

SUNBORNE SOLAR
Environmental and Social Action Plan
Date: October 1, 2010

#	Action	Indicator of task completion	Completion date
1.	For each of the project sites in the Company's current pipeline, Sunborne to, in accordance with IFC Performance Standards and SEMs: complete the project specific social and environmental assessment (SEA); develop a social and environmental management plan (SEMP); and develop a community engagement plan (CEP)	SEA, SEMP and CEP accepted by IFC	Prior to first disbursement
2.	The Company will put in place: (a) a detailed HR Policies and Procedures manual consistent with applicable labor law requirements and IFC Performance Standard 2 provisions, which is applicable to and covers both direct employees and contract workers at corporate and subsidiary company levels; (b) procedures for periodic audit of the contractor's operations, to assess compliance with national labor law requirement; and (c) procedures to follow up on implementation of corrective actions identified pursuant to the audit.	HR Policies and Procedures accepted by IFC	Prior to first disbursement
3.	Sunborne to put in place a corporate social and environmental team and organization in accordance with the SEMs.	Corporate SEMs team and organization in place and accepted by IFC	Prior to first disbursement
4.	Project company/project level social and environmental organization and team in place in accordance with the SEMs and project specific SEMP.	Project specific S&E team and organization in place and accepted by IFC	As per the recommendation of the SEMP and in any case prior to commencement of construction work on the project
5.	Implement a program to periodically audit of each Sunborne's and any subsidiary company's project and operations for compliance with applicable laws, IFC Performance Standards and provisions of the SEMs	Summary findings of the first three audits and corrective action implemented/proposed accepted by IFC Summary findings of periodic audits and corrective action implemented to be provided in the Annual Monitoring Report	Within 30 days of end of each audit Within 90 days of end of each financial year