



YEKA GES 3 VE 4 Güneş Enerjisi Yatırımları A.Ş., Türkiye

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Community Development Plan

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TABLE OF CONTENTS

1	INTRODUCTION	5
1.1	Scope	5
1.2	Objective.....	6
1.3	Abbreviations	6
2	REFERENCE AND LEGAL REQUIREMENTS	6
2.1	International Requirements	6
2.2	National Requirements.....	7
2.3	Kalyon Enerji's Corporate Policies and Approach.....	7
2.3.1	Environmental and Climate Change Policy.....	7
2.3.2	Occupational Health and Safety Policy	8
2.3.3	Social Impact and Human Rights Policy	9
3	ORGANIZATONAL STRUCTURE	11
3.1	Project Implementation Organization Chart	11
3.2	Roles and Responsibilities	11
4	SUMMARY OF SOCIOECONOMIC BASELINE CONDITIONS	14
4.1	Population and Demography.....	14
4.2	Economy and Employment.....	15
4.3	Land Use	16
4.4	Education.....	16
4.5	Health	17
4.6	Infrastructure	18
5	BASIC COMPONENTS OF COMMUNITY DEVELOPMENT	23
5.1	Local Employment Opportunities	23
5.2	Local Procurement Opportunities	24
5.3	Special Assistance for Communities	24
5.4	Pasture Reclamation.....	24
5.5	Animal Husbandry	24
5.6	Beekeeping	24
5.7	Agriculture	25
5.8	Infrastructure and Services.....	25
5.9	Impact Hub	26
5.10	Training Programs	26
6	COMMUNITY DEVELOPMENT PPOGRAMME	26
6.1	General Approach.....	29

6.2	Stakeholder Map	29
7	ROLES AND RESPONSIBILITIES	31
8	COMMUNICATION AND REPORTING	34
8.1	Monitoring Activities	34
8.2	KEY PERFORMANCE INDICATORS	36
9	INSPECTIONS & AUDITS & REVIEW	36
10	REPORTING	37

1 INTRODUCTION

This Community Development Plan (CDP) represents community investment programmes for G3-Gaziantep-1-1, 2-1, 3-1 Solar Power Plant Project (“the Project”) located in Şahinbey District of Gaziantep Province. The aim of the Plan is to provide future community development and investment activities that will be implemented and/or assisted by Kalyon Enerji in the local Project impact area including the villages of Çörekli, Gülpınar, Kürüm, Ozanlı and Ufacık.

The Company is planning to support rural infrastructure and development projects in nearby communities to promote community development in the nearby communities, to have developed partners for long term cooperation (provincial and district governorships, municipalities, Special Provincial Administration of Gaziantep etc.), enhance local capacities and use their human capital at best.

Kalyon Enerji is planning to adopt a strategic approach for the provision of the sustainable development in the local communities including the capacity building trainings, vocational trainings and internships, rural development projects to support animal husbandry, agricultural production and irrigation supports.

The development targets at the local level are determined by ongoing consultation with the local communities in compliance with the needs at the local level. Kalyon Enerji will continue work closely with partner organization to jointly design and implement projects.

Brief Project Description

G3-Gaziantep-1-1, 2-1, 3-1 Solar Power Plant Project will have a total capacity of 65 MWp /50 MWe and will be located in Gaziantep Province, Şahinbey District, Kürüm Neighbourhood in Türkiye. The Project is developed by Kalyon Enerji Yatırımları A.Ş., a company experienced in the development of Solar Power Plants (SPP). Once the Solar Power Plant is put into operation, it is planned to produce 50 MWe of electricity annually, and the electricity produced will be connected to the national grid planned by TEİAŞ independently of the Project and passing through the Project site, and no new energy transmission line (ETL) is planned for the Project. The project was approved by the Ministry of Energy and Natural Resources, General Directorate of Energy Affairs published in the Official Gazette dated 03/07/2020 and numbered 31174; Solar Energy Based May, 2023 Competition Announcement for the Allocation of Renewable Energy Resource Areas and Connection Capacities.

G3-Gaziantep-1-1, 2-1, 3-1 Solar Power Plant Project (“the Project”) having a capacity of 65 MWp /50 MWe, is planned by Kalyon Enerji Yatırımları A.Ş. (“Kalyon Enerji”) and this Project will be developed and constructed by Kalyon YEKA GES 3 ve 4 Güneş Enerjisi Yatırımları A.Ş (“Client”), a subsidiary of Kalyon Enerji. The Project will be located in Gaziantep Province, in the Şahinbey District, Kürüm neighbourhood in Türkiye. Once the Solar Power Plant is put into operation, it is planned to produce 50 MWe of electricity annually, and the electricity produced will be connected to the Şahinbey Substation via 154 kV OHTL.

1.1 Scope

The CDP is driven by the understanding that communities will continue to live in the area after the decommissioning phase of the Project and takes a full lifecycle approach of the Project. The CDP addresses community development activities and projects that have been completed or are currently being carried out and provides a preliminary indication of potential future initiatives and projects starting in 2023.

It has been assumed that proposed CDP activities will be realized and completed in five years starting from the Q1 of 2024. According to the community needs during the lifecycle of the Project, new community development projects can be announced and this plan will be revised accordingly.

In this regard, Kalyon Enerji intends to motivate the local communities to consider the long term when formulating their development plans in order to achieve sustainability after the Project activity has ended.

1.2 Objective

The purpose of this development plan is to;

- Restore livelihoods of the Project affected people, users of the pasture lands lost/reduced as a result of the establishment of the Project.
- Provide local socioeconomic development,

The plan includes support programmes, capacity building trainings, skill development, vocational trainings with the assistance Kalyon Enerji, local authorities and academic institutions.

Following the implementation of the community development projects and internal monitoring processes of the CDP, the success of the implemented Projects and the outputs will be monitored. According to the outputs of the external monitoring process, new projects can be developed in compliance with the needs of the local communities.

1.3 Abbreviations

Abbreviation	Definition
Client	YEKA GES 3 ve 4 Güneş Enerjisi Yatırımları A.Ş.
EHSS	Environment, Health, Safety, and Social
EPC	Engineering, Procurement, and Construction
E&S	Environmental and Social
ESIA	Environmental and Social Impact Assessment
GRM	Grievance Redress Mechanism
HR	Human Resources
H&S	Health and Safety
IFC	International Finance Corporation
Kalyon Enerji	Kalyon Enerji Yatırımları A.Ş.
KPI	Key Performance Indicator
OHTL	Overhead Transmission Line
Project	G3-Gaziantep-1-1, 2-1, 3-1 Solar Power Plant Project

2 REFERENCE AND LEGAL REQUIREMENTS

2.1 International Requirements

According to the IFC Performance Standards, “community development programmes are programmes to promote sustainable economic growth, environmental protection, education, skills building and the health and welfare of people who live near or are affected by a company’s operations”. Community development programmes are planned to contribute to maintaining a social licence to operate. The IFC handbooks ‘Investing in People: Sustaining Communities through Improved Business Practice’ and ‘Strategic Community Investment: A Good Practice Handbook’ embody additional practical advice to companies on developing corporate community development programmes.

2.2 National Requirements

There are no specific national requirements directly related to community development of the Projects to the communities located in the area of influence of the Project site.

2.3 Kalyon Enerji's Corporate Policies and Approach

Kalyon Enerji has developed a series of corporate policies in order to support sustainable development in the regions where the Company has operations. These include both corporate policies and the Project specific management plans. Corporate policies include; Environmental and Social Policy, Occupational Health and Safety Policy, and Human Rights Policy.

Project-specific management plans are Stakeholder Engagement Plan which overlaps with the community development plan.

2.3.1 Environmental and Climate Change Policy

Kalyon Energy Investments Inc is an energy company that satisfies the energy requirements of our country from renewable energy resources and continues its investments in this context with a competitive and dynamic structure.

Kalyon Enerji develops practices in this direction at every stage of its activities with a sense of responsibility focused on "Environment and Climate Change" and plays an inclusive role in the sector so that all its stakeholders, including the supply chain, determine their strategies with the same understanding and sensitivity.

Our main target is realizing all investments by using "Good International Industry Practices" and most up-to-date technology with the main focus and sensitivity on ecological factors and climate change.

The basic elements of our Environment and Climate Change approaches are:

- Offsetting Greenhouse Gas Emissions
- Climate Change-Focused Design and Site Selection
- Waste Management Hierarchy Compatible with Circular Economy Principles
- Nature-Based Solutions

In this context, Kalyon Enerji undertakes and declares this document as its Environment and Climate Change Policy, where at all projects and investments Kalyon Enerji commits:

- To work with the strategy of complying with and contributing to commitments accepted at the global and national level,
- Reducing the environmental impacts that may occur from its activities and protecting the ecosystem components,
- To determine the effects and mitigation measures, and to make plans accordingly, by taking into account the requirements of national and international environmental and climate change legislation, company policies and procedures in all its activities,
- Natural resources will be used sustainably throughout the life cycle of its activities,
- To ensure reuse, recovery/recycling, and disposal in compliance with the waste management hierarchy and zero waste targets to prevent and reduce the environmental impact of hazardous and non-hazardous wastes that may occur from its activities,
- Ensuring biodiversity and ecosystem services management, to conduct construction of its investments in parallel

with the needs of humans and nature whereas conserving the populations of species,

- To be aware of climate change and required mitigation measures in parallel with “Sustainable Development Goals” by reducing greenhouse gas emissions that may occur from its activities,
- To develop effective design and site selection mechanisms by taking into account the effects of climate change in its investments,
- To provide resources and infrastructure to be used to reduce greenhouse gas emissions and carry out climate change adaptation activities and increase these resources and infrastructure where necessary,
- To ensure establishing a cooperation mechanism for the active participation of all stakeholders in the activities carried out within the scope of climate change,
- To develop the environment and climate change policy with a dynamic understanding within the scope of globally developing and changing legislation.

2.3.2 Occupational Health and Safety Policy

Kalyon Energy Investments Inc., which has a say in the field of Renewable Energy, continues its activities with the goal of "Zero accident" by prioritizing an up-to-date and sustainable Occupational Health and Safety strategy for its employees, who are its most important value and resource, and all parties and stakeholders with which it interacts.

Within the scope of the Occupational Health and Safety Management Strategy, we know and sincerely believe in the importance of the visible leadership and commitment of the Management to provide a safe working environment for its employees in all our investments and to ensure that the Occupational Health and Safety Company culture reaches the level of "Generative" OHS Culture.

The basic elements of our risk-based and preventive “Occupational Health and Safety Management Strategy” are:

- Occupational hygiene
- Employee safety
- Stakeholder safety
- Road safety
- Operations and Process Safety.

In this context, Kalyon Enerji undertakes and declares this document as its Occupational Health and Safety Policy, where at all projects and investments Kalyon Enerji commits:

- To prevent incidents/accidents and occupational diseases that may occur in our facilities and all new investments,
- To comply with all national and international legislation with an integrated and systematic Occupational Health and Safety Management System approach,
- It is the “Right to Stop Working” following the determination of the unsafe or unhealthy working conditions of the employees,
- To eliminate our high-risk activities in our areas of activity within the framework of the Risk Control Hierarchy or to reduce them to a manageable level,
- To follow the current developments in the field of Occupational Health and Safety, to implement the best practices in our activities and to take a leadership role in this regard,

- To improve our Occupational Health and Safety performance and to share it transparently,
- To increase the awareness of our employees, their families, suppliers, visitors, local people, stakeholders and official authorities on the subject and to promote occupational health and safety awareness through continuous training, awareness raising and effective communication activities.

2.3.3 Social Impact and Human Rights Policy

Social Impact and Human Rights Policy is a fundamental part of Kalyon Energy's strategic commitment to sustainable development. Our sustainability approach is based on effective environmental, social and governance practices and developed with the principle of transparency.

Kalyon Energy's Social Impact and Human Rights Policy takes the development and requirements of national and international good practices as the main reference. Our practices in line with our policy aim to take our performance to the next level in order to achieve our goals.

The Key Elements of Our Social Impact and Human Rights Policy Approaches are expressed under the following main aspects:

- Social Impact Management and Development
- Diversity, Equality and Inclusion
- Respect for Human Rights
- Code of Conduct and Anti-Corruption
- Supply Chain Management

In this context, Kalyon Energy commit and declare this document as our Social Impact and Human Rights Policy.

- To establish a sustainable management system and to address the risks and impacts in all its investments and subsidiaries,
- To set targets to prevent and minimize risks and impacts and, where significant residual impact remain, to compensate or offset such impacts,
- To identify vulnerable persons and people and to develop specific measures for them to address their sensitivities,
- To disclose the relevant information in all our investments and subsidiaries and to ensure the participation of the stakeholders,
- To manage social risks effectively throughout the life cycle of our investments,
- To provide a uniform grievance redress mechanism for the handling of concerns and complaints arising in connection with our activities and to address concerns and complaints within specified processes,
- To ensure that our employees and all stakeholders affected by our activities have access to the grievance redress mechanism,
- Within the framework of the principle of inclusivity, to adopt the idea that all people, including disadvantaged persons, have access to services and benefits such as education, health, social protection, infrastructure, energy, employment, financial services and to promote equality and non-discrimination,
- To admit the diversity of our employees and stakeholders, including their talents, attitudes, perspectives, strengths, and skills, as the determining element of our success,

- Within the framework of the principle of equality, to create a workplace where everyone is valued, differences are respected and equal opportunities and equal treatment are provided to everyone,
- To ensure that there is no prejudice or discrimination against the individuals or communities affected by our investments and that special attention is paid to local communities and disadvantaged or vulnerable persons, in particular where adverse effects may arise or development benefits are to be shared,
- To maximize stakeholder engagement through enhanced consultation, engagement, and accountability,
- To comply with national and international EHSS regulations and standards in our activities,
- To comply with national and international regulations and standards for the protection of personal data and to respect private life,
- To prevent child labor and all forms of forced or compulsory labor,
- To ensure freedom of association and the right to collective bargaining and the payment of fair wages that enable employees to meet their basic needs,
- To ensure that all our employees work in healthy, safe, and respectful conditions for their rights and dignity,
- To respect the right to freedom of travel,
- To treat all employees fairly and not to discriminate on any ground regardless of ethnicity, nationality, religion, age, gender, and disability,
- To respect the rights of people in communities that may be affected by our activities, including minorities, migrants, and other vulnerable groups,
- Not to retaliate in our practices and to ensure that all individuals can legally exercise their right to freedom of expression, association, peaceful protest, or assembly within the framework of human rights,
- To agree contractually agreements with our contractors and suppliers within nationally and internationally accepted frameworks,
- To ensure that our employees work in a consistent set of standards specified in our code of conduct, which is part of their employment contracts,
- To take safe and ethical decisions with our employment contracts and code of conduct, to act responsibly and to comply with national and international legislation,
- Not to be involved in any kind of bribery or corruption with our company rules and policies,
- To apply the relevant sanctions against the attitudes and behaviors targeting fundamental rights and freedoms inside or outside the workplace,
- To develop relations with suppliers who adhere to our code of conduct in our supply chain process and act in accordance with these rules,
- To monitor supply chance processes as part of the monitoring process, in all our investments and subsidiaries,
- To encourage our primary suppliers to take steps to prevent or correct nonconformities.

3 ORGANIZATONAL STRUCTURE

3.1 Project Implementation Organization Chart

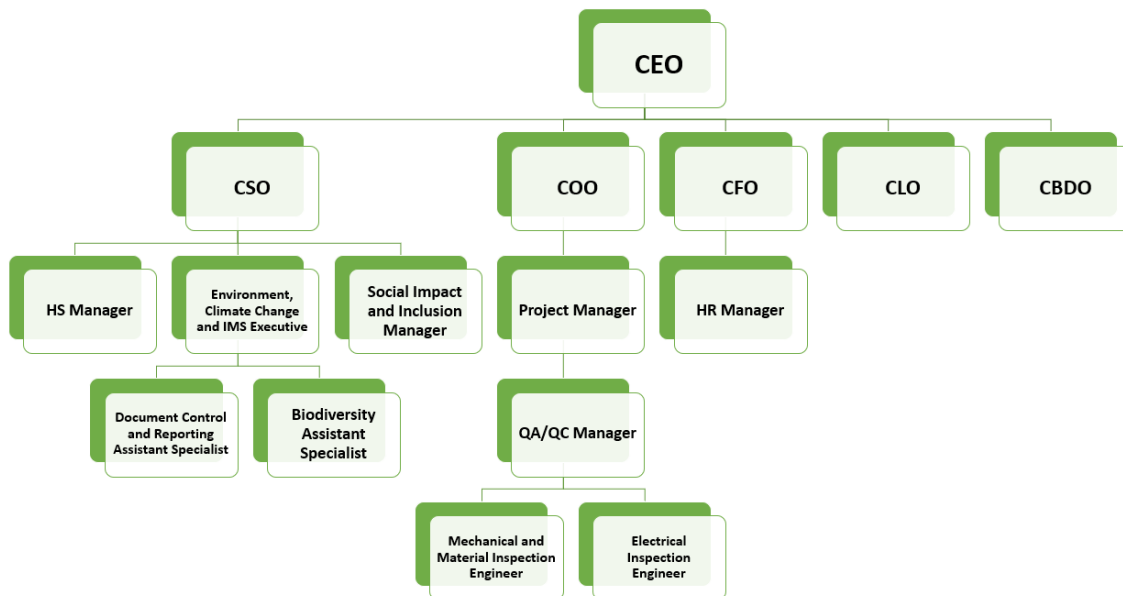


Figure 1: Organization Structure of the Kalyon Enerji

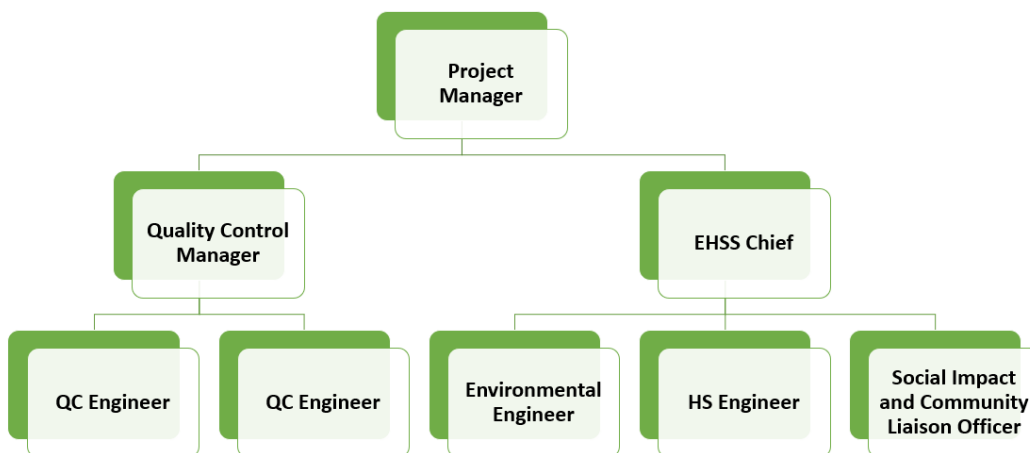


Figure 2: Organization Structure of the EPC

3.2 Roles and Responsibilities

General roles and responsibilities for the implementation of this Plan are provided in the table below. The roles and responsibilities for the implementation of this management plan will be revised according to the changes in the organization structure of the Client.

Table 1: Roles and Responsibilities

Roles	Responsibilities
Kalyon Enerji Chief Sustainability Officer	Approval of this Plan. Ensure adequate resources are provided with respect to sustainability requirements.
Kalyon Enerji Chief Operation Officer	Ensures implementation of this Plan at the Project level. Ensure adequate resources are provided with respect to Project requirements.
Kalyon Enerji Project Manager	Ensure that this Plan is compliant with the national, international requirements and the Project's applicable standards. Monitor the E&S performance of the Plan at the Project level
Kalyon Enerji Social Impact and Inclusion Manager	Responsible for the corporate communication strategy for stakeholders, attends meetings with the stakeholders if required, and ensures compliance with the Stakeholder Engagement Plan. Manage, improve, monitor and update this Plan. Ensure technical support is provided to EPC and its sub-contractor for implementation of the Plan. Ensure Stakeholder Engagement and GRM are understood by all employees. Ensure the execution of the outsourced (contracted) activities in their responsibility areas pursuant to this plan and depending on plans/procedures. Ensure that training related to this Plan is organized and employees on each level and tasks are trained on this Plan. Conduct/organize periodic audits.
Kalyon Enerji HS Manager	Ensure health and safety practices are implemented, by workers and EPC and its sub-contractors.
Kalyon Enerji Environment, Climate Change, and IMS Executive	Ensure environmental and biodiversity practices are implemented by workers and EPC and its sub-contractors.
EPC Project Manager	Ensure adequate resources are provided for implementation of this Plan Ensure that this Plan is compliant with the national, international requirements and the Project's applicable standards. Appoint a responsible person/s for activities defined in this Plan.
EPC EHSS Department	Ensure this plan is implemented according to the Project standards. Record Key Performance Indicators (KPI), non-compliances, propose corrective actions (if required) and follow-up of the actions. Ensure all relevant topics followed are reported to Kalyon Enerji Obtain data from sub-contractors regarding activities defined in this Plan. Organize trainings related to this Plan. Conduct periodic internal audits. Obtain the appropriate permits or permission from the local or national authorities prior to initiating activities (if required). Conduct periodical site visits/audits. Ensure site activities are implemented according to applicable H&S requirements. Engage and inform local communities with respect to Project implementations that would impact on them and assist in delivering the Stakeholder Engagement activities.

Roles	Responsibilities
	Keep in constant contact with nearby settlements and ensure that grievances, if any, are recorded, resolved in a timely and appropriate manner in collaboration with human resource/personnel affairs and corporate communication teams.
EPC Personnel Affairs Chief	<p>Maintain HR records.</p> <p>Process HR transactions.</p> <p>Regulatory compliance related to recruitment, employment and training.</p> <p>Report to government and other bodies on compliance with commitments and on other occasions as required by legislation.</p> <p>Organize the trainings related to this procedure for the personnel they are responsible for this Plan.</p> <p>Develop internal audit check list, perform regular inspections/audits, maintain records and report back to Kalyon Enerji on the outcomes of the inspections/audits</p>
Community Officers	<p>Liaison</p> <p>Review the Grievance tracking system weekly</p> <p>Prepare monthly reports on the grievances and the stakeholder engagement activities monthly</p> <p>Report to E&S Manager</p> <p>Work in cooperation with other departments to determine targets for Environmental, Social, health and safety issues</p> <p>Keeping the record of the grievances in the Request and Grievance Register with details (raised by who, date, status (open, awaiting or closed) etc.)</p> <p>Supporting E&S Manager on the first evaluation of the relevance of grievances collected</p> <p>Ensure all complainants are informed within one week, and complaints are resolved within one month</p> <p>Provide regular reporting back to the community on the community grievances</p> <p>Record all formal and informal engagement activities with local communities in the stakeholder management system</p> <p>Keep records of the types of leaflets, brochures, newsletters prepared and distributed, by location and this detail will be inserted into stakeholder engagement quarterly reports</p> <p>Monitor and record the social responsibility activities carried out in the scope of the Project, and these records will be inserted into stakeholder engagement quarterly reports</p> <p>Being in contact with stakeholder meetings to collect the responses to grievances actively</p>
Security	<p>Control incoming and outgoing traffic at all times.</p> <p>Report all security issues to the EHSS Chief</p> <p>Involve in the investigation team for the investigation of the security incidents.</p> <p>Propose and implement necessary new security measures as needed in cases such as changed circumstances or other threat perceptions.</p> <p>Ensure all mitigation measures and management controls are implemented properly.</p> <p>Ensure that only properly trained and qualified security personnel are employed.</p> <p>Ensure that visitors and delivery vehicle drivers are aware of site rules, restrictions and safety considerations.</p>
Sub-contractors	<p>Develop its own procedure to fully implement this Plan.</p> <p>Ensure compliance with Project standards and contractual agreements.</p> <p>Ensure related non-compliances are recorded and responded to immediately.</p> <p>Conduct internal audits and record identified incompliances.</p>

Roles	Responsibilities
	<p>Provide related trainings.</p> <p>Appoint a responsible person for activities defined in this Plan.</p> <p>Provide staff, equipment and material for the implementation of measures defined in this Plan.</p> <p>Ensure activities defined in this Plan are documented in the periodic HSSE review and incident reports.</p>
All Employees	<p>Participate in the trainings.</p> <p>Ensure compliance with measures defined in this Plan.</p>

4 SUMMARY OF SOCIOECONOMIC BASELINE CONDITIONS

Community investment and development need to be planned and undertaken based on a thorough understanding of existing community conditions and issues, social risks related to the Project, and community development needs and aspirations. These will be captured through periodic collection of data on communities, periodic risk assessment, ongoing stakeholder engagement activities, and assessment of community investment and development programs and projects.

A social impact assessment was conducted by WSP in June 2023. As part of the assessment process WSP undertook a baseline study of the local communities. According to the outputs of the social field surveys, the summary of the social baseline as follows,

4.1 Population and Demography

The Project is located in Şahinbey district which has a land size of 96,034,17 hectares. The total population of Şahinbey is 941,055, among the total population there are 467,801 women and 473,254 men resides within the borders of the district. The population of the district has increased continuously in the last 5 years. The most recent population data is for 2022. Gaziantep was one of the provinces most affected by the 7.8 and 7.5 earthquakes that occurred in Turkey on 6 February 2023. Therefore, the current population may change due to the earthquake.

Çörekli

The population of Çörekli village is 30 people and there are 10 households permanently residing in the village. At least 18 more households come in the summer season and the population of the village increases to approximately 100 people. Seasonal population increase occurs in the summer season. People come to the village for holiday purposes in the summer season. It was stated that there has been no change in the population of the village in the last 5 years. Considering the age distribution of the population, the majority of the population is over 65 years old.

Gülpınar

There are 130 households permanently residing in Gülpınar village and the population is 700 people. At least 30 more households come in the summer season and the population of the village increases to approximately 150 people. People come to stay in the village houses in the summer, so the population of the village increases in the summer season. The population of the village has increased in the last 5 years. People whose houses in the city centre were affected by the earthquake migrated to the village. Compared to other age groups, the majority of the population is between 40-55 years of age.

Kürüm

There are 40 households permanently residing in Kürüm village and the total population of the village is 100. Kürüm village is one of the villages most affected by the earthquake. While the population of the village was 300 people before the earthquake, it is now 100 people. Since the houses were heavily damaged, people had to migrate from the village. Since the barns were also damaged due to the earthquake, animal husbandry was also affected. The decrease in animal husbandry has been one of the reasons for people to migrate.

Ozanlı

There are 55 households permanently residing in Ozanlı village and the population is 160 people. At least 50 more households come in the summer season and the population of the village increases to approximately 300 people. People come to stay in the village houses in the summer, so the population of the village increases in the summer season. Although the population of the village increased after the earthquake and pandemic, the village population has decreased in the last 5 years.

Ufacık

There are 35 households permanently residing in Ufacık village and the population is 150 people. At least 50 more households come in the summer season. The population of the village increases in the summer season. The population of the village has declined in the last 5 years. The young population in the village migrates from the village.

4.2 Economy and Employment

Gaziantep is the most developed province of Southeastern Anatolia. 40% of its income is obtained from agriculture and 25% from industry. 60% of the active population works in agriculture. The economy of Şahinbey district is based on small industry. There is a very small industry in the district, especially in the field of food, weaving and cleaning products.

Çörekli

The main sources of income in Çörekli village are retirement pension, agricultural production and animal husbandry. In Çörekli, most people live on retirement pension. There are also 7 refugees in Çörekli, who also work as daily agricultural workers. According to the information obtained from the mukhtar interviews, there is no unemployment in the village. The main agricultural products grown in the village are olives and pistachios.

Animal husbandry is also carried out in the village, mostly sheep and goat breeding. The average household income in the village is 10,000 TRY. It is stated that no change in job opportunities in the last 5 years.

Gülpınar

The main sources of income in Gülpınar village are agricultural production, animal husbandry and retirement pensions. In Gülpınar, animal husbandry is the primary income source and sheep and goat breeding is dominant. According to mukhtar interviews, the unemployment rate in the village is 2.3 %.

It is stated that there is no change in the job opportunities in Gülpınar village. The main agricultural products in the village are wheat, barley, lentil and chickpea. The average household income in the village is between 10,000 TRY and 15,000 TRY. They stated that there is no change in the average household income in the last 5 years.

Kürüm

The main sources of income in Kürüm village are animal husbandry, agricultural production and retirement pensions. In Kürüm, animal husbandry is the primary income source. Although there were about 500 cattle before the earthquake, people had to sell their animals because of the earthquake. There are currently 200 cattle and about 2000 sheep and goats. According to mukhtar interviews, there is no unemployment in the village.

The main agricultural products in the village are olives, peanuts, figs, walnuts and grapes. Average household income in the village is 8,000 TRY. It is stated that the average income has decreased in the last 5 years. The main reason for this decrease is the decline in beekeeping and animal husbandry.

Ozanlı

The main sources of income in Ozanlı village are animal husbandry, agricultural production and retirement pensions. In Ozanlı, animal husbandry is the primary income source and sheep and goat breeding is dominant. There are also beekeepers in the village and 50 beehives were given to the village by Şahinbey Municipality. According to mukhtar interviews, the unemployment rate in the village is 10%. The main agricultural products in the village are pistachio, olive, grape, chickpea and lentil. Average household income in the village is 5,000 TRY. It is stated that there is no change in the average household income in the last 5 years.

Ufacık

The main sources of income in Ufacık village are animal husbandry, agricultural production and retirement pensions. In Ufacık, animal husbandry is the primary income source and cattle breeding is dominant. According to the mukhtar interviews, there is no unemployment in the village. The main agricultural products in the village are barley, wheat and chickpea. Average household income is 15,000 TRY. It is stated that the average household income had decreased in the last 5 years. Due to drought, the yield in agricultural production has decreased. This is the main reason for the decrease in average household income.

4.3 Land Use

The total land use area in the Şahinbey district is 96,034.17 hectares, with 6292.34 hectares of settlement area. About all of the Şahinbey district is composed of forest and semi-natural areas (18%) and agricultural lands (75%). The Project will be established on a pastureland of 122.96 hectares. The Project area has been classified as pastureland (treasury land).

Çörekli

There is no land affected by the project.

Gülpınar

There is no land affected by the project.

Kürüm

For the establishment of the Project pasture lands were affected in the village. The part of the pasture within the project area cannot be used due to the project.

Ozanlı

There is no land affected by the project.

Ufacık

There is no land affected by the project.

4.4 Education

In Şahinbey, there are 106 public preschools, 2 special education preschools, 132 public primary schools, 1 special education primary school, 98 public lower secondary schools, 1 special education public lower secondary school, 83 high schools, and 2 public education centres.

There are 4 universities in Gaziantep. These are Gaziantep University, Hasan Kalyoncu University, Gaziantep Islam, Science

and Technology University and Sanko University. Gaziantep University and Gaziantep Islam, Science and Technology University are state universities. The other two are foundation universities. Hasan Kalyoncu University and Gaziantep Islam, Science and Technology University located in the Aol, Şahinbey district.

Gaziantep University: The total number of students as of 2022/2023 academic year is 46,440, and the total number of academics is 1,772. The university has 22 faculties, 5 institutes, 11 vocational schools of higher education. There are 70 undergraduate and 191 graduate programs at the university.

Hasan Kalyoncu University: The total number of students as of 2022/2023 academic year is 7,885, and the total number of academics is 266. The university has 9 faculties, 1 institute, 1 vocational school of higher education. There are 27 undergraduate and 64 graduate programs at the university.

Gaziantep Islam, Science and Technology University: The total number of students as of 2022/2023 academic year is 2,883, and the total number of academics is 161. The university has 8 faculties, 1 institute, 2 vocational schools of higher education. There are 14 undergraduate and 5 graduate programs at the university.

Sanko University: The total number of students as of 2022/2023 academic year is 1,611, and the total number of academics is 154. The university has 2 faculties, 1 institute, and 2 vocational schools of higher education. There are 4 undergraduate programs and 8 graduate programs at the university.

Çörekli

There is no school in Çörekli village. Students study with transport education. The nearest schools for preschool, primary and secondary school are located in Cevizli town, 6 km away. The nearest secondary education schools are located in Burç town. Students studying in secondary education go to Burç town, 13 km away.

Gülpınar

There is a preschool and primary school in the village of Gülpınar. Students studying in lower secondary and secondary schools are educated through transported education. The nearest lower secondary school and secondary education school are located in Burç town, 7 km away.

Kürüm

There is only a primary school in the village of Kürüm. For other level schools, students go to school via transported education. The nearest preschool and lower secondary school are located in the Cevizli town, 7 km away from the village. The nearest secondary education school is in the Burç town, 7 km away.

Ozanlı

In the village of Ozanlı, as in the village of Kürüm, there is only a primary school. For other level schools, students go to school via transported education. The nearest preschool and lower secondary school are located in the Cevizli town, 7 km away from the village. The nearest secondary education school is in the Burç town, 7 km away.

Ufacık

There is no school in Ufacık village. Students go to school via transported education. The nearest schools for preschool, primary and secondary school are located in Cevizli town, 7 km away. The nearest secondary education schools are located in Burç town, 7 km away.

4.5 Health

According to the Provincial Health Directorate of Gaziantep, 55 institutions provide health services in Gaziantep. The city has 7 State Hospitals, 16 Private Hospitals, 3 Oral and Dental Health Centres, 6 Dialysis Centres, 2 Medical Centres, 3 Physical Therapy and Rehabilitation Training and Research Hospitals and 2 Training and Research Hospitals. The total

number of beds in the province is 6,656. A total of 15,076 health personnel work in Gaziantep and there are 2 doctors per thousand people.

There are four state hospitals located in the Şahinbey district:

- Gaziantep Dr.Ersin Arslan Training and Research Hospital
- Gaziantep University Şahinbey Research and Implementation Hospital
- Gaziantep University Children's Hospital
- Gaziantep University Oncology Hospital

4.6 Infrastructure

In Gaziantep, there are a total of 15 wastewater treatment plants including 1 biological, 4 advanced biological and 10 package wastewater treatment plants. GASKİ Central WWTP 1,000,000 person/day, Kızılhisar WWTP 150,000 person/day, Oğuzeli WWTP 40,000 person/day Araban WWTP 19,000 person/day, Nurdağı 30,000 person/day capacity.

Gaziantep is in the 5th place in industry and commerce across the country. It has Turkey's largest industrial site. There are five Organized Industrial Zones.

The water used in Gaziantep Organized Industrial Zone is supplied from Kartalkaya Dam and wells. Wastewater is treated at the Organized Industrial Zone Wastewater Treatment Plant and discharged.

The infrastructure capacity of the local communities was gathered through the community level surveys conducted with the village Mukhtars and the information provided in below is based on the primary information during the site visit.

Çörekli

The infrastructure systems of the village are presented below.

Table 2: Infrastructure and Services of the Neighborhood

Infrastructure	Remarks
Electrical Infrastructure	There are electricity cuts frequently.
Drinking Water	Sufficient
Well Water	Sufficient
Irrigation Water	Sufficient
Sewage	There are no sewage system in the village.
Heating Source	Stove is the main heating source in the village.
Waste Disposal	Sufficient
Telecommunication Services	There are telecommunication problems in the village.
Internet	Insufficient

Infrastructure	Remarks
Health Center/Home	There are no health units in the village. The nearest health unit to the village is in the Cevizli, which is 6 km away.
Education	There are no schools in the village. The nearest preschool, primary and lower secondary schools are in the Cevizli town, which is 6 km away. The nearest high school is in the Burç town, which is 13 km away.
Mosque	Sufficient
Cemetery	There is a cemetery in the village but it is not enough.
Roads	Sufficient
Transportation	Sufficient

Gülpınar

The infrastructure systems of the village are presented below.

Table 3: Infrastructure and Services of the Neighborhood

Infrastructure	Remarks
Electrical Infrastructure	There are electricity cuts frequently.
Drinking Water	Sufficient
Well Water	Sufficient
Irrigation Water	The irrigation water capacity is not enough for the village due to drought.
Sewage	Sufficient
Heating Source	Stove is the main heating source in the village.
Waste Disposal	Sufficient
Telecommunication Services	Sufficient
Internet	Sufficient
Health Center/Home	There is a health unit but it is not used. They go to city centre to get health services.
Education	There are no lower secondary and high school in the village. The nearest lower secondary school is in the Cevizli;

Infrastructure	Remarks
	which is 7 km away. The nearest high school is in the Burç; which is 7 km away.
Mosque	Sufficient
Cemetery	Sufficient
Transportation	Public transport frequency is not sufficient.
Roads	The roads are narrow and broke in the village.

Kürüm

The infrastructure systems of the village are presented below.

Table 4: Infrastructure and Services of the Neighborhood

Infrastructure	Remarks
Electrical Infrastructure	There are electricity cuts 3-4 times a week.
Drinking Water	Sufficient
Well Water	Sufficient
Irrigation Water	Sufficient
Sewage	There is a sewage system in the village, but it is not sufficient.
Heating Source	Stove is the main heating source in the village.
Waste Disposal	Sufficient
Telecommunication	Insufficient
Internet	Sufficient
Health Center/Home	There is a health centre, but it was heavily damaged due to the earthquake on February 6, 2023. For this reason, the health centre cannot be used.
Education	There is only a primary school in the village. The school became unusable as it was heavily damaged due to the earthquake. Students continue their education at the prefabricated school. There are no lower secondary and high schools in the village. The nearest lower secondary

Infrastructure	Remarks
	school in the Cevizli; which is 7 km away, and the nearest high school is in the Burg; which is 7 km away.
Mosque	The mosque was destroyed due to the earthquake. There is currently no mosque in the village.
Cemetery	Sufficient
Roads	The roads are narrow and they want the roads to be paved with asphalt.
Transportation	Sufficient

Kürüm is one of the villages most affected by the earthquake. Due to the earthquake, 30 houses were destroyed, 167 houses were heavily damaged, and 15 houses were slightly damaged.

Ozanlı

The infrastructure systems of the village are presented below.

Table 5: Infrastructure and Services of the Neighborhood

Infrastructure	Remarks
Electrical Infrastructure	There are electricity cuts frequently.
Drinking Water	Sufficient
Well Water	Sufficient
Irrigation Water	Sufficient
Sewage	Sufficient
Heating Source	Stove is the main heating source in the village.
Waste Disposal	Sufficient
Telecommunication	Sufficient
Internet	There is no internet infrastructure in the village.
Health Center/Home	Sufficient
Education	There are no lower secondary and high school in the village. The nearest lower secondary school is in the

Infrastructure	Remarks
	Cevizli; which is 7 km away, and the nearest high school is in the Burç; which is 7 km away.
Mosque	Sufficient
Cemetery	Sufficient
Roads	Sufficient
Transportation	Sufficient

Ufacık

The infrastructure systems of the village are presented below.

Table 6 Infrastructure and Services of the Neighborhood

Infrastructure	Remarks
Electrical Infrastructure	Sufficient
Drinking Water	Sufficient
Well Water	Sufficient
Irrigation Water	Sufficient
Sewage	Sufficient
Heating Source	Stove is the main heating source in the village.
Waste Disposal	Sufficient
Telecommunication	Telecommunication services are not sufficient in the village and there is no internet infrastructure.
Internet	There is no internet infrastructure.
Health Center/Home	There are no health units in the village.
Education	There is a primary school in the village, but it is not used. The nearest primary, lower secondary and high school are in the Cevizli; which is 9 km away.
Mosque	Sufficient

Infrastructure	Remarks
Cemetery	Sufficient
Roads	Sufficient
Transportation	Sufficient

5 BASIC COMPONENTS OF COMMUNITY DEVELOPMENT

5.1 Local Employment Opportunities

- The overall objective is to employ the reserve workforce from local areas. This objective can be achieved by the implementation of this plan in order to respond community concerns, understand what work skills are available locally and increase local employment opportunities. The Project will generate temporary/permanent employment opportunities linked to:
 - The construction, operation and decommissioning activities
 - The procurement of goods, materials and services
- Employment opportunities will be direct in the case of workers employed by Kalyon Enerji and contractors and subcontractors for Project activities and indirect, in the case of workers employed for providing the materials, goods and services needed for the Project.
- Employment levels are categorized according to the following definitions:
 - Skilled positions: work that requires high skill level, usually obtained from higher education or from extensive experience. Tasks include taking decisions and assuming responsibility for other workers.
 - Semi-skilled positions: work that requires basic education and experience. Tasks are usually of routine type and do not include major responsibilities.
 - Unskilled positions: work that requires no specific education or experience and that can be adequately performed by a broad segment of the work force.
- It is expected that most skilled positions will be filled at a national and international level.
- Local workers are expected to be suitable to fill unskilled or semiskilled positions linked to the provision of ancillary services at Camp Site and Construction/Facility Site (e.g., food and catering, laundry and cleaning services, transport, security).
- Priority will be given, to the extent feasible, to the recruitment of local workforce, in order to maximize local socioeconomic benefits.
- In case qualified personnel is required to be recruited:
 - Kalyon Enerji will give priority to employ local residents, defined as those living in the local areas.
 - If the required competency cannot be found among local residents, Kalyon Enerji will employ workers from other areas.
- Kalyon Enerji will establish capacity building/development training for employment.
- Kalyon Enerji will make an assessment in order to understand what work skills are available locally and what actions should be implemented to increase local employment opportunities.

- Kalyon Enerji will promote local employment by providing information on the employment opportunities, on the recruitment process and on the official application channels through different local media including such as internet, advertisements on local newspapers, local authorities, agencies, associations and NGOs.

5.2 Local Procurement Opportunities

Kalyon Enerji will promote procurement from local businesses, by providing information on procurement opportunities, services needed and qualification process through different channels including such as internet, advertisements on local media, local authorities, Chambers of Commerce and Trade Associations. Local expenditures were made by Kalyon in areas such as accommodation, transportation, food and construction.

5.3 Special Assistance for Communities

Special assistance support such as official institution interviews and applications will be provided by Kalyon Enerji to the villagers. The timeline for such assistance is planned to be between 2023 and 2028.

5.4 Pasture Reclamation

The Project will be established on a pastureland of 122.96 hectares. The Project area has been classified as pastureland (treasury land).

The project will be built on the pasture area within the borders of Kürüm village. Pasture usage is very important especially for sheep and goat breeding. There are approximately 2000 sheep and goats and 200 cattle in Kürüm village. The fact that the project will be established on the pasture area will cause a decrease in animal husbandry activities in the village and people who earn income from animal husbandry will experience loss of income.

In the remaining pasture lands, exemplary pasture improvement as a pilot project in an area deemed appropriate by the district agriculture.

- Pasture reclamation has many benefits. The main benefits are as follows:
 - Pasture grass production increases
 - The amount of animal production increases
 - Animals are easier to handle and manage.
 - Animal poisoning caused by poisonous grasses decreases.

Different improvement methods are applied to increase the productivity and grass quality of pastures or to ensure that grazing animals make better use of feed.

5.5 Animal Husbandry

According to the results of the household surveys, a high impact on the pastureland used by the Kürüm village is expected. Since the land acquisition of the pasture lands will occur before the construction phase and the relevant permissions will be obtain, there will not be additional impacts during the operation phase of the Project.

Livestock activities are expected to be impacted by the land acquisition for the Project, especially in Kürüm village. Sheep and goat breeding is more common in Çörekli, Gölpinar, Kürüm and Ozanlı villages. In Ufacık village, the number of cattle is more than sheep and goats. In these villages, especially in Kürüm village, it is recommended to train the villagers about cattle breeding in order to reduce the dependence on pasture use.

5.6 Beekeeping

According to the information obtained during the field interviews, beekeeping is practised in villages other than Çörekli. It was stated that Ozanlı village has 50 beehives given by Şahinbey Municipality. In Kürüm village, it was stated that there

are a few households engaged in beekeeping and the bees have died. It was stated that there are approximately 200 beehives in Gülpınar village. In order to eliminate the negative effects of the project on beekeeping, it is recommended to provide beekeeping training in the villages together with the municipality and district agriculture directorate and to donate beehives to the villages in line with the possibilities.

5.7 Agriculture

One of the main sources of income in the villages is agricultural production. Although they stated that animal husbandry is the main economic sector during the interviews, agricultural production is also a very important source of income for the villages. In Gülpınar village, the primary source of economic income is agricultural production. The main agricultural products produced in the villages are olive and pistachio. The amount of precipitation is low due to the climatic conditions of the region. This causes drought. Villagers need more irrigation due to drought. Irrigation water in the villages is obtained from well water. Electricity is used to extract water from the wells. It is recommended that Kalyon allocate panels for irrigation wells in villages. Thus, the electricity costs of the villagers will be eliminated, and agricultural activities will increase in the village.

It is recommended that training on the usage of fertilizer, cultivation methods, usage of agricultural pesticides and the appropriate alternative agricultural products should be provided to the villagers.

5.8 Infrastructure and Services

The activities of the project is expected to have no impact on education and health services. During the social field study, it was stated that there were no schools in Çörekli and Ufacık villages and that students were studying via transport education. Although there are schools in the villages of Kürüm, Gülpınar and Ozanlı, there are no schools at all levels. Also, during the social field study, the quality of the healthcare services was questioned at the local level. It was informed that there is a health centre only in Ozanlı village. There are no health centres in Çörekli, Gülpınar and Ufacık villages. The health centre in Kürüm was affected by the earthquake and became unusable.

Influx of the Project workers may create pressure on the local health services. There are 4 state hospitals in Şahinbey district. These hospitals are:

- Gaziantep Dr. Ersin Arslan Training and Research Hospital
- Gaziantep University Şahinbey Research and Implementation Hospital
- Gaziantep University Children's Hospital
- Gaziantep University Oncology Hospital

It has been observed that these hospitals will be sufficient when the demand increases.

Traffic is expected to increase in the villages during the construction phase of the Project. Therefore, roads within the village will not be used as access roads. In order to eliminate any risk that may occur, Kalyon Enerji has provided traffic related trainings to the employees. A certain speed limit has been set for construction vehicles. Also, improvement of agricultural land roads is recommended within the scope of community development programme. Gaziantep is one of the provinces most affected by the earthquake that occurred on 6 February. The buildings in the villages, especially in Kürüm village, were damaged due to the earthquake. People whose houses were damaged live in containers. In order to reduce the physical, economic and psychological damages caused by the earthquake, it is recommended to create a development programme specific to the needs of earthquake victims. In addition, it is recommended to provide trainings on building earthquake resistant structures in the villages through experts. Moreover, the mosque in Kürüm was destroyed during the earthquake. Hence, the village needs a mosque to be built which is recommended to be met by Kalyon within the scope of the community development programme.

5.9 Impact Hub

Kalyon Enerji plans to establish a women's cooperative and/or support women entrepreneurs in the villages. The timeline for this support is planned to be between 2023 and 2028.

5.10 Training Programs

Kalyon Enerji will establish a protocol for the provision of internships and for the villagers and local people.

6 COMMUNITY DEVELOPMENT PPOGRAMME

In the light of the company's strategy, and information gathered during the social studies and surveys, Kalyon Enerji identified the key areas of community development studies which will support socio economic life, employment and livelihoods in the region during life of the Project. Considering all above-mentioned situations, facts, studies, and plans Kalyon Enerji has set out the rational timing for the community development plans depends on its work progress, and budget allocation. With this regard Kalyon Enerji planned the following projects by thinking of the company's and the local community's needs, implementation and effectuating periods which directly have link with construction, operation, and closure phases

Table 7: Community Development Categories

Category	Purpose	Relevant Stakeholders	Estimated Budget	Estimated Timeline	Responsibility
Local Employment Opportunities	To increase skills capacity of local people. To increase local employment for the Project and the contractors. To provide other job opportunities to the locals apart from Gaziantep Project.	Gaziantep İŞKUR Mukhtars of Çörekli, Gülpınar, Kürüm, Ozanlı and Ufacık Youth groups in the villages	TBD	Q1 2023 to Q1 2024	EPC
Local Procurement Opportunities	To encourage local vendors to be part of tendering process. To develop the technical knowledge and capacity of local suppliers. To increase the percentage and value of goods and services sourced from local suppliers. To increase local employment linked with the local procurement activities	Şahinbey Municipality, Şahinbey District Management of National Education, Şahinbey Chamber of Commerce Local vendors, businesses, and entrepreneurs.	TBD	Q1 2023 to Q1 2024	EPC
Special Assistance for Communities	Special assistance support such as official institution interviews and applications	Villagers	NA	Q4 2023 to Q4 2028	Kalyon Enerji
Pasture Reclamation and Animal Husbandry	To contribute to the continuation of livestock in the region. To develop positive relations with the animal breeders in the region. Pasture Reclamation To provide training on the cattle breeding In the remaining pasture lands, exemplary	Project will be implemented in cooperation with the Şahinbey District Directorate of Agriculture. Animal breeders of the Project nearby communities will be the beneficiaries.	TBD	Q4 2023 to Q4 2028	Kalyon Enerji

Category	Purpose	Relevant Stakeholders	Estimated Budget	Estimated Timeline	Responsibility
	pasture improvement as a pilot Project in an area deemed appropriate by the district agriculture				
Agriculture and Animal Husbandry	Vetch seed (animal feed seeds) and fertilizer support as transitional allowance for animal breeders Support and collaborations for the development of grazing practices in the project area	Villagers and NGOs and relevant governmental authorities	TBD	Q4 2023 to Q4 2028	Kalyon Enerji
Impact Hub (medicinal and aromatic plants)	Establishing a women's cooperative and/or supporting women entrepreneurs	Villagers and/or local people	TBD	Q4 2023 to Q4 2028	Kalyon Enerji
Training Programs	To encourage successful students to continue their study by giving job opportunities. To create new livelihoods for the local people. To increase educated work force in the local area. To provide trained people for the Project, its contractors and the other related sectors.	Villagers/Local people	TBD	Q4 2023 to Q4 2028	Kalyon Enerji
Consultancy Services for CDP Implementation	Implementation and internal third-party monitoring	All stakeholder and lenders		Q4 2023 to Q4 2025	Kalyon Enerji

6.1 General Approach

The CDP approach has two targets including the restoring livelihoods and Improving livelihoods through further community development initiatives.

CDP includes support initiatives such as capacity building programmes, strategic partnership development and institutional arrangements. Three key components have been developed towards the restoration of livelihoods and subsequent development of affected households and communities in this CDP. These are:

- Livelihood Development,
- Enterprise Development.

Kalyon Enerji will implement the following actions to support the development and implementation of the community development activities:

- Partnership will be established with organisations (for example NGOs) who will support project development and implementation through technical advice, accessing markets, providing assistance,
- Partnership will be established with external stakeholders (including government) in order to meet specific project objectives,
- Gender diversity will be ensured during the recruitment,
- Ensure capacity increase of the local suppliers,
- Provide vocational training to the unskilled labour force,
- Meet regularly with government authorities to establish how Kalyon Enerji could assist with meeting the infrastructure requirements of Şahinbey.

6.2 Stakeholder Map

According to the results of the previous and ongoing stakeholder engagement activities stakeholders during the implementation of CDP is presented in figure below starting from the primer stakeholders.

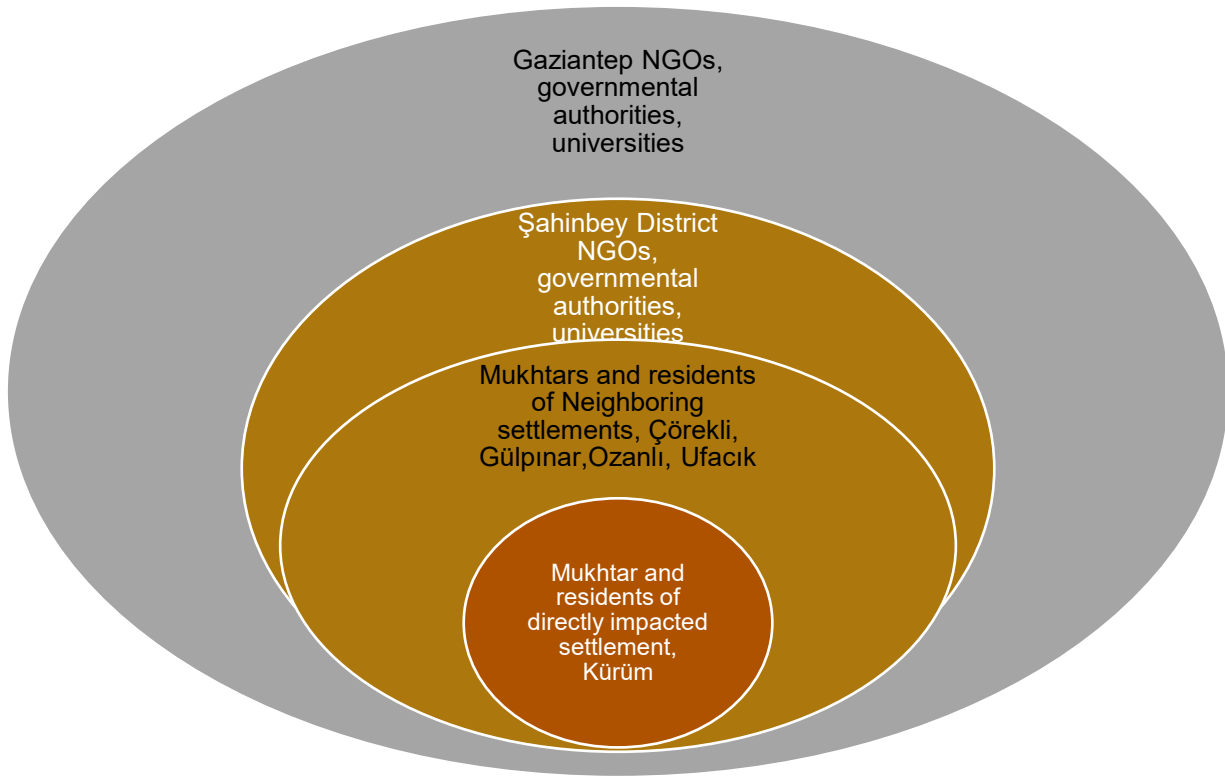


Figure 3 Stakeholder Identification

7 ROLES AND RESPONSIBILITIES

Roles and responsibilities during the implementation of the Plan is provided in Table below.

The main stakeholders for district and provincial area are as listed below:

Table 8: Stakeholder List

Type	Stakeholders	Affected		Interested/ influenced
		Direct	Indirect	
Internal Stakeholders				
Project Owner	Kalyon Enerji Yatırımları A.Ş.	X		
Client	Kalyon YEKA GES 3 ve 4 Güneş Enerji Yatırımları A.Ş.,	X		
EPC	UKKA Group Limited	X		
Sub-contractor	Sub-contractors- to be determined.	X		
Employees	Project employees	X		
Consultants	Project consultants -to be determined.	X		
External Stakeholders				
International bodies and organizations	Lenders, potential lenders			X
National Governmental Authorities	Ministry of Energy and Natural Resources			X
Regional/Local Authorities	Gaziantep Governorship Gaziantep Governorship Şahinbey District Governorates Gaziantep Provincial Directorates of Central Government Institutions Gaziantep district directorates of central government institutions İpekyolu Development Agency Gaziantep Municipality Şahinbey district municipality	X		

		Mukhtars of the Çörekli, Kürüm, Gülpınar, Ozanlı and Ufacık neighbourhoods			
National and Local NGOs and organizations		Chambers of Commerce and Industry City Councils Nature Association Social Aid and Solidarity Promotion Fund TEMA Turkish Association of Mukhtars Union of Chambers and Commodity Exchanges of Türkiye (TOBB) Union of Chambers of Merchants and Artisans Union Chambers of Turkish Engineers and Architects (TMMOB) Gaziantep Development Foundation WWF Türkiye Women-specific associations İŞKUR			X
Education and training institutions		Gaziantep University Sanko University Hasan Kalyoncu University Gaziantep Islam, Science and Technology University Şahinbey District: There are 106 public preschools, 2 special education preschools, 132 public primary schools, 1 special education primary school, 98 public lower secondary schools, 1 special education public lower secondary school, 83 high schools, and 2 public education centres.			X
Social services		In Gaziantep, there are 7 State Hospitals, 16 Private Hospitals, 3 Oral and Dental Health Centres, 6 Dialysis Centres, 2 Medical Centres, 3 Physical Therapy and Rehabilitation Training and Research Hospitals and 2 Training and Research Hospitals.		X	
PAPs	Local Communities	Residents of Çörekli, Gülpınar, Kürüm, Ozanlı and Ufacık villages	X		

PAPs Affected by Land Allocation of Pastureland	People engaged with animal husbandry	Çörekli Gülpınar Kürüm Ozanlı Ufacık	x		
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8 COMMUNICATION AND REPORTING

Evidence of the implementation of the actions/measures, monitoring activities and Key Performance Indicators (KPIs) will be collected through inspection and audit activities and will be summarized in a Report on a biannual basis that will be made available to stakeholders, lenders etc. if requested, which is under the responsibility of Kalyon Enerji.

Sustainability Department will report CDP activities to *Chief Sustainability Officer* on a monthly basis via monthly reports. This management plan will be disclosed during the ESIA disclosure phase and community investment and development activities of Kalyon Enerji will be disclosed through the website of the Kalyon Enerji

8.1 Monitoring Activities

CDP monitoring and evaluation activities will be performed to access the effectiveness of the Plan. With the implementation of the Plan, capacity increase, local employment, livelihood source and assistance to vulnerable groups will be evaluated. The aim of the monitoring programme will be performance monitoring and impact monitoring.

Performance monitoring will be the internal monitoring mechanism of Kalyon Enerji for the evaluation of the progress according to the milestones as described in the Plan. Performance monitoring will include stakeholder participation and consultation, records of the grievances, income diversity and income restoration and reporting.

A monitoring tracking system will be established, and it will include activity, target, date of completion, progress, actions and budget allocation.

Table 9: Monitoring Activities

ID	Topic	Method	Frequency	Location
CDP-1	Poverty reduction	Local employment figures of lower-income groups Local employment figures of women	Monthly	Çörekli, Gülpınar, Kürüm, Ozanlı and Ufacık villages
CDP-2	Animal husbandry	Records of the support provided to livestock breeders (i.e., feed, tools, grazing under solar panels, and other supplies) Engagement records with livestock breeders Grievance records related to negative impacts on livestock breeders Any livestock loss due to accidents related to project Social responsibility projects Pasture improvement	Quarterly	Çörekli, Gülpınar, Kürüm, Ozanlı and Ufacık villages
CDP-3	Agriculture	Records of the support provided to farmers (i.e., seeds, tools,	Quarterly	Çörekli, Gülpınar, Kürüm, Ozanlı and

ID	Topic	Method	Frequency	Location
		fertilizer, etc.) Records of collaboration with local cooperatives to support agricultural production Grievance records related to negative impacts on farmers Records of damage and compensation made on farmlands due to unexpected events Social responsibility projects		Ufacık villages
CDP-4	Training Programs	Records of training in terms of capacity building Records of skill building programs in cooperation with the relevant authorities on the job training programs Records of certificates and attendees of the training programs Collaboration records with the local authorities for capacity enhancement strategies Training for improvement in agriculture Training for improvement in beekeeping	Annually	Çörekli, Gülpınar, Kürüm, Ozanlı and Ufacık villages
CDP-5	Support to vulnerable people	Engagement records made with vulnerable group Grievance records related to vulnerable groups and resolution process Records indicating priority given to vulnerable groups for employment opportunities Provision of transportation and/or legal assistance for vulnerable groups, if/when requested Records of social responsibility projects targeting vulnerable groups Records of measures taken to	Monthly	Çörekli, Gülpınar, Kürüm, Ozanlı and Ufacık villages

ID	Topic	Method	Frequency	Location
		mitigate negative impacts on vulnerable groups Records of advocacy campaigns made to bridge gender gaps, if any		

8.2 KEY PERFORMANCE INDICATORS

The table below summarizes the key performance indicators and associated key monitoring actions that can be used to assess the progress and effectiveness of proposed mitigation strategies.

Table 10 Key Performance Indicators

ID	Key Performance Indicator	Target
CDP-KPI- 1	Provision of unskilled labour from the settlements within the project area (first villages, then Şahinbey District, then Gaziantep with the existence of the required labour force)	80%
CDP- KPI- 2	Number of internal trainings provided to employees for skill building	At least 1 training in a /year
CDP- KPI- 3	Percentage of local procurement spending	TBD after local supplier evaluation
CDP- KPI- 4	Percentage of external support received for the project affected livestock breeders	Number of local received support
CDP- KPI- 5	Number of animal grazing under solar panels	TBD
CDP- KPI- 6	Number of internships	TBD

9 INSPECTIONS & AUDITS & REVIEW

Evidence and results of the inspection and audit activities and KPIs will be included in the audit reports. Project Management will review the audit reports and the progress of the preventive/corrective actions and will take additional appropriate actions if necessary.

The responsibilities, procedures, and compliance actions in this Plan are dynamic, and they will be changed as needed (e.g., after a change in related legislation).

This plan will be controlled and will be revised at least once a year in consideration of the following conditions:

- Management review outcomes,
- Internal and external audit results,

- Changes to laws, regulations, and standards,
- New work sites and processes,
- Changing circumstances and commitment to continual improvement,
- Employee opinions/complaints.

10 REPORTING

CR department will report CDP activities to General Manager on a monthly basis via monthly reports. This management plan will be disclosed during the ESIA disclosure phase and community investment and development activities of Kalyon Enerji will be disclosed through the website of the Kalyon Enerji.