

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN
ASEP PVM WINDOW 2
COTABATO ELECTRIC COOPERATIVE, INC.

PROJECT DESCRIPTION

The COTELCO's PVM Window 2 project aims to help achieve the Philippine Government's goal in realizing total electrification of the countryside. The project involves the installation of solar home system (SHS) in a total of 5,000 households located in the far flung areas of North Cotabato, within the franchise area of COTELCO, that are not connected to the existing distribution lines. These areas cover Kidapawan City and the municipalities of Kabacan, Carmen, Banisilan, Magpet, Matalam, President Roxas and Makilala (7 Municipalities & 1 City). Many of the beneficiaries of the SHS to be installed under this project belong to the IP groups living in the hinterlands of North Cotabato namely, Bagobo/Manobo, and Blaan.

Below is a map showing COTELCO's franchise area. Also shown are pictures of the communities covered by the PVM W2 project.





The SHS supplier will deliver the SHS units to COTELCO's warehouse. COTELCO shall be responsible for the installation of the SHS units. It will employ a contractor to hire electricians/SHS installers for COTELCO.

The 50Watt peak SHS is designed to supply power for household lighting purposes only. The main components of the project are System Box (controller) which will also serve as a battery where the solar energy is stored and placed inside the house and a Photovoltaic Panel which will be fitted at the roof in northerly, easterly or westerly direction. The main components also include 1 pc. (1 watt), 2 pcs. (2 watts), and 1 pc. (3 watts) Bulbs for household lighting, a Torch, USB Charger, and a Transistor Radio.

GRIEVANCE REDRESS MECHANISM

Should the SHS recipients, members of the community, the LGUs, project workers and other stakeholders have any complaint/concern related to the ASEP-PVM W2 project, they may contact COTELCO through telephone no. 09209011161, social media (Messenger), or file it personally at the COTELCO Office in Barangay Manubuan, Matalam North Cotabato. For the IPs, the complainant may also opt to file the grievance through the Barangay Captain and their tribal leaders, have it resolved through customary laws. Whichever is the method of filing and resolving the grievance, COTELCO shall ensure that the process will be gender responsive and culturally appropriate for the IPs. The complaint/grievance will be properly documented, evaluated, and resolved within 15 days. Mr Soriano, Allan Roy of COTELCO will be in charge of handling complaints/grievances.

**Environmental Code of Practice
Environmental Safeguards Guidelines for Small Civil Works
ASEP – PV Mainstreaming Window 2**

Checklist 1: Construction Site Checklist

| General Information | | | | |
|--|--|----|---------|---|
| Name of Project | <i>Cotabato Electric Cooperative, Inc.(COTELCO)-PVM Window 2 Project</i> | | | |
| Name of engineer/ technical officer | <i>Engr. Allan Roy A. Soriano</i> | | | |
| Date of Site Study Completed | <i>March 15,2021</i> | | | |
| Information Source | <i>COTELCO-SBU Personnel</i> | | | |
| Proposed Output | <i>Subproject construction</i> | | | |
| Environmental Issues | Yes | No | Unknown | Remark/Recommended Action |
| Adequacy of space for construction | | ✓ | | <i>There is enough space for Solar Home System</i> |
| Adequacy of access to the construction | | ✓ | | <i>Houses where SHS are to be installed are accessible</i> |
| Adequacy of space to build | | ✓ | | <i>There is enough space for installation activities</i> |
| Any impact on areas adjacent to the site | | | ✓ | <i>Considering that the sites are normally very quiet areas, installation activities may cause slight disturbance to dwellers, if there are any, in the adjacent areas</i> <i>The SHS installers will perform construction activities within appropriate time frame and inform the dwellers about the activities and schedule prior to installation.</i> |
| Potential interruption or limitation of access to dwelling or business on the site | | ✓ | | <i>No probable limitation to access dwellings</i> |
| Potential impact to high cultural value on the site or within the immediate vicinity | ✓ | | | <i>Many of the SHS recipients are IPs. Keep Constant Communication with Family & tribal leaders, as part of the. IP Plan, to gain familiarity and comfort with the community and avoid negative impacts.</i> |
| Potential deterioration of air and water quality and noise in the immediate vicinity. | | ✓ | | <i>No potential deterioration of their resources. SHS installation involves only minor activities.</i> |
| Interruption or limitation of access to sidewalks, power and telephone lines, water and sewerage, sanitation system, and other environmental services. | | ✓ | | <i>No facilities that provide environmental services in the area</i> |
| Reduction of green areas | | ✓ | | <i>Only small branches of the trees will be removed</i> |
| Flooding on the site in the wet season (<i>can occur within minutes with only a few inches of water</i>) | | ✓ | | <i>No flooding concerns at the site</i> |
| Health and safety hazards to workers and the community | ✓ | | | <i>There are safety hazards associated with implementation of works. SHS installers must use appropriate PPEs such as insulated rubber gloves and goggles.</i> |

| | | | |
|---|---|--|---|
| Possible social issues among workers, and between workers and the community | ✓ | | <i>Workers may come from other communities and have different culture and values. To avoid potential issues due to these differences, Code of Conduct for Contractor's Personnel will be implemented. Workers and stakeholders will be informed on how COTELCO's Grievance Redress Mechanism works for the filing of and resolving project related complaints</i> |
|---|---|--|---|

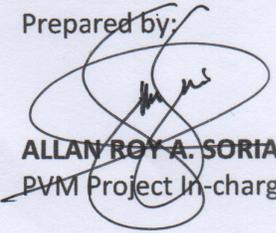
Summary of Overall Assessment: Thousands of families rely on kerosene and candles to light their homes. This is dangerous, harmful, polluting and expensive. The SHS provides reliable, affordable and environmental solutions for off-grid areas. ASEP-PVM window 2 hopes to bring more happiness to people, improve their daily lives and protect the environment where they live.

Electricity produced by solar cells is clean and silent because they do not use fuel other than sunshine; PV systems do not release any harmful air or water pollution into the environment, deplete natural resources, or endanger animal or human health. In general, the PVM Window 2 project has minimal adverse environmental and social impacts which can be prevented/mitigated with the implementation of appropriate measures. The lighting to be provided by the solar home systems can help improve the living condition of the beneficiaries.

Checklist 2: Good Environmental Practices for Small Civil Works

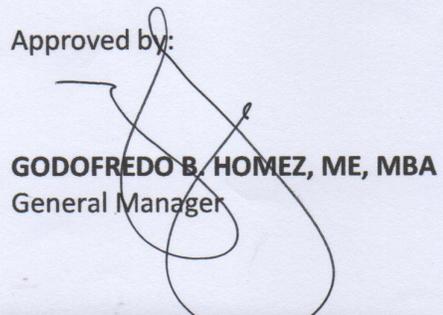
| Phase | Issue | Measure |
|-------------------|--|--|
| Screening | <u>Adequate space and access</u> - possible interruption within its vicinity; other issues captured in Checklist. | The selection should avoid sensitive environment and land issues which may be caused by the construction and/or renovation; other measures recommended in the Construction Site Checklist should be adopted. |
| Design | <u>Drawing and planning</u> the construction by adapting to adjoining physical conditions and minimizing possible environmental issues; incorporate environmentally friendly design features | Adverse Environmental Impact Minimization Measures should be introduced in the construction design; |
| Installation | The inadequate disposal of waste materials and hazardous materials | SHS installers should separate hazardous wastes from other wastes and handle them according to established environmental guidelines. They should separate recyclable wastes from non-recyclable ones. All wastes, including used face masks/shields, should be properly handled and disposed of. Any illegal waste dumping or burning is prohibited. |
| | <u>Disturbance:</u> Nearby residents will be disturbed by prolonged construction. | The SHS installers will perform installation activities within appropriate time frame which does not disturb living of local residents |
| Post-Construction | <u>Site Clearing:</u> Cleaning the site after installation- disposing wastes properly so that they are not dangerous to the environment. | The installers will clean the site carefully and remove all waste materials. |
| Others | Workers' Safety: Use appropriate PPEs Covid-19 protocol Potential impact to high cultural value Social issues/concerns such as harassment, abuse, etc. | SHS installers shall be provided with and use appropriate PPEs SHS supplier and subproject proponent's personnel/SHS installers must strictly abide by DOH and LGU protocols to prevent the spread of Covid 19 virus Subproject proponent will prepare and implement an IP Plan to avoid/mitigate adverse impacts to IPs in the area Proponent will implement a Code of Conduct for its workers |

Prepared by:



ALLAN ROY A. SORIANO, EcE
PVM Project In-charge

Approved by:



GODOFREDO B. HOMEZ, ME, MBA
General Manager

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN
ASEP- PVM WINDOW 2
COTABATO ELECTRIC COOPERATIVE, INC. (COTELCO)

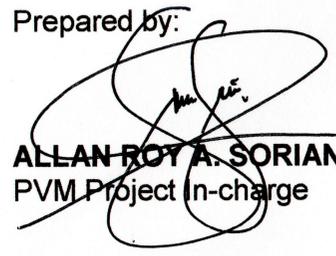
| Project Phase | Activity | Environmental and Social Issues/ Potential Impacts | Mitigation Measures | Institutional Responsibility | | Accomplishments For the period _____ to _____ | | |
|-------------------------|---|--|--|------------------------------|-------------|--|-------------------------|-------------------------------------|
| | | | | Implementation | Supervision | Specific Measures Implemented | Date/Period Implemented | Proof of Compliance/ Implementation |
| PRE-INSTALLATION | <ul style="list-style-type: none"> Stakeholder engagement Coordination with LGU, Community IP leaders Coordination between EC and SHS Supplier, Contractor (for SHS installers) Training/orientation of Workers | Exposure of COTELCO's personnel, the community and other stakeholders to health risks due to Covid19 virus | <ul style="list-style-type: none"> Minimize face to face interaction. DOH/LGU health protocols must be followed when face to face interaction is inevitable. | COTELCO, SHS Supplier | NPC-PMO | | | |
| SHS INSTALLATION | Delivery to and installation of SHS at individual households | Possible disturbance to dwellers, if there are any, in the areas adjacent to the SHS site | <ul style="list-style-type: none"> Perform installation activities within an appropriate time frame to minimize disturbance Inform the dwellers about the activities and schedule prior to installation. Minimize noise while at the installation sites | EC-SBU, SHS installers | NPC-PMO | | | |
| | | Potential impacts to the IPs where the SHS sites are located | <ul style="list-style-type: none"> Coordinate with the Tribal Leaders prior to conduct of any activity at the project sites Prepare and implement an IP Plan | EC-SBU SHS installers | NPC-PMO | | | |

| | | | | | | | | |
|--|--|---|--|--------------------------|-------------|--|--|--|
| | | Health and safety risks to workers and the community | <ul style="list-style-type: none"> • Provide appropriate PPEs, such as insulated rubber gloves, goggles, etc., to site workers for job related hazards, and face masks/shields for Covid19 • Strictly abide by the DOH and LGU protocols for Covid19 • Collect used face masks/shield, segregate from other wastes and dispose of in accordance with DENR regulations | EC-SBU SHS installers | NPC-PMO | | | |
| | | Generation of Solid Wastes | <ul style="list-style-type: none"> • Donate the packaging materials (carton, polyurethane foam, plastics) to the household owners for re-use • Advise them on the proper disposal of these materials and about the fire hazards of the polyurethane foam. | EC-SBU | EC, NPC-PMO | | | |
| | | Possible social issues among project workers, and between workers and the community | <ul style="list-style-type: none"> • Implement Code of Conduct for PVM W-2 Personnel • Inform the community, project workers, and other stakeholders about COTELCO's Grievance Redress Mechanism for the filing and resolution of project related complaints/issues | EC-SBU SHS installers | NPC-PMO | | | |

| | | | | | | | | |
|--------------------|--|---|---|---|--|--|--|--|
| ABANDONMENT | <ul style="list-style-type: none"> • Pull-out and retrieval of PV modules | Soil and/or groundwater pollution due to hazardous SHS components | <ul style="list-style-type: none"> • Preparation and implementation of decommissioning plan including disposal/recycling of used PV modules. | Decommissioning Contractor, COTELCO-SBU | | | | |
|--------------------|--|---|---|---|--|--|--|--|

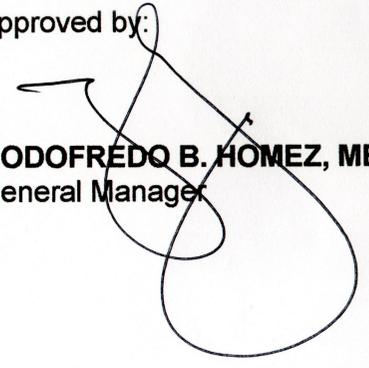
Person in charge of ESMP implementation and monitoring: **Eugene L. Lumantao, CE.**

Prepared by:



ALLAN ROY A. SORIANO, EcE
PVM Project In-charge

Approved by:



GODOFREDO B. HOMEZ, ME, MBA
General Manager



COTABATO ELECTRIC COOPERATIVE, INC. (COTELCO)

Manubuan, Matalam, Cotabato
9406 Philippines

“Service Towards Excellence”

Solar Business Unit

| COVID 19 Measures | | |
|-------------------|---|--|
| 1 | Delivery and Hauling of SHS for LGU storage | COTELCO shall ensure that worker who will be involved in the hauling/delivery of SHS units from the COTELCO Warehouse to the storage areas at the respective Barangay, and other project activities at the site will undergo health screening (Checking of temperature, filling up of health survey questionnaires) prior to deployment. Workers who will not pass the screening will not be allowed to go to the sites, but will be referred to the rural/city health office. The workers who will be proceeding to the sites shall be provided with face masks and alcohol. If two or more workers are to ride the same vehicle, COTELCO shall ensure that DOH/LGU health protocols for transportation will be followed. |
| 2 | Pre membership seminar (PMES) | COTELCO – Solar Business Unit (SBU) personnel shall coordinate with IP leaders/LGU/BLGU prior to PMES schedule for each site. COTELCO will provide mask to all participants in the PMES and strictly implement 1-meter distancing. Venues to be used shall be well ventilated or un-enclosed areas (covered courts, etc.). Participants shall be required to fill out an attendance sheet indicating name, address and contact details which will also serve as reference for contact tracing. |
| 3 | Installation of SHS | Installers are hired by COTELCO to install the SHS at the households and fully vaccinated, need not to report to main office. A total of 2 Installer will be assigned per 1 household. The Installer will go back and forth from residence to the assigned site daily. Thus, there is no need for accommodation at the site. Before proceeding to the households, the installer will coordinate with the Barangay LGU/Sitio Leaders/IP leaders then sign on Installer’s logbook and undergo health screening procedures as a strict requirements by the LGU/BLGU before going to our Installer’s and member consumers residence. If any of the CBTs develops any Covid19- |



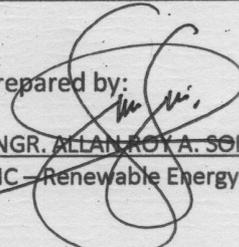
COTABATO ELECTRIC COOPERATIVE, INC. (COTELCO)

Manubuan, Matalam, Cotabato
9406 Philippines

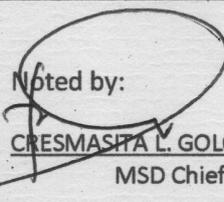
"Service Towards Excellence"

| | | |
|--|--|---|
| | | <p>related symptom while at the site, he shall cease from doing the installation activities and report his condition to the Barangay Officials and to the COTELCO-SBU Project In-charge. The Barangay Official will decide on what further actions to take based on DOH/IATF guidelines/protocols. COTELCO will do contact tracing among its personnel/worker as necessary. A new Installer shall be hired as temporary replacement. COTELCO will ask the municipal health office to monitor the Installer's installation activities thru the assistance of the Barangay health center to make sure that all Installer's will undergo health screening by doing a thermal scan and submitting in a health declaration form to make sure the safety of our member consumers community.</p> |
|--|--|---|

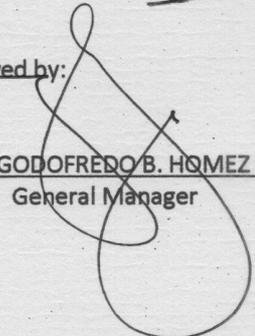
Prepared by:


ENGR. ALLAN ROY A. SORIANO
OIC - Renewable Energy Section

Noted by:


CRESMASITA L. GOLOSINO MBA
MSD Chief

Approved by:


ENGR. GODOFREDO B. HOMEZ MBA
General Manager

Hazardous Waste Management Plan (HWMP)

Introduction

This Hazardous Waste Management Plan (HWMP) was developed to supplement the overall Environmental, Health and Safety system of COTELCO. This Plan is specifically prepared for protecting human health and safety, waste minimization and disposal, reducing negative impact to the environment, and ensuring regulatory compliance in relation to the Hazardous Waste generated under the Photovoltaic Mainstreaming (PVM) Program. This Plan encompasses the identification, labeling, storage, transportation and disposal of Solar Home System (SHS) components that are regulated as hazardous waste. Identified hazardous wastes are Solar PV modules, Lithium Ion batteries, and associated components of Solar Home System like LED lights, cables, etc.

Roles and Responsibilities

Community-Based Technicians (CBTs)

Responsible for inspection, repair and maintenance of SHS installed in the households. Reports any defective SHS components.

Loading Center Agent

Responsible for packaging, safekeeping, and endorsement of defective solar module, battery and components to the Solar Business Unit for proper disposal.

Solar Business Units (SBUs)

Responsible for the overall implementation of the plan and management of hazardous waste from the various households to the hazardous waste storage room. Shall be responsible in packaging, collecting, transporting, segregating, labeling, and storing defective SHS components from households/CBTs to the COTELCO HW storage room.

Pollution Control Officer (PCO)

Responsibilities include:

- Providing assistance to SBUs in the implementation and compliance of HWMP including but not limited to hazardous waste determinations and classifications, proper segregation, labelling, monitoring, oversight of hazardous waste disposal, and assisting with corrective actions when necessary;
- Coordinating disposal and transport with waste disposal contractors for all hazardous waste pickup at storage site.
- Maintaining a liaison with the appropriate regulatory authorities (DENR-EMB), including compliance and submitting information to regulators as required.

PVM Hazardous Waste Management

Packaging, Collection, and Transport - Households to COTELCO Storage Room

- Household beneficiaries will be oriented/given instructions on the proper handling of used batteries during SHS installation;
- Identified defective SHS components especially solar module and battery shall be reported immediately to the CBT for proper inspection and packaging. Defective units shall be packed in a sealed plastic container to avoid contamination;
- CBT shall immediately report the defective units for replacement and collection by the SBU; and
- SBU shall collect and transport the sealed defective units to COTELCO storage room.

Segregation, Labeling, and Storage at COTELCO Storage

- The storage facility (drawing attached) shall have three compartments: one for Battery, one for Electronics Components and the third for Plastics and PV panel.
- SBU shall segregate collected defective SHS components into solar module, battery, and other components by placing in separate containers;
- Container and components shall have proper labeling;
- Collected defective components shall be stored in a proper container to prevent human exposure to, or environmental release of, hazardous waste materials;
- SBU shall ensure the availability of a fire extinguisher inside the storage room; and
- Safekeeping of hazardous waste in COTELCO storage room shall last for a maximum of one year. However, disposal will be undertaken before one-year storage is reached if the storage capacity of 90% is used.

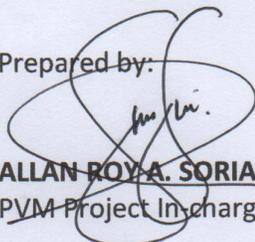
Packaging and Disposal

- PCO shall pack and dispose defective components according to DENR-EMB regulations;
- PCO shall schedule the storage of hazardous waste for a maximum period of one year and facilitate the proper disposal;
- Transportation and disposal shall be undertaken by an DENR authorized contractor
- PCO shall coordinate with the DENR-accredited Transporter and TSD Facility for the loading schedule, and shall follow up status of waste recycling and issuance of Certificate of Treatment to COTELCO.

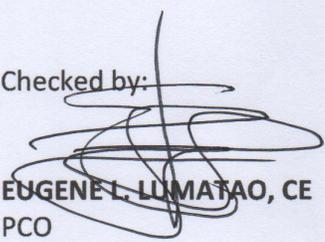
Recording and Monitoring

- The PCO shall undertake proper recording of wastes received in the storage facility and taken out for disposal.
- The PCO shall also monitor the stockpile/waste inventory and storage capacity, conduct quarterly inspection of the stored wastes and the condition of the storage facility to ensure that the proper storage and housekeeping is maintained.

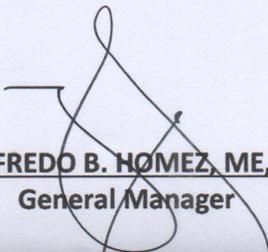
Prepared by:


ALLAN ROY A. SORIANO, EcE
PVM Project In-charge

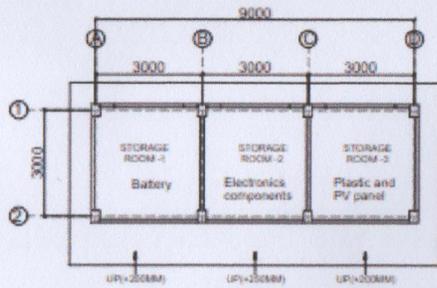
Checked by:


EUGENE L. LUMATAO, CE
PCO

Approved by:


GODOFREDO B. HOMEZ, ME, MBA
General Manager

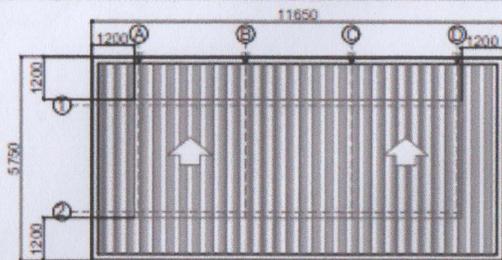
COTELCO HAZARDOUS WASTE STORAGE FACILITY



GROUND FLOOR PLAN
SCALE: 1:100 MTS.



PERSPECTIVE VIEW (FRONT)



ROOF PLAN (SOLAR PANEL)
SCALE: 1:100 MTS.



PERSPECTIVE VIEW (REAR)

| | | | |
|--|-------------------------------------|------------------|--|
| | COTABATO ELECTRIC COOPERATIVE, INC. | PVM STORAGE | |
| | Manubuan, Mataram, Cotabato | COTELCO Compound | |

CODE OF CONDUCT FOR PERSONNEL
Access to Sustainable Energy Project (ASEP)-PVM Window 2
COTABATO ELECTRIC COOPERATIVE, INC. (COTELCO)

This Code of Conduct identifies the behaviour required from all personnel/solar household system (SHS) installers working on the COTABATO ELECTRIC COOPERATIVE, INC. – PVM W2 project.

COTELCO promotes freedom of expression and open communication. But it is expected that all employees of contractor must follow and abide by this code of conduct. We expect them to foster a well-organized, respectful and collaborative environment.

Unsafe, offensive, abusive or violent behaviour will not be tolerated and all persons should feel comfortable raising issues or concerns without fear of retaliation.

SCOPE

This policy applies to all employees assigned to COTELCO for PVM Project – Window 2 regardless of employment agreement.

All Personnel shall:

1. Carry out his/her duties competently and diligently;
2. Comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other contractor's personnel and any other person;
3. Maintain a safe working environment by:
 - a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
 - b. wearing of required personal protective equipment;
 - c. using appropriate measures relating to chemical, physical and biological substances and agents; and
 - d. following applicable emergency operating procedures;
4. Report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. Should not misuse **company equipment** or use it frivolously;
6. Employees should protect company facilities and other material property from damage and vandalism, whenever possible;
7. Treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers, indigenous people, or children;

8. All employees should fulfill their job duties with integrity and respect toward customers, stakeholders and the community.
9. Must not engage in sexual harassment, i.e. unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, with fellow employees or NPC-PMO's/COTELCO's personnel;
10. Must not engage in sexual exploitation, or any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to: profiting monetarily, socially or politically from the sexual exploitation of another;
11. Must not engage in sexual abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
12. Must not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
13. Not engage in any other form of harassment, mental or physical coercion, or verbal abuse of its employees;
14. Undergo relevant training or orientation related to the environmental and social aspects of the project that will be provided by COTELCO, including on health and safety matters;
15. Report violations of this Code of Conduct; and
16. Not retaliate against any person who reports violations of this Code of Conduct, whether to COTELCO, the NPC-PMO, or who makes use of the grievance redress mechanism for contractor's personnel or the project's Grievance Redress Mechanism.

RAISING OF CONCERNS

If any person observes a behaviour that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly to:

Allan Roy A. Soriano
Manubuan, Matalam, Cotabato
09209011161

This can be done either in writing, by telephone, or in person.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

Disciplinary actions

COTELCO shall take disciplinary action against employees who repeatedly or intentionally fail to follow this CODE OF CONDUCT. Disciplinary actions will vary depending on the violation.

Possible consequences include:

- Reprimand.
- Suspension of employment for a maximum period of thirty (30) days or termination for more serious offenses.
- Detraction of benefits for a definite or indefinite time.

We may take legal action in cases of corruption, theft, embezzlement or other unlawful behavior.



GODOFREDO B. HOMEZ, ME, MBA
General Manager

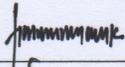
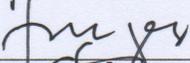
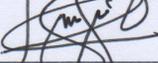
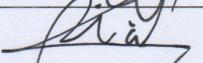
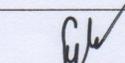
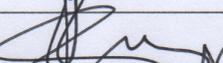
ATTACHMENT 1 TO THE CODE OF CONDUCT
BEHAVIORS CONSTITUTING SEXUAL EXPLOITATION AND ABUSE (SEA) AND
BEHAVIORS CONSTITUTING SEXUAL HARASSMENT (SH)

The following non-exhaustive list is intended to illustrate types of prohibited behaviors.

- (1) **Examples of sexual exploitation and abuse** include, but are not limited to:
- Personnel tells a member of the community that he/she can get them jobs related to the work site (e.g. cooking and cleaning) in exchange for sex.
 - Personnel that is connecting electricity input to households says that he can connect women headed households to the grid in exchange for sex.
 - Personnel rapes, or otherwise sexually assaults a member of the community.
 - Personnel denies a person access to the Site unless he/she performs a sexual favor.
 - Personnel tells a person applying for employment that he/she will only hire him/her if he/she has sex with him/her.
- (2) **Examples of sexual harassment in a work context**
- Personnel comment on the appearance of another Personnel (either positive or negative) and sexual desirability.
 - Personnel complains about comments made by another Personnel on his/her appearance, the other Personnel comment that he/she is "asking for it" because of how he/she dresses.
 - Unwelcome touching of a Personnel by another Personnel.
 - Personnel tells another Personnel that he/she will get him/her a salary raise, or promotion if he/she sends him/her naked photographs of himself/herself

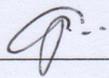
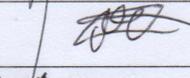
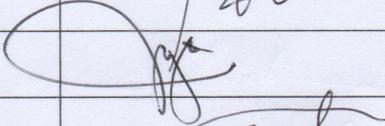
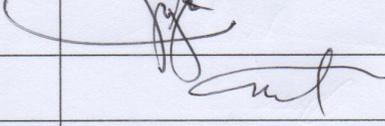
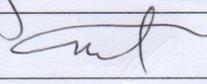
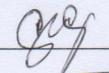
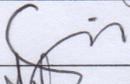
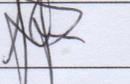
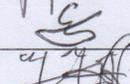
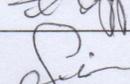
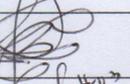
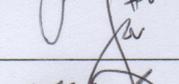
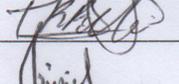
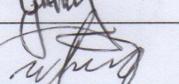
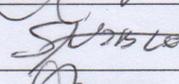
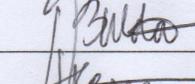
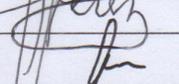
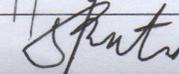
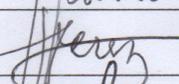
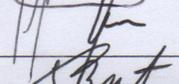
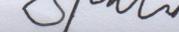
I hereby acknowledge that I have read the Code of Conduct for Personnel of the COTELCO ASEP-PVM Window 2 Subproject, agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to issues relating to environmental, social, health and safety, gender based violence, sexual exploitation/abuse, harassment and discrimination. I understand that any action inconsistent with this Code of Conduct or failure to act as mandated by this Code of Conduct may result in disciplinary action and may affect my ongoing employment.

COTELCO – SBU

| NAME OF PERSONNEL | SIGNATURE | DATE SIGNED |
|--------------------------|--|-------------|
| PETER DWIGHT L. SORROSA |  | |
| CRESMASITA L. GOLOSINO |  | 8-6-21 |
| ALLAN ROY A. SORIANO |  | 8-4-21 |
| BASILIO C. TAMBALONG JR. |  | 8-4-21 |
| JOHN LESTER M. ORIONDO |  | 8-4-21 |
| ALLAN Q. AMUALLA |  | 8-6-21 |
| RICHARD F. MA |  | 8-6-21 |
| ALBEN JOSHUA Y. LU |  | 8-6-21 |
| RICHARD B. MENDOZA |  | 8-6-21 |
| RM B. DESAMPARADO |  | 8-6-21 |
| MARC EDWARD S. NARCA |  | 8-4-21 |

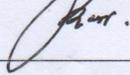
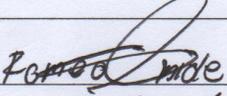
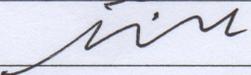
I hereby acknowledge that I have read the Code of Conduct for Personnel of the COTELCO ASEP-PVM Window 2 Subproject, agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to issues relating to environmental, social, health and safety, gender based violence, sexual exploitation/abuse, harassment and discrimination. I understand that any action inconsistent with this Code of Conduct or failure to act as mandated by this Code of Conduct may result in disciplinary action and may affect my ongoing employment.

COTELCO - INSTALLER:

| NAME OF PERSONNEL | SIGNATURE | DATE SIGNED |
|---------------------|--|-------------|
| GOMER PARON |  | 8-12-21 |
| RYAN JAY SAGUCOM |  | 08-12-21 |
| GIL PARON |  | 08-12-21 |
| JOHNY CHUA |  | 08-12-21 |
| EDGAR MANLATAS, JR. |  | 08-12-21 |
| CAMELO LOBERIZA |  | 08-12-21 |
| REGIE ANTONIO |  | 08-12-21 |
| JUNE PRIME BALILING |  | 08-12-21 |
| JIMMY MENDOZA, JR. |  | 08-12-21 |
| NORMAN GUACHE |  | 08-12-21 |
| SONNY EMAS |  | 08-12-21 |
| ADELINO GREGORIO |  | 08-12-21 |
| JEHAN PIMENTEL |  | 08-12-21 |
| JESSER LUMUAG |  | 08-12-21 |
| JOHN RICK CEJUELA |  | 08-12-21 |
| FREDERICK RILLO |  | 08-12-21 |
| JUNREY PIMENTEL |  | 08-12-21 |
| WELITO CHUA |  | 08-12-21 |
| SALVADOR NOBLEZA |  | 08-12-21 |
| REY MARK BULDA |  | 08-12-21 |
| HARRY PEREZ |  | 08-11-21 |
| KAISER JALIPA |  | 08-11-21 |
| ROMMEL TUBAL |  | 08-11-21 |

I hereby acknowledge that I have read the Code of Conduct for Personnel of the COTELCO ASEP-PVM Window 2 Subproject, agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to issues relating to environmental, social, health and safety, gender based violence, sexual exploitation/abuse, harassment and discrimination. I understand that any action inconsistent with this Code of Conduct or failure to act as mandated by this Code of Conduct may result in disciplinary action and may affect my ongoing employment.

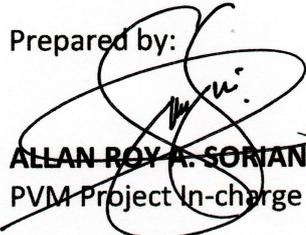
INSTALLER - INSTALLER:

| NAME OF PERSONNEL | SIGNATURE | DATE SIGNED |
|----------------------|---|-------------|
| ALMANZUR ABUBAKAR |  | 08-11-21 |
| ABDULRAHMAN ABUBAKAR |  | 08-11-21 |
| ARNEL BAGNOL |  | 08-11-21 |
| ROMEO MIOLE |  | 08-11-21 |
| JALIL MALABUT |  | 08-11-21 |

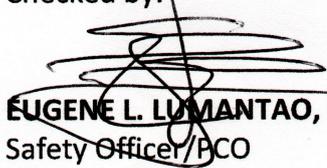
MONITORING PLAN
COTELCO PV Mainstreaming Program - Window 2

| Project Phase | Parameter to Monitor | Standards | Frequency of Monitoring | Location | Responsibility |
|----------------------------|--------------------------------|---|--|--|-------------------------------------|
| Installation and Operation | Occupational Health and Safety | Face masks/shields as well as appropriate personal protective equipment for job hazards are provided to project workers | Prior to conduct of field work | SHS Office/ Site Location | COTELCO Safety Officer |
| | Grievance/ Complaints | Valid project-related complaints received by COTELCO are resolved within 15 days | Weekly | COTELCO Office | COTELCO's Grievance Officer |
| Operation | Hazardous wastes | All used Li-ion batteries/ damaged solar panels/ solar home system components are collected, stored, recorded and disposed of/recycled in accordance with environmental regulations | Quarterly (for storage) Yearly (for disposal) | COTELCO's Hazardous Waste Storage Facility, COTELCO compound | COTELCO's Pollution Control Officer |
| | Solid Waste Disposal | Polyurethane foam and plastic packaging of SHS units are disposed of properly by beneficiaries and do not end up on the canals/ water bodies | Random Inspection | SHS Sites | COTELCO SBU PVM Project-in-charge |

Prepared by:


ALLAN ROY A. SORIANO, EcE
PVM Project In-charge

Checked by:


EUGENE L. LUMANTAO, CE
Safety Officer/PCO

Approved by:


GODOFREDO B. HOMEZ, ME, MBA
General Manager

MITIGATION COST
COTELCO PV Mainstreaming Program - Window 2.

For the Year 2021

| ASPECT | | MITIGATION ACTION | COST (PhP) | RESPONSIBILITY |
|--------------------|---------------------------------------|---|--|--------------------------|
| 1 | Hazardous Wastes Storage and Disposal | Collection, storage and disposal of hazardous wastes in accordance with regulations: <ul style="list-style-type: none"> • Construction of Hazardous Waste Storage Facility • Collection and storage of defective solar panel/SHS components (covered by manufacturer's warranty) to be returned to supplier for replacement* • Registration of COTELCO with the DENR as Hazardous Waste Generator | 200,000.00 200,000.00 1,200.00 | COTELCO's PCO |
| 2 | Occupational Health and Safety | Compliance with DOH and local health protocols during household profiling, SHS installation and maintenance activities <ul style="list-style-type: none"> • Provision of face masks, face shield to COTELCO's PVM workers Compliance with OSH regulations during SHS installation/maintenance activities <ul style="list-style-type: none"> • Provision of required PPEs • OSH orientation of COTELCO technicians/ contractor's workers | 20,000.00 40,000.00 20,000.00 | COTELCO's Safety Officer |
| Grand Total | | | 481,200.00 | |

* Used batteries may be generated only by 2022. Budget for disposal of used batteries will be allocated for 2023.

Prepared by:

ALLAN ROY A. SORIANO, EcE
 PVM- Project In charge

Checked by:

EUGENE L. LUMATAO, CE
 PCO

Approved by:

GODOFREDO B. HOMEZ, ME, MBA
 General Manager