



ESG DUE DILIGENCE ASSISTANT

Comprehensive Stakeholder Assessment Report

An Evaluation of Sustainability Performance & Strategic
Innovation Opportunities

Prepared for: SAMPLE REPORTS

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DIGITAL ACCESS

POWERED BY **ESG GLOBAL STANDARDS**

Stakeholder Assessment Results

Detailed sustainability evaluation

3 /5

Sustainability Rating

We Routinely Work With The Following Organizations To Improve Our Environmental And Social Performance:

Option: 2 of the above (=2)

Justification: Reference standards require a systematic, ongoing, and inclusive stakeholder engagement process that identifies and engages with project-affected and interested parties, with clear procedures for engagement, disclosure, and grievance handling (for example, as described in the IFC Performance Standards and the ESS10 engagement framework). Specifically, the standards emphasize early and meaningful engagement with stakeholders such as local communities, regulators, workers, unions, NGOs, industry bodies, and other relevant organizations, supported by documented protocols, roles, frequency, methods, and records (minutes, attendance, feedback loops, and grievance handling). They also require that engagement is proportionate to risk, accessible to diverse groups, and that information is disclosed in a timely and understandable manner, with formal mechanisms to raise and address grievances. Assessment against the ESMS content:

- Evidence of local community engagement: The ESMS references external stakeholder engagement and GN4.2/ GN4.3 guidance that stakeholder consultations inform project design and ES commitments, with a stated emphasis on project-affected parties and local communities. The External Stakeholder Communication section identifies engagement with local communities and regulatory authorities, and the SEP (to be included) indicates formal external engagement processes. This supports engagement with at least local communities.
- Evidence of engagement with government ministries/regulators: The External Stakeholder Communication section mentions engagement with regulatory authorities, which reasonably covers government ministries or equivalent bodies.
- Evidence of engagement with workers' organizations, unions, NGOs, consultants/experts, consumer groups, industry associations: The documentation provides limited or indirect evidence. It cites: - GN5.2 examples of "unions, other civil society organizations, and cultural groups" as potential stakeholders, but this is a general reference to what can be included and not a demonstrated practice within Gridworks' SEP.
- References to EPC/O&M contractor management and internal/external communications, but these do not explicitly confirm routine engagement with external consultants/experts, worker organizations/unions, international NGOs, consumer groups, or industry associations.
- The Grievance Mechanism and external engagement process exist, but the content does not map these procedures to a documented, ongoing engagement with the full list of ten categories provided in the question. Gaps relative to the reference standards:

 - No explicit, verifiable evidence of routine engagement with several listed categories beyond local communities and regulators, notably:
 - External consultants and experts
 - Organizations focused on workers' issues / trade unions
 - Organizations focused on environmental issues (beyond general E&S guidelines)
 - International and local NGOs, consumer groups
 - Industry associations

- The SEP and engagement protocols are described as "to be included" or as high-level procedures; there is no concrete stakeholder map, frequency, roles, or meeting records demonstrating ongoing engagement with all listed groups.
- Grievance mechanism implementation is described, but there is insufficient evidence of systematic stakeholder mapping and periodic verification with the full range of

stakeholder types, including verification steps and KPIs tied to each group. Recommendations to improve toward higher performance (aligned with the reference standards): - Develop and publish a comprehensive stakeholder map that explicitly lists the 10 categories from the reference question, with current engagement status, frequency, and responsible owners for each category. - Establish formal, documented engagement protocols for each stakeholder group (including external consultants/experts, unions/workers' organizations, environmental NGOs, consumer groups, and industry associations) with clear methods (meetings, consultations, surveys), frequency (quarterly, semi-annual, annual), and decision-making linkages to project design and ESMS updates. - Create a robust SEP annex that includes: stakeholder contact lists, engagement calendars, meeting minutes, information disclosure plans, and feedback/response timelines; ensure these records are routinely maintained and auditable. - Implement measurable indicators for engagement effectiveness per stakeholder category (e.g., number of engagements per year, issues raised and resolved, time-to-resolution for grievances, quality of information disclosure) and establish independent verification or TPM where appropriate. - Strengthen Grievance Mechanism with explicit escalation paths for each stakeholder group and ensure that external organizations (NGOs, unions, consumer groups) can access it directly or via an easily navigable channel; publish annual grievance reporting summaries. - Align with reference standards' emphasis on early and ongoing engagement by documenting engagement initiation timelines in project design documents and ensuring that stakeholder input directly informs Environmental & Social Commitment Plans (ESCP) and mitigation measures. In summary, the assessed ESMS demonstrates foundational engagement with local communities and regulators but does not provide verifiable, procedural evidence of routine engagement with many of the other specified stakeholder categories. To reach higher alignment with the referenced standards, Gridworks should implement explicit, documented engagement with all ten categories, supported by concrete procedures, records, and KPIs.

  **Score: 2/5**

We Involve External Stakeholders In Our Environmental And Social Management Program In The Following Ways:

Option: We regularly provide relevant information on our current and planned and expected impacts, so that people can express concerns and suggestions to reduce negative impacts. (=3)

Justification: Reference standards require robust, ongoing stakeholder engagement with external parties, including timely and accessible information about current and planned projects, and explicit channels for stakeholders to express concerns and influence mitigation of impacts (ESS10 guidance, GN6–GN9, GN9.1, GN10). Specifically, ESS and GN6.3–6.4 emphasize informing stakeholders about project design, risks, and risk management instruments before and after Bank involvement, maintaining a documented record of engagement, and ensuring information is accessible in local languages and through appropriate channels; ESS10 also calls for meaningful consultations and disclosure of how feedback informs decision-making (including potential updates to SEP and environmental and social instruments). In addition, there is a clear emphasis on grievance mechanisms, accessibility, and timely responses (GN9.1 on documentation, Grievance Mechanism, and Grievance Redress procedures). Evaluation against the assessed ESMS documentation: - Evidence of external stakeholder engagement is present. The ESMS assigns responsibilities for engaging external stakeholders (ESG Lead with CFO/Management) and indicates that engagement protocols will be included in the SEP. This aligns with the requirement to plan engagement and define social norms/standards for stakeholder groups. - Grievance mechanisms are described and positioned as a formal channel for external stakeholders to raise concerns, with a defined process (Grievance Redress Policy) and a Grievance Reporting Procedure, plus a register and external grievance form. This reflects the procedural aspect of receiving and addressing stakeholder input. - There is a stated commitment to communication and information dissemination to external stakeholders, including a communication program and recording of engagement sessions (minutes). Internal and external communication processes are described, and training/capacity-building is addressed. Gaps relative to the reference standard requirements (ESS10 GN6–GN9 and GN9.1): - The documentation does not clearly demonstrate that stakeholders are regularly informed about both current and planned operations AND the expected environmental and social positive and negative impacts in a structured, ongoing manner (the exact phrasing in ESS10 about the disclosure of impacts and ongoing information dissemination is not substantiated with concrete frequencies, channels, or impact specificity). While there is an external communication program and minutes from engagements, there is limited explicit linkage showing how stakeholder feedback directly informs ongoing plans or triggers updates to the SEP or ESMS beyond general statements. - There is insufficient explicit evidence that information is disclosed in a timely, locally accessible manner in relevant languages, with a documented record of stakeholder engagement including how feedback was incorporated and how decisions were communicated back to stakeholders (beyond minutes and general statements). GN9.1 requires publication of documentation with details such as date, location, form of engagement, participant categories, summaries of concerns, and how concerns were addressed. - Specific engagement with vulnerable or marginalized

groups is not clearly evidenced as a formal, ongoing objective with measurable safeguards or participation mechanisms (GN5.3 and GN6.1 emphasize attention to vulnerable stakeholders and meaningful engagement, which should be reflected in SEP design and implementation). Actionable recommendations to reach higher performance in line with the reference standards:

- Strengthen SEP to explicitly document regular disclosure of current and planned project activities, anticipated impacts (positive and negative), and how stakeholder input will influence these plans. Include defined frequencies (e.g., quarterly updates, annual stakeholder reports) and target languages/formats for accessibility (GN9.1).
- Establish a robust stakeholder engagement record system that captures:
 - Date and location of each engagement
 - Purpose and form of engagement (meeting, workshop, written consultation)
 - Participant categories and numbers
 - Documents disclosed to participants
 - Summary of concerns raised and actions taken
 - Follow-up actions and timing, with responsibility assignmentsThis aligns with GN9.1 and ensures traceability of how feedback informs decisions.
- Link stakeholder feedback explicitly to ESMS adjustments and SEP updates. Implement a formal process (within the SEP) that requires documented consideration of feedback, decision rationale, and any resulting modifications to mitigation measures, project design, or Grievance Management.
- Enhance focus on vulnerable and marginalized groups by adding targeted engagement activities, accessibility measures (e.g., translated materials, inclusive meeting formats), and explicit monitoring indicators to demonstrate participation and influence (GN5.3, GN6.1).
- Expand the grievance mechanism governance with clear escalation paths, response timelines, and performance indicators (e.g., percentage of grievances acknowledged/resolved within defined timeframes; closure rate by category). Ensure grievances inform continuous improvement and are publicly reported in an accessible, summarized form (while protecting confidentiality as appropriate).
- Ensure independent verification or periodic third-party review of SEP implementation and grievance effectiveness to provide assurance to lenders/investors and to strengthen accountability.

In summary, the documented procedures demonstrate foundational engagement and grievance mechanisms aligned with ESS10 principles, supporting option 3. However, to achieve a higher score (4–5) the ESMS should provide more explicit, procedural, and verifiable evidence that information on impacts is regularly disclosed, stakeholder feedback actively drives SEP/ESMS updates, and vulnerable groups are systematically engaged with measurable participation outcomes.

  **Score: 3/5**

The Following Best Describes The Way That We Identify The External Groups That May Be Affected By Or Might Influence Our Company:

Option: We review our stakeholder mapping with external groups to identify any other relevant groups and regularly update as our business changes. (=4)

Justification: Reference standards require that the organization identify and engage with external groups that may be affected by or influence project outcomes through a formal stakeholder analysis process. In the CIA/ESIA guidance context cited (Assessment Context: identifying external social and environmental drivers and the total set of stakeholders that may influence or be affected, with regular updating as the business evolves), this entails a systematic identification of stakeholders, clear roles for engagement, documented procedures, and periodic review that includes external validation or input where relevant. Evaluating the assessed ESMS documentation against these requirements: - Evidence aligned with option 4 is present. Gridworks documents a Stakeholder Engagement framework that explicitly outlines: (i) a systematized approach to identifying stakeholder groups (internal and external) and tailoring engagement methods; (ii) explicit responsibility for engagement (the ESG Lead and relevant staff); (iii) a documented procedure/guide note detailing the process, and (iv) a formal Grievance Redress Mechanism with defined procedures for communication, response timelines, and escalation. These elements reflect a structured stakeholder identification and continuous engagement approach, consistent with "staff conducting a stakeholder mapping exercise" and "reviewing with external groups to identify other relevant groups and updating as the business changes." - However, there is no explicit line-item in the provided excerpt stating a formal, named "stakeholder mapping exercise" completed or the precise cadence of updates to the stakeholder map, nor explicit external-group verification steps for the identified stakeholder set. The documentation emphasizes "systematic identification of all stakeholder groups" and "stakeholder engagement strategy" with roles and steps, but it stops short of presenting a standalone, auditable stakeholder map with a documented update schedule and external validation loop as a distinct, documented activity described in a dedicated mapping procedure. Gaps relative to the standards: - Absence of explicit, auditable evidence of a formal stakeholder mapping exercise (a named activity) with a documented map or registry that is regularly updated and validated by external groups or independent review. - No explicit frequency or trigger-based update cycle for the stakeholder registry beyond "engagement tailored to risks, impacts, and interests," which is more general than a formal mapping maintenance discipline. - While the grievance mechanism and engagement guidance exist, the linkage between mapping outputs and ongoing external validation or updating is not fully demonstrated in the excerpt. Actionable recommendations to reach higher performance (toward option 5, and strengthen option 4 alignment): - Formalize a Stakeholder Mapping Procedure: develop and implement a dedicated stakeholder mapping/external stakeholder registry that records identified groups, influence/frequency, contact points, and potential impacts. Include fields for stakeholders' interests, influence level, and potential risks to the project. - Establish Update Cadence and External Validation: define a regular update schedule (e.g., biannual or aligned with major project milestones) and

include a validation step with external groups or community representatives to confirm the registry's completeness and relevance. - Tie Mapping to ESMS and ESAP: ensure that outputs from stakeholder mapping feed into the ESMS risk assessments, mitigation planning, and ESAP items. Document how identified groups drive specific engagement actions and grievance mechanisms. - Increase Transparency of Evidence: maintain a mapped, auditable record (stakeholder map) with versioning, dates, and sign-offs by the ESG Lead and, where appropriate, external representatives. Include sample records showing engagement with a new external group and adjustments to the map accordingly. - Enhance Coverage of External Groups and Specialists: consider incorporating external experts, community advocates, and other relevant actors into periodic stakeholder surveys or validation activities to meet the broader identification practice described in option 5. In summary, the current ESMS evidence best aligns with option 4 (stakeholder mapping exercise and identification of affected/exerting groups) but lacks explicit, auditable mapping documentation and a formal external-validation/update mechanism. Implementing the recommendations above would strengthen the procedural evidence and move toward higher alignment with the reference standard expectations.

  **Score: 4/5**

Maturity Level

Stakeholders Identified and engaged



Stakeholders have been identified and engaged in several events with effective dialogue. Some procedures and assigned responsibility for engaging with stakeholders.

Recommendations



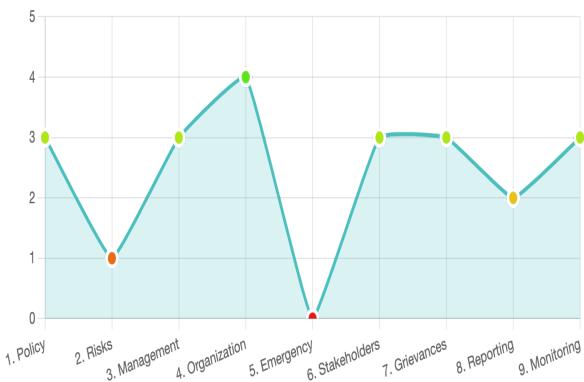
Consult With Groups

Consult with key groups as part of risk assessment process. Organize an open stakeholder meeting to discuss a common challenge.

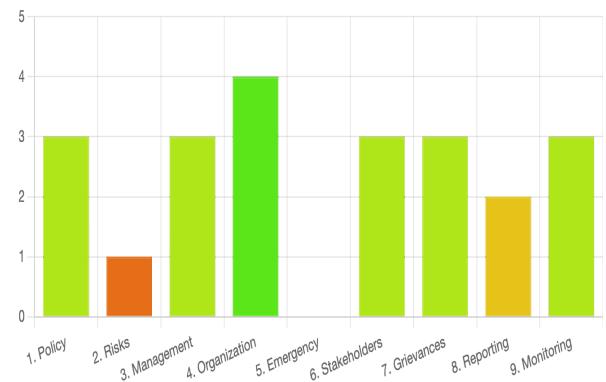
Performance Visualization

This section illustrates highlights the most current score per element. For complete transparency, any unassessed elements are assigned a score of zero.

ESMS Maturity Trend



ESMS Maturity Status



ESG Performance Dashboard

DASHBOARD OVERVIEW

This dashboard provides a comprehensive summary of performance across all nine categories of IFC Performance Standard 1 (PS1).

Each chart illustrates the trajectory of scores over time, with a focus on the five most recent assessments for each element.

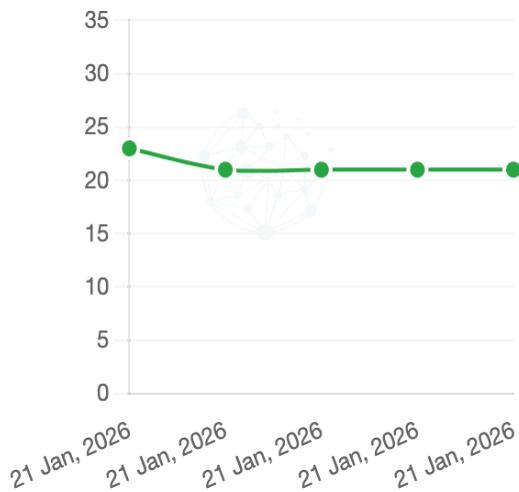
This visualization is designed to support informed decision-making by highlighting trends, measuring progress, and identifying key areas requiring improvement.

Use this tool to guide continuous enhancement in alignment with IFC's sustainability and risk management framework.

- **Comprehensive Analysis** - Covers all 9 PS1 categories with detailed scoring
- **Trend Visualization** - Tracks performance across 5 assessment periods
- **Gap Identification** - Highlights areas requiring improvement
- **Actionable Insights** - Supports continuous enhancement of ESG performance

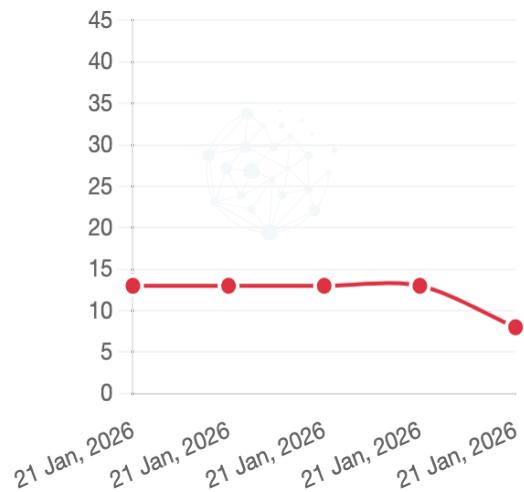
📊 POLICY SCORE

Current Score: 3/5



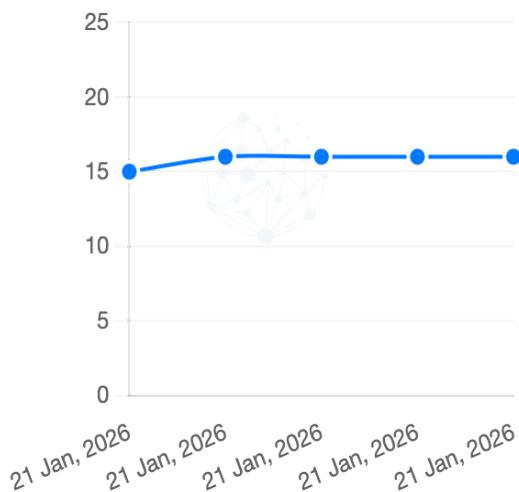
⚠️ RISK SCORE

Current Score: 0.89/5



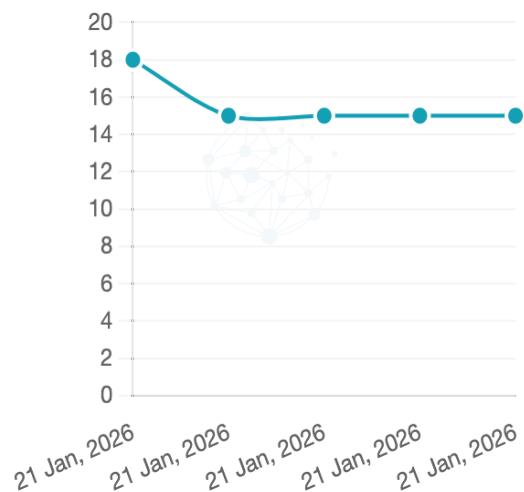
👤 MANAGEMENT SCORE

Current Score: 3.2/5



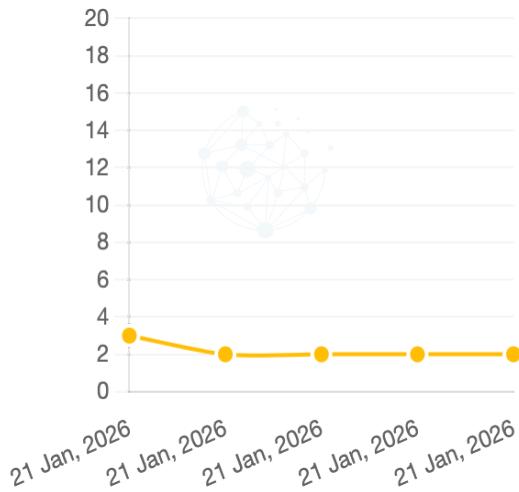
🏢 ORGANIZATION SCORE

Current Score: 3.75/5



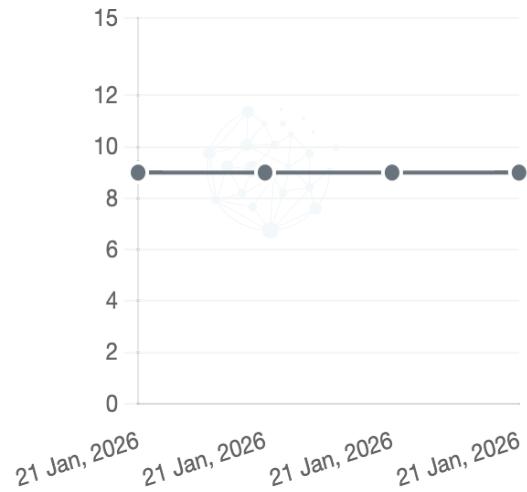
⚠️ EMERGENCY SCORE

Current Score: 0.5/5



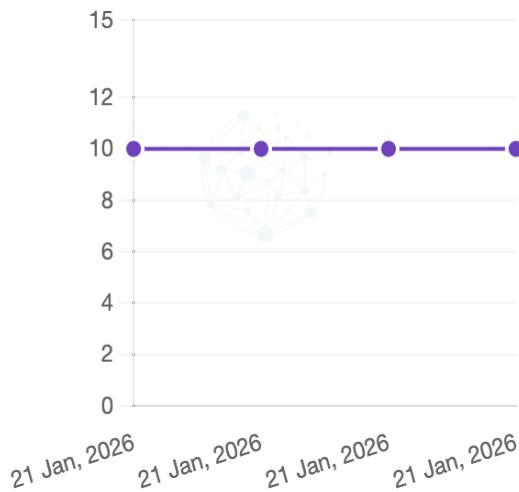
��️ STAKEHOLDER SCORE

Current Score: 3/5



💬 GRIEVANCE SCORE

Current Score: 3.33/5



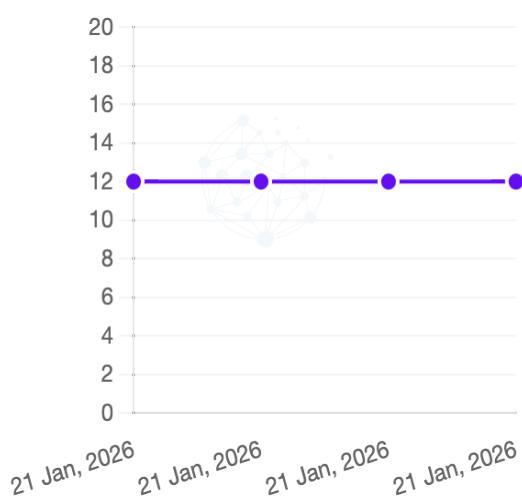
📝 REPORTING SCORE

Current Score: 2.33/5



↗ MONITORING SCORE

Current Score: 3/5



"*Sustainable leadership* isn't about being perfect—it's about being *accountable* for every step forward."

— PAUL POLMAN, FORMER UNILEVER CEO

"Building a world where we meet our own needs without denying future generations a healthy society is not impossible ... *The question is where societies choose to put their creative efforts.*"

— CHRISTOPHER FLAVIN, WORLDWATCH INSTITUTE