been signed; this covers cooperation amongst MDA PV developers and EDAMA regarding:

- CSR funding and management
- HSE management, including labour
- Trenching
- Water usage and wastewater treatment
- Security.

Key points in the Cooperation Agreement are as follows:

- A fund is established for the purpose of paying all expenditure related to EHS & CSR management. EDAMA could be the CSR fund manager
- An initial contribution of 650,000\$ and an annual contribution of 260,000\$ to the fund are to be paid by the parties in accordance to the individual capacity for each Project.
- A separate agreement “Fund management agreement” will set the details for allocations of contributions and management

- Common approach to EHS and CSR management
- A dedicated CLO would be appointed, cost of CLO would be additional to fund allocation
- EBRD and IFC may each appoint one representative to observe any meeting of the parties. Such representatives shall not have the right to vote at the meeting.

Suggestions for CSR actions shall be prepared in consultation and collection from local stakeholder, the community liaison officer, national, regional, and international NGOs as well as the Parties.

Are community development / corporate social responsibilities program(s) carried out jointly with other PV developers and/or with other partners?
Yes, see above.

Using the table below, provide a summary of the community development projects / corporate social responsibility initiatives and partners/other developers involved, if applicable.
Not prepared yet.

Program	Description	Planned Completion Date	Partners / Other PV developers involved?

Using the table below, please describe if there were any specific initiatives related to health & safety (truck transportation safety, hazardous materials and safety management) topics of relevance to communities and/or topics related to the disclosure of project activities:

- None

Meeting Type ¹⁶ / Disclosure Activity	Date(s)	Subject(s)	Types of Attendees/ Participants	Comments

¹⁶ Informal, political, technical, public audience, hearing, NGOs, etc. Use additional sheets as needed to summarize topics and outcomes of the meetings

Grievance Mechanism for Communities

Has a Grievance Procedure for communities been developed and implemented for the project?

Yes No Implementation Date: Grievance Mechanism has been developed in August -2016 and will be implemented by early November 2016 once hand-over of the project is achieved

Is the Grievance Procedure implemented in coordination with other developers? Describe how coordination is achieved?
 No, Grievance Mechanism was developed on a standalone basis for Falcon Ma'an only.

Who is the responsible person for the implementation and oversight of the Grievance Procedure for communities?
 Khalil Masri the Asset Manager

Provide the number of grievances submitted by communities.
 As of date, we are to submit Grievance Mechanism forms and procedure by November 2016

Provide some examples of the most re-occurring types of grievances submitted by communities.
 Nothing occurring as of date

AMR SECTION IV

Environmental and Social Action Plan Status and Update

Please provide an update of the status of the Action Items, define the dates when pending actions will be implemented.

ENVIRONMENTAL AND SOCIAL ACTION PLAN

Action No.	Title/Description	Anticipated Completion Date (mm/dd/yyyy)	Indicator of Completion	Completion Date	Status as of (mm/dd/yyyy)	% Complete
1.	Falcon Ma'an will develop its own Environmental and Social (E&S) and Health and Safety (H&S) policy that is relevant to business activities in Jordan.	11/1/2014	E&S and H&S Policies submitted and acceptable to IFC.	21 Dec 2015		100%
2.	Falcon Ma'an will conduct a review on the use of the project area by semi-nomadic Bedouin communities for grazing and any potential related impacts. Mitigation measures will be developed, as necessary.	11/1/2014	(a) Terms of Reference (TOR) submitted and acceptable to IFC by September '14. (b) Review completed and findings submitted to IFC.	Waived by IFC		
3.	Falcon Ma'an will ensure that there is an on-site environmental and social (E&S) focal point during construction, and support staff, included a community liaison officer, as needed; and, one E&S focal point during operation based off-site.	11/1/2014	On-site E&S focal point retained by 1 November 2014 for construction phase. Operations phase E&S focal point retained one month prior to operations.	21 Dec 2015		100%
4.	Falcon Ma'an will develop a Human Resources Policy and Procedures in line	11/1/2014	(a) Human Resources Policy and Procedures developed and	21 Dec 2015		100%

	with IFC's Performance Standard 2 and with Jordanian labor laws and will ensure that the Human Resource Policy and Procedures as developed by EPC contractor / O&M provider are consistent with commitments made in their own Human Resources related documents.		submitted to IFC. (b) Evidence of review and confirmation of Human Resource Policy and Procedure of EPC contractor / O&M Provider.			
5.	Falcon Ma'an will ensure that basic training on Human Resource policies and procedures are provided as part of induction and will ensure that the EPC contractor / O&M provider provides an overarching E&S training to all employees and contractors.	11/1/2014	Training requirements captured in Human Resources policy and procedures.	21 Dec 2015		100%
6.	Falcon Ma'an will develop and make available a grievance mechanism for workers.	11/1/2014	Worker grievance procedure submitted and acceptable to IFC.	21 Dec 2015		100%
7.	Falcon Ma'an will ensure that a site-specific Occupational Health and Safety (OHS) Procedure is developed for the construction and operations phases of the project.	11/1/2014	(a) OHS Procedures for the construction phase is developed for each of the three sub-projects; (b) OHS Procedures for the operations phase is developed for each of the three sub-projects one month prior to operations.	21 Dec 2015		100%
8.	Falcon Ma'an will develop a Security Management Plan (SMP), including a training module for security staff, that aligns with the requirements of Performance Standard 4.	11/1/2014	Security Management Plan, with training module, submitted and acceptable to IFC.	04 Dec 2015		100%
9.	Falcon Ma'an will use best efforts to develop a joint Stakeholder Engagement Plan (SEP) and collective community grievance mechanism, in coordination with neighboring companies, as feasible; in the absence of a collective SEP and grievance mechanism, Falcon Ma'an will develop both for its own operations in compliance with PS1. The SEP will also include a stakeholder identification and analysis.	1/31/2015	SEP, including community grievance mechanism, submitted and acceptable to IFC.	In process		

AMR SECTION V

Deviation/non-Compliances

The following are the identified deviation/non-compliances identified in reference to the following:
(I) IFC's Performance Standards; (ii) Environmental and Social Action Plan; (iii) Non-compliance with local environmental and Social regulations iv) Applicable World Bank Group's EHS Guidelines

If there is any Non-compliances/deviations please record and provide additional information if necessary.

Areas of Interests	Non-Compliances Identified	Corrective Action Plan	Status of Completion	Completion Date
IFC's Performance Standards (PS1-8)	None			
Environmental and Social Action Plan	None			
Local Environmental and Social Requirements	None			
Applicable WBG EHS Guidelines	None			

Please explain the cause and, if appropriate, describe the planned corrective actions to prevent re-occurrence.

AMR SECTION VII

Client's Feedback

Please check the box that best represent the company's evaluation of the support received from IFC.

On dealing with E&S aspects of the investment, how diligently in the company's opinion has IFC been able:

Areas of IFC Assistance:	No opinion	Excellent level of support	Above the expectations	As reasonably expected	Below what was expected	Comments
To help you in the interpretation and applicability of IFC's Performance Standards	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
To provide you with guidance for the implementation of the Environmental and Social Action Plan (ESAP)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
To share the outcomes of IFC supervision visits to the project and on agreeing in corrective actions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
To demonstrate flexibility and creativity to guide the Company's management of project's E&S issues.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	