ID	Aspect / Impact	Mitigation / Management Measure	Performance Indicator	Responsibility	Timing / Frequency	Monitoring / Verification Method	Status	Remarks
ESHSMP-01	Dust generation during construction	Regular water spraying along internal roads; cover trucks transporting loose material.	No visible dust plumes; daily spraying logs available.	EPC Contractor / Site Supervisor	Construction – daily, as required	Inspection logs; photo documentation	Not started	
ESHSMP-02	Solid and hazardous waste	Segregate domestic and hazardous waste; store hazardous waste in sealed containers; contract licensed disposal.	Proper segregation and labeling; no uncontrolled disposal.	EPC Contractor / O&M	Construction and operation – continuous	Inspection checklist; disposal receipts	Not started	
ESHSMP-03	Noise and vibration	Maintain equipment; restrict noisy work to daylight hours; provide PPE to workers.	Noise 55 dB(A) day / 45 dB(A) night at receptors.	EPC Contractor	Construction – weekly monitoring	Sound level meter; villagers interviews	Not started	
ESHSMP-04	Surface water and drainage	Construct sediment traps (construction) and energy-dissipation apron (construction and operation); monitor water quality downstream.	Limited erosion or sedimentation downstream; acceptable TSS levels.	EPC Contractor/ Operator	Construction – quarterly; Operation - after main precipitation events	Inspection reports; water sampling results	Not started	
ESHSMP-05	Biodiversity disturbance	Restrict clearing to demarcated areas; maintain buffer along seasonal pond; minimize night lighting.	No unauthorized clearing; light shields installed.	EPC Contractor	Pre-construction & construction. Night lighting minimization maintained during operation	Ecological inspection; site supervision	Not started	
ESHSMP-06	Grazing restriction	Implement livelihood support including groundwater fed fodder plots and community livestock support.	Maintained or improved income levels for affected households.	Owner / Social Specialist	Pre-construction to 1 year post-operation	Socioeconomic monitoring; household survey	Not started	
ESHSMP-07	Community health & safety	Implement Traffic Management Plan and community awareness campaigns; maintain fencing and signage.	Zero community accidents; fencing intact.	EPC Contractor / CLO	Construction – continuous	Incident logs; CLO reports	Not started	
ESHSMP-08	Labor and working conditions	Apply LMP and contractor Code of Conduct; implement worker GRM; provide adequate camp facilities (if required).	No major labor grievance unresolved >30 days; inspection compliance.	Owner / EPC / HR	Construction and operation – monthly	Labor audit reports; grievance database	Not started	
ESHSMP-09	GBV / SEA-SH risk	Mandatory GBV/SEA-SH awareness; enforce Code of Conduct; gender-sensitive GRM.	All workers trained; no substantiated GBV incidents.	Owner / CLO / Contractor HR	Pre-construction and continuous	Training records; GRM tracking	Not started	
ESHSMP-10	Emergency preparedness / BESS fire	Install automatic suppression; maintain EPRP; conduct periodic drills.	Fire drills conducted; emergency equipment functional.	Owner / O&M / Fire Safety Officer	Operation – annual drills	Drill records; inspection checklist	Not started	
ESHSMP-11	Occupational Health & Safety	Provide PPE; enforce safety protocols; conduct daily toolbox talks.	Zero fatal accidents; incident rate <1/200,000 hrs.	EPC Contractor / OHS Officer	Construction – continuous	Incident reports; PPE logbooks	Not started	
ESHSMP-12	Community engagement	Maintain SEP; hold regular meetings; publish grievance summary.	Minutes of meetings; GRM functioning.	Owner / CLO	All phases – quarterly (construction); annual (operation)	Meeting minutes; stakeholder feedback	Not started	
ESHSMP-13	Training and capacity building	Conduct induction and refresher training on E&S, OHS, GBV, and emergency response.	100% worker participation; training attendance logs.	Owner / EPC / HR	Pre-construction and annual refreshers	Training attendance sheets	Not started	
ESHSMP-14	Cultural heritage chance finds	Implement Chance Finds Procedure; stop work and notify authorities if artifacts found.	Incidents recorded and reported per procedure.	EPC Contractor	Construction – as required	Incident reports; authority confirmation	Not started	