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Title	ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP) FOR THE RENEWAL OF THE ENVIRONMENTAL CLEARANCE CERTIFICATE FOR THE OPERATION OF FARMHOUSE DELI FILLING STATION AND ASSOCIATED FACILITIES AT TSUMEB, OSHIKOTO REGION, NAMIBIA	
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1. Introduction

1.1 Background

Farmhouse Deli filling station is owned by Farmhouse Deli and Store cc. Farmhouse Deli and Store cc is considered to be a one stop business facility centre. Besides the filling station, the facility offered a myriad of essential services such as a convenient shop, coffee shop, commercial banks auto teller machines and a truck port. The filling station and associated facilities are situated on portion 74 of Farm Tsumore 761, located on the right at the turn-off, approximately 3 km west of Tsumeb when using the B 1 road from Tsumeb townland to connect with the B1 road to Oshivelo. The filling station and associated activities are constructed on parcel of land which covered an area of about 24 000 square meters.

The filling station has been in operation since 2017 after it acquired all the necessary documents such as the Environmental Clearance Certificate issued on the 27 October 2017 and the retail licence with reference number R/473/2017 issued on the 17 February 2017. Puma Energy Namibia (Pty) Ltd is the sole supplying wholesaler to the filling station. Currently the facility employed 60 permanent workers and the majority are residents of Tsumeb. In addition, some local SMEs are indirectly employed by the facility because they had been given spaces on the premises to carry out their business activities such as a tyre repair workshop which employed two people and 10 people have been given space to erect their stalls and they are currently selling their own agricultural produces mainly vegetables to motorists using the B1 road and those stopping for fuel and other essential services offered by the facility. The facility is connected to all municipal services such as water and sewerage and electricity is being supplied by CENORED. However, to ensure that there is constant and reliable supply of electricity a 2 MW solar plant has been erected on the eastern side of the facility.

The entire section of the filling station is entirely paved and this reduces the potential vulnerability of the area to the impact of dust. The storm-water channels had been incorporated in the design and construction of the facility to ease the flow of water during rainfall events. The facility had a fire detecting system and two fuel leakage detection station on-site. The filling station consists of four pumps with a solitary pump for heavy duty vehicle erected about 8 meters west of the filling station canopy of main pumps. Numerous continuous in-house training had been given to the employees this includes safety and training on fuel bunkering being offered by Puma Energy Namibia (Pty) Ltd every six month.

A small nursery has been established on the site to promote the greening of the facility and sell plants to the general public. The nursery had been outsourced to a local

Small and Medium Enterprise with the aims of empowering and creating business opportunity to the local entrepreneurs.

The formulation of this Environmental and Social Management Plan (ESMP) has been carried out to ensure compliance with the Environmental Management Act (EMA) (No. 7 of 2007) and Environmental Impact Assessment Regulations (Government Notice No. 30 of 2012).

1.2 Location and Climate

Farmhouse Deli filling station and associated facilities are situated on portion 74 of Farm Tsumore 761, located on the right at the turn-off, approximately 3 km west of Tsumeb when using the B 1 road from Tsumeb townland to connect with the B1 road to Oshivelo. The area around Tsumeb is characterised by a Trees and shrub savannah with an annual average temperature of more than 22°C and it may reach a maximum temperature of 34 - 36°C (Mendelsohn *et al* 2002). Summer rainfalls in the area are projected to be with an average annual rainfall of 500 to 550 mm (Mendelsohn *et al* 2002). This area is renowned to be among the few places with the highest average plant production in the country (Mendelsohn *et al* 2002).

1.3 Area status

The project area is falling within the town-boundary of Tsumeb, on portion 74 of Farm Tsumore 761.

1.4 Project Area

The Farmhouse Deli filling station and associated facilities had been constructed on a parcel of land of about 24 000 square meters which is part of portion 74 of Farm Tsumore 761, situated within the town boundary of Tsumeb in the Oshikoto Region.

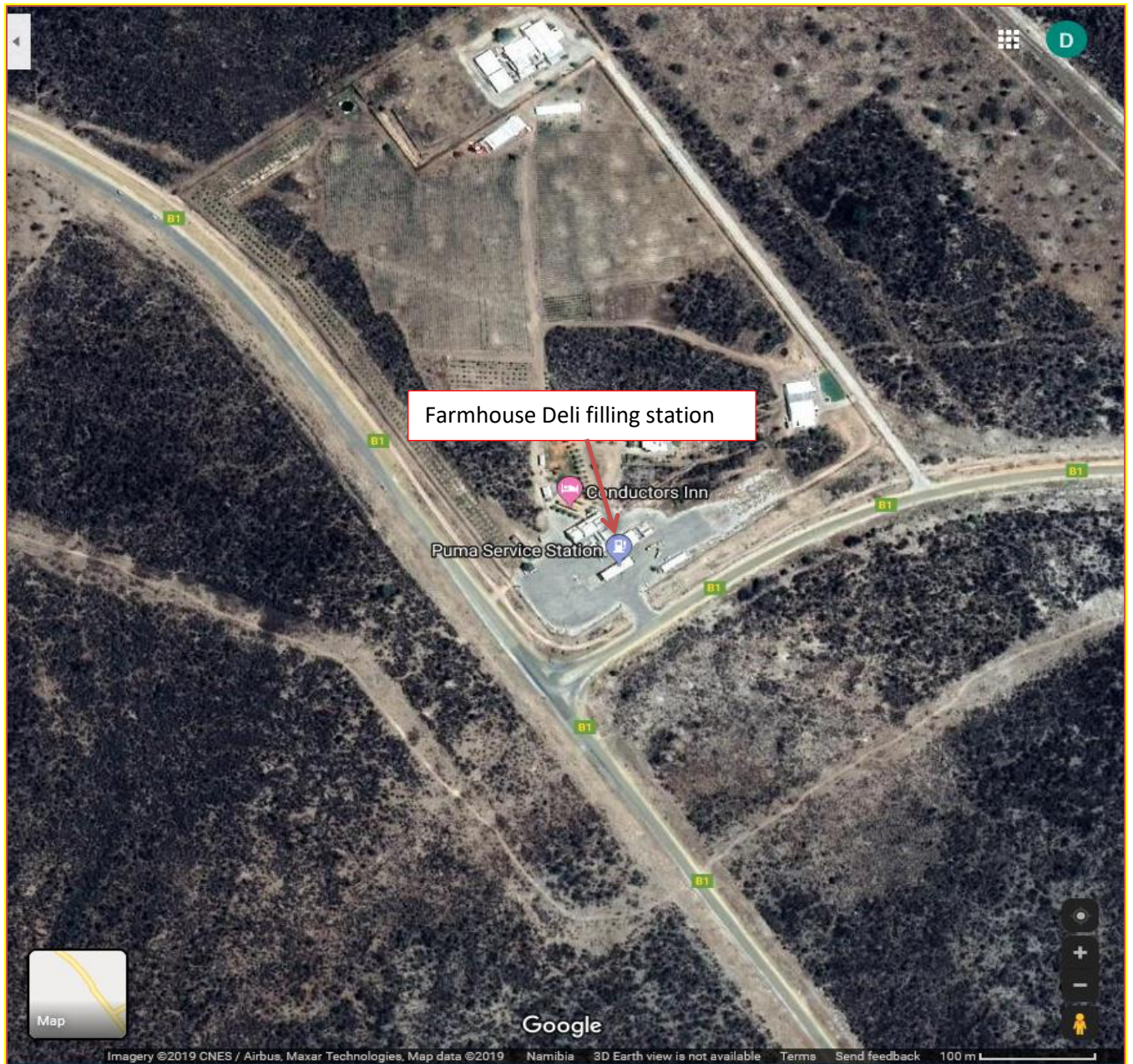


Figure 1: Location of Farmhouse Deli filling station and associated activities, Tsumeb, Oshana Region, (19° 13' 21.12"S, 17° 39' 34.33" E), Google Earth, 2019.

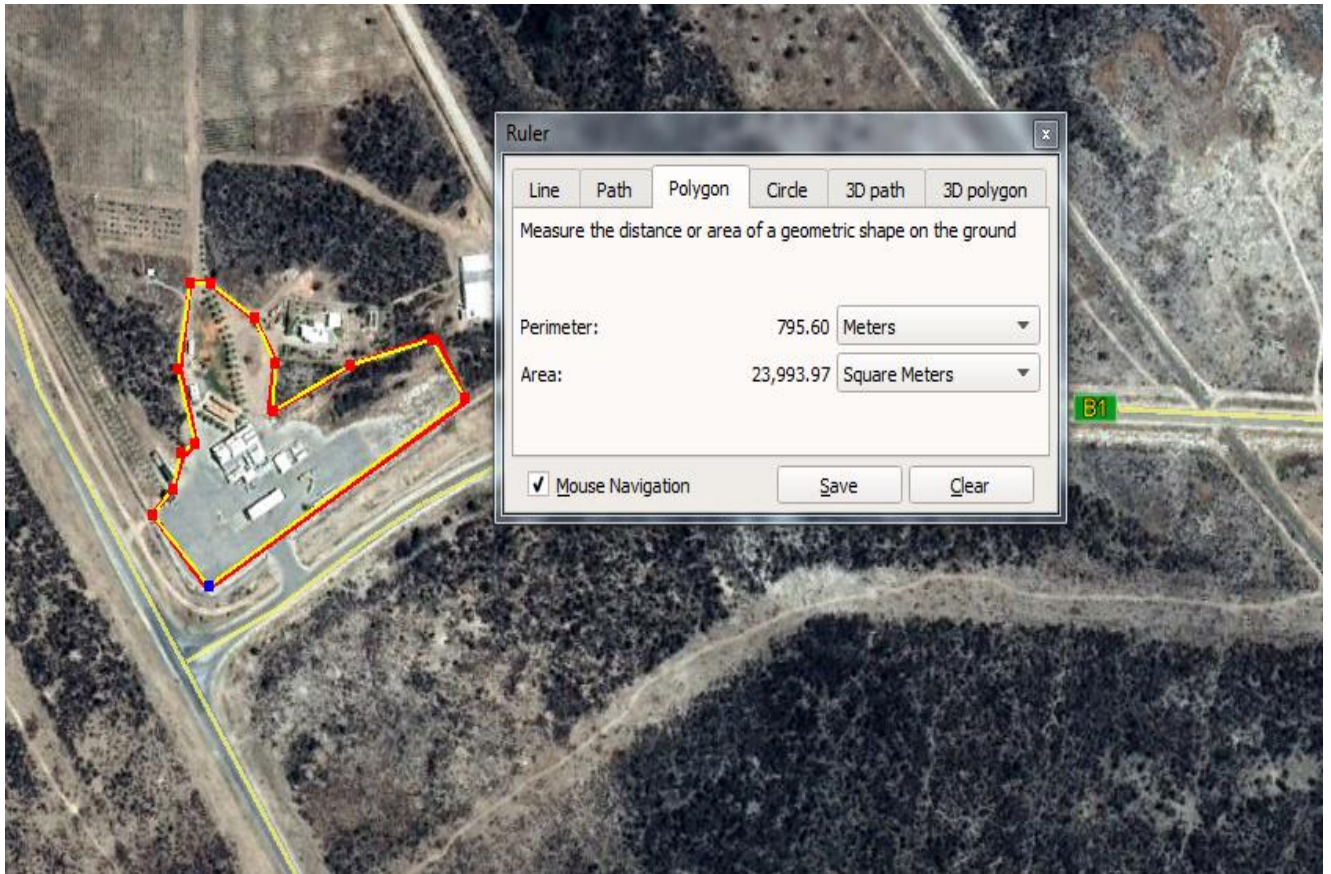


Figure 2: Farmhouse Deli filling station and associated activities on portion 74 of Farm Tsumore 761, Tsumeb district, Oshikoto Region, marked area red and yellow (Google Earth Map, 2019)

1.5 Environmental Assessment Practitioner (EAP)

Healthy Earth Environmental Consultants (hereafter refers as HEEC) has been appointed to undertake the Environmental Assessment (EA) process and formulate an Environmental and Social Management Plan accompanied by an Environmental Auditing report for the renewal of the Environmental Clearance Certificate for operation of Farmhouse Deli filling station and associated facilities constructed on portion 74 of Farm Tsumore 761, situated within the boundary town of Tsumeb in Oshikoto region. The ESMP will be submitted to the office of the Environmental Commissioner within the Department of Environmental Affairs (DAE) to necessitate the renewal of the Environmental Clearance Certificate. The ESMP will be treated as a live document by the proponent (Farmhouse Deli and Store cc) and his team (Employees) to guide them during the operation of the filling station and associated facilities to ensure that the likely impacts on the environment are mitigated or avoided where possible and at the same time amplify positive impacts.

1.6 Detailed Consultation Process with Key Stakeholders

The essence of the consultation process in the Environmental Assessment is to ensure access to information to all interested and affected parties (I&AP). Due to the fact that this is an existing project some relevant stakeholders such as the employees and individuals carrying out their businesses within the proximity of the filling station has been consulted and their inputs, comments and opinions were recorded and taken into consideration during the formulation of this ESMP.

2. Legal and policies framework

The Farmhouse Deli filling station and associated facilities should be operated under the provision of the relevant statutory framework of Namibia and international laws of which Namibia is signatory.

Table 1: Legal provision relevant to this project

Legislature/Policies	Relevant provision	Relevance to project
The Constitution of the Republic of Namibia	The Namibian constitution is the supreme law of the country which is committed to sustainable development. Article 95(1) of the Constitution of Namibia states that:- "The State shall actively promote and maintain the welfare of the people by adopting policies aimed at ... The maintenance of ecosystems, essential ecological processes and biological diversity of Namibia and utilization of living natural resources on a sustainable basis for the benefit of all Namibians, both present and future".	<ul style="list-style-type: none"> To undertake the EA in order to maintain the ecological process and diversity of ecosystem.
Environmental Management Act No. 7 of 2007 (EMA)	Section 2 outlines the objective of the Act and the means to attain that. Section 3 details the principles of Environmental Management.	<ul style="list-style-type: none"> The management of this project must be informed by the EMA.
EIA Regulations GN 28, 29, and 30 of EMA (2012)	GN 29 Identifies and lists certain activities that cannot be undertaken without an environmental clearance certificate.	<ul style="list-style-type: none"> Activity 9.4 and 9.5 (Hazardous Substance Treatment, Handling and Storage) and Activity 10.1(a) (Infrastructures); The storage and handling of a dan-

	GN 30 provides the regulations governing the environmental assessment (EA) process.	gerous goods, including petrol, diesel, liquid petroleum, gas or paraffin, in containers with a combined capacity of more than 30 cubic meters at any one location. Construction of filling stations or any other facility for the underground and above underground storage of dangerous goods, including petrol, diesel, liquid, petroleum, gas or paraffin. The construction of oil, water, gas and petrochemical and other bulk supply pipelines.
Environmental Assessment Policy of Namibia (1995)	The Policy seeks to ensure that the environmental consequences of development projects and policies are considered, understood and incorporated into the planning process, and that the term ENVIRONMENT is broadly interpreted to include biophysical, social, economic, cultural, historical and political components.	<ul style="list-style-type: none"> • This EMP considers this term of Environment.
The Occupational Safety and Health Act No. 11 of 2007;	<p>Safety risk is a statistical concept representing the potential of an accident occurring, owing to unsafe operation and/or environment. In the working context "SAFETY" is regarded as "free from danger" to the health injury and to properties.</p> <p>Occupational Health is intended at the promotion and maintenance of the highest degree of physical, mental and social wellbeing of workers in all occupations. This is done by ensuring that all work-related hazards are prevented and where they occur, managed.</p>	<ul style="list-style-type: none"> • The operation of the filling station and associated facilities should comply with the guidelines outlined.

Draft Procedures and Guidelines for conducting EIAs and compiling EMPs (2008)	Part 1, Stage 8 of the guidelines states that if a proposal is likely to affect people, certain guidelines should be considered by the proponent in the scoping process.	<ul style="list-style-type: none"> The EMP should incorporate the aspects outlined in the guidelines.
Public Health Act No. 36 of 1919	The Act serves to protect the public from nuisance and states that no person shall cause a nuisance or shall suffer to exist on any land or premises owned or occupied by him or of which he is in charge any nuisance or other condition liable to be injurious or dangerous to health.	<ul style="list-style-type: none"> The operation of the filling station and associated facilities should adhere to this regulation.
Petroleum Product and Energy Act No, 13 of 1990	This Act provides a framework for handling and distribution of petroleum products which may include purchase, sale, supply, acquisition, possession, disposal, storage or transportation thereof.	<ul style="list-style-type: none"> The proponent should ensure that there is safe handling of fuel.
Namibia Vision 2030	Vision 2030 states that the solitude, silence and natural beauty that many areas in Namibia provide are becoming sought after commodities and must be regarded as valuable natural assets.	<ul style="list-style-type: none"> Care should be taken that the operation of the filling station and associated facilities; do not lead to the degradation of the natural beauty of the area.
Water Act No. 54 of 1956	Section 23(1) deals with the prohibition of pollution of underground and surface water bodies.	<ul style="list-style-type: none"> The pollution of water resources should be avoided during operation of the filling station and associated facilities activities.
The Ministry of Environment and Tourism (MET) Policy on HIV & AIDS	MET has recently developed a policy on HIV and AIDS. In addition it has also initiated a programme aimed at mainstreaming HIV and gender issues into environmental impact assessments.	<ul style="list-style-type: none"> The owner of the filling station has to adhere to the guidelines provided to manage the aspects of HIV/AIDS. Experience with similar projects has shown that a significant health risk occurs when migrant contract workers/labourers interact with local communities.
Local Authorities Act No. 23 of 1992	The Local Authorities Act prescribes the manner in which a town or municipality should be managed by the Town or Municipal Council.	<ul style="list-style-type: none"> The operation of the filling station and associated facilities has to comply with provisions of the Local Authorities Act.

	Sections 34-47 make provision for the aspects of water and sewerage.	
Labour Act No. 11 of 2007	Chapter 2 details the fundamental rights and protections. Chapter 3 deals with the basic conditions of employment.	<ul style="list-style-type: none"> Given the employment opportunities presented through the operation of the filling station and associated facilities, compliance with the law is essential.
Public and Environmental Health Act of 2015	This Act (GG 5740) provides a framework for a structured uniform public and environmental health system in Namibia. It covers notification, prevention and control of diseases and sexually-transmitted infections; maternal, ante-natal and neonatal care; water and food supplies; infant nutrition; waste management; health nuisances; public and environmental health planning and reporting. It repeals the Public Health Act 36 of 1919 (SA GG 979).	<ul style="list-style-type: none"> The operations of the filling station and associated facilities have to comply with these legal requirements.
Hazardous Substances Ordinance No. 14 of 1974	This ordinance gives provision to control the handling of hazardous substance in all circumstances, such as manufacturing, imports and exporting of these to ensure human and environmental safety.	<ul style="list-style-type: none"> The proponent should comply with this legislation.
Nature Conservation Ordinance No. 4 of 1975	Chapter 6 provides for legislation regarding the protection of indigenous plants.	<ul style="list-style-type: none"> Indigenous and protected plants have to be managed within the legal confines.
Soil Conservation Act 6 of 1969 Ministry of Agriculture, Water and Forestry	This Act covers the prevention and combating of soil erosion; the conservation, improvement and manner of use of the soil and vegetation; and the protection of water sources.	<ul style="list-style-type: none"> Soils should not be polluted or left un-rehabilitated.
African Convention on the Conservation of Nature and Natural Resources (African Union, 2003)	Article 9 subsection (h) Article IX subsection (h), on Species and Genetic Diversity is particularly note-	<ul style="list-style-type: none"> Careful consideration should be taken that the landscaping of the facility does not lead to the introduction of alien plants.

	worthy, stating that signatory states “shall strictly control the international and, as far as possible, accidental introductions, in any area, of species which are not native to that area and endeavour to eradicate those already introduced where the consequences are detrimental to native species or to the environment in general.”	
National Heritage Act No. 27 of 2004	The Act makes provision for the protection and conservation of places and objects of heritage significance and the registration of such places and objects. Part V Section 46 of the Act prohibits removal, damage, alteration or excavation of heritage sites or remains, while Section 48 sets out the procedure for application and granting of permits.	<ul style="list-style-type: none"> • The proponent should adhere to this regulation.

3. Role and Responsibilities

Farmhouse Deli and Store cc will be liable for the implementation of the EMP. The proponent may delegate responsibility to his representative, Proponent Representative (PR) as it deem necessary at any time during the operational phase, rehabilitation phase and closure or decommissioning phases. The execution of both environmental and social commitments will be carried out by the site manager. Healthy Earth Environmental Consultants (HEEC) will handle all the bi-annual reporting and ensure compliance. In the events where there is a need for a specialist, a professional expert will be contracted.

To safeguard the effective execution of this EMP the responsibilities will be allotted to the following individuals;

3.1 Proponent

Farmhouse Deli and Store cc shall oversee the responsibility of the environmental management by effectively executing the environmental management plan. Furthermore, it shall be the responsibility of the proponent to carry out the following;

- Apportion a site Manager;
- Ensure that all employees are conversant with the Environmental Management Plan (EMP) and an induction on safety has been provided.
- Maintain a safe and healthy working environment;
- Provide employees with correct Personal Protective Equipment (PPE);
- Assurance of a good working environment to enhance performance and compliance;
- Appoint an Environmental Control Officer to carry out environmental compliance and environmental audits.

3.2 Site Manager

The Site Manager shall be the Proponent Representative (PR). He/she will be liable for guaranteeing that the daily operations are adequately performed and all employees comply with the EMP. The Site Manager must ensure that a copy of the EMP is always accessible on site at all times and every employee is familiar with the EMP.

3.3 Environmental Control Officer (ECO)

The proponent should appoint an Environmental Control Officer to superintend the implementation of the EMP from operation phase and decommissioning phase. The ECO shall be a knowledgeable person to monitor, periodically evaluate and safeguard compliance with the environmental management plan. The proponent may adopt to allot this responsibility to a skilled person during phases or may apportion different individuals at all stages to administer the implementation of the EMP.

The ECO should carry out the following tasks;

- Provide support to the site manager to ensure that all the required permits and environmental authorisation are valid.
- Monitor and verify that there is compliance to the EMP and ensure that environmental impacts are abridged to a minimum.
- Assist the proponent and site manager in identifying appropriate solutions to environmental problem.
- Ensure that environmental awareness training is given to all new employees at the filling station.
- Conduct systematic site inspections with respect to the execution of the EMP.
- Recommend to the proponent and site manager on the removal of certain individuals or equipment not complying with this EMP.
- Advise on the issuance of fines for not adhering to the facility rules and disrespectful of this EMP.
- Ease and retain a sound communication between the proponent, site manager, employees, and interest and affected parties relating to this EMP.
- Conduct environmental auditing and safeguard compliance of this EMP on monthly basis.
- Carry out the appraisal of the EMP and suggest alteration to this EMP document where it deems necessary.
- Compile the bi-annual reports and submit to the relevant authority.

3.4 Employees

Employees are involved in the operation of the filling station and associated facilities on daily basis. Hence adequate training should be given to them and foster them to be accustomed with this EMP.

The employees should ensure the followings:

- Comply with this EMP.
- Put on all appropriate Personal Protective Equipment's (PPE) at all time when on duty.

- Reports immediately any encountered incidents on-site to the site manager and ECO.
- Adhere to the company policies.

4. Assumption and Limitations

This EMP has been formulated based on the following assumptions and limitations:

- The EMP was prepared based on the information gathered during the site visit carried out in November 2019.
- Consultation with key stakeholders; the filling station owner (Mr. Willem Johannes Jacobus Bosch), Employees, Local SMEs and Motorists.
- The mitigation measures detailed in this EMP are based on the potential risks/impacts identified during the site visit. Any change to the operation of the filling station and associated facility will result in the risks and impacts being subjected to re-appraisal and mitigation measures will be enhanced.

a. Level of Accuracy

The determination of the likely impacts associated with the operation of the facilities and recommended corrective management actions revolve around the information collected during the site visit, augmented with additional information from the owner of the facilities. Therefore this information is reputed to be precise and significant to the operation of the filling station and associated facilities.

4.1 Occupational Health and Safety

It was verified that the owner of the filling station and his employees have the relevant occupational health and safety certifications (see Appendices I & J) and management actions are in place for the operation and working with hazardous substance.

5. Environmental Management Plan Actions

a. Environmental Aims of the Projects, Objectives, Goals and Commitments

The aims of the management actions of this EMP are to condense the possible impacts where it deems necessary. In the events where the impacts cannot be avoided mitigation measures are provided to reduce the significance of impacts. The objectives, goals, and commitment of the environmental action plans are detailed as follows;

i. Project objectives;

The essence is to evade the likely impacts associated with the environment such as soil contamination, fire risk, littering, air pollution, water contamination, traffic safety, dust and noise exposure, visual intrusion, health and safety etc.

ii. Project goals;

- To ensure an uninterrupted active ecosystem and safeguard biodiversity.
- To work in harmony with the motorists, employees and local SMEs.
- To maintain a sound working environment.

5.1.3 Project commitments

- Comply with all the relevant environmental legislation in Namibia and applicable international standards and convention.
- Equipped for potential environmental incidents and employing mitigation measures to avoid recurrence.
- Prioritization of environmental conservation in the operation of the filling station and associated facilities.
- Build a concrete relationship with the motorists.
- Maintain effective communication on environmental policies, objectives and targets and provide training to all employees.

b. Mitigation measures

The management and mitigations of probable impacts identified during the site visit are detailed in the following sections.

SECTION A: EMPLOYEES INDUCTION

Table 2: Aspects on employee's induction during the operation of the filling station and associated facilities.

Environmental/Social Aspects	Proposed mitigation Measures	Frequency	Responsibility
Operation			
EMP Induction Course	<ul style="list-style-type: none"> ✓ All employees should undergo for an EMP induction course before commencing with their works. EMP induction course should cover the following: ✓ Elucidate the significance of complying with the EMP. ✓ The potential environmental impacts associated with the operation of the filling station. ✓ Employees' roles and responsibilities, including emergency pre- 	As required	ECO and Site Manager

Environmental/Social Aspects	Proposed mitigation Measures	Frequency	Responsibility
	<p>paredness and response requirements.</p> <ul style="list-style-type: none"> ✓ Explain clearly the remedial actions that must be implemented when employees are carrying out their respective activities. ✓ The possible repercussions of departure from specified operating procedures; and incentive for enhancing mitigation measures or avoiding possible negative environmental impacts. ✓ Explaining the significance of enhancing and prioritising the safety of all employees when performing their activity on site. 		

Environmental/Social Aspects	Proposed mitigation Measures	Frequency	Responsibility
Bunkering and Handling of dispenser pumps	<ul style="list-style-type: none"> ✓ Training should be given to all employees involve in fuelling vehicles or handling dispenser pumps and bunkering of fuel into underground tanks. 	As required	Proponent /Environmental Control Officer (ECO)
Communication	<ul style="list-style-type: none"> ✓ The proponent must appoint an ECO to liaise between the local SMEs, Motorists and I&APs. ✓ The owner of the filling station shall at every monthly meeting report on the status of executing all provisions of the EMP. ✓ A copy of the EMP must be available at the office and should be accessible to all I&APs. 	As required	Proponent /Environmental Control Officer (ECO)

Environmental/Social Aspects	Proposed mitigation Measures	Frequency	Responsibility
	<p>✓ All individuals appearing on I&APs list should be cognizant of the complaints register.</p>		

SECTION B: HEALTH AND SAFETY

Table 3: Aspects on health and safety during the operation of the filling station and associated facilities.

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
Fire Risks	<ul style="list-style-type: none"> ✓ No fires allowed near the filling station. No smoking should be permitted within the surrounding area of the filling station. ✓ Each filling station column should have a fire extinguisher that should be easily accessible in the event of fire. All facility should have at least two fire extinguishers mounted on the walls and always accessible. ✓ The fire extinguishers should be serviced regularly and their service 	As required	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	<p>record kept up to date.</p> <ul style="list-style-type: none"> ✓ No person should be allowed to smoke close to vehicle with a running engine, generators fuel storage facilities. 		
Fire Detection System	<ul style="list-style-type: none"> ✓ Fire detection system to discover early fires and alert the employees and the public should be installed at the facility and regular testing should be carried out to ensure that they are not malfunctioning. ✓ A specific day every week and at specific time should be dedicated for fire detection system testing and all employees and motorist should be informed well in ad- 	Always	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	vance.		
Security alarms	✓ The convenient shop and other facilities should be installed with security alarm system.	Always	Proponent /Environmental Control Officer (ECO)
Security Guards	✓ The facilities should be guarded by two security guards at all time.	Always	Proponent /Environmental Control Officer (ECO)
Emergency numbers	✓ All emergency number should be placed on a board mounted on the wall outside the convenient shop.	Always	Proponent /Environmental Control Officer (ECO)
General Safety on-site	<ul style="list-style-type: none"> ✓ All employees should be provided with the required Personal Protective Equipment (PPE). ✓ Provide training to all employees on personal safety and how to handle equipment's. 	Once off	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	<ul style="list-style-type: none"> ✓ A well-stocked first aid kit must always be available at the office and should be administered by a trained employee. ✓ Report any kind of accidents / incidences, treat and compensate affected employees. 		
Traffic Safety	<ul style="list-style-type: none"> ✓ Ensure that there are clearly marked and good signage's at the filling station and its associated facilities. ✓ Substantial parking bays should be made available for motorists and parking provision should be made available to people with disability. ✓ Adhere to the speed limit and obey 	Once off	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	<p>caution signs.</p> <ul style="list-style-type: none"> ✓ Designate danger and off-loading zones. ✓ Restrict access to unauthorized areas. 		
Public Health and Safety	<ul style="list-style-type: none"> ✓ The area should be fenced-off and the only entrance point from the B1 road, south of the filling station should be used to access the facility, the same point can be used as an exit point by motorist and the general public. ✓ Safety warning signs must be placed at the filling station and associated facilities to warn the general public of all potential risks. 	As required	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	<ul style="list-style-type: none"> ✓ Ensure that during operation the public and all motorists have access to the filling station and its associated facilities. 		
Ablution Facilities	<ul style="list-style-type: none"> ✓ Distinct and adequate flushing toilets for men and woman should be made available and kept clean all time during the operational phase of the facility. ✓ Distinct and clearly illustrated toilet for man and women should be made available during the operational phase. ✓ Employees responsible for cleaning the toilets should be provided with latex gloves and masks. 	Once off	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Dust	<ul style="list-style-type: none"> ✓ In the event of windy condition employees should be provided with dust masks. ✓ Foster the planting of trees in the vicinity so that they can act as wind breakers and maintain soil stabilization. ✓ The facility should be landscaped to enhance aesthetic values. 	As required	Proponent /Environmental Control Officer (ECO)
Smoke and Fumes	<ul style="list-style-type: none"> ✓ Employees should be provided with respirators and safety glasses during smoky conditions. ✓ Employees with proven respiratory problem should avoid working in areas with strong fumes. 	As required	Proponent /Environmental Control Officer (ECO)
Noise pollution	<ul style="list-style-type: none"> ✓ The operation of the filling station 	As required	Proponent

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	<p>is unlimited; however employees should not be exposed to the noise level more than 85 decibels (dB) for a prolonged time and no employees should be exposed to the loud noise above 120 dB.</p> <ul style="list-style-type: none"> ✓ The use of the generators should be restricted only during power cuts events. ✓ Provide correct PPE e.g. earplugs and earmuffs in the event of loud noise to employees. 		/Environmental Control Officer (ECO)

SECTION C: POLLUTION AND WASTE MANAGEMENT

Table 4: Aspects on the operation of the filling station and associated facilities concerning pollution and waste management

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
Fuel spill and Oil leak-ages	<ul style="list-style-type: none"> ✓ Leak inspection done on all equipment's at the facility. ✓ Drip trays must be used once vehicles are stationary. ✓ The fueling area must be lined with impermeable materials and paved. ✓ Lubricant products and hazardous materials should only be sold in the convenient shop with the right temperature. ✓ In an event of oil spill, contaminated soil samples must be col- 	As required	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	lected and disposed of at the appropriate waste disposal.		
Fuel Leak Wireless Detecting system – Smart Sensor	<ul style="list-style-type: none"> ✓ The filling station should be equipped with leak detection system to detect any type of fuel leakages, leaking storage tanks, leaks from pumps, leaks within bunded fuel tanks and generator leaking onto the ground. 	Always	Proponent /Environmental Control Officer (ECO)
Vehicle Emission	<ul style="list-style-type: none"> ✓ Switch of engines when vehicles are not in operation. ✓ All vehicles and machinery must be serviced and kept in good working conditions. 	As required	Proponent /Environmental Control Officer (ECO)
Hazardous Waste/General Waste	<ul style="list-style-type: none"> ✓ All hazardous substances (e.g. fuel, lubricants etc.) or chemicals should be stored in a specific lo- 	As required	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	<p>cation on an impermeable surface and discarded at a treatment, storage and disposal facility.</p> <ul style="list-style-type: none"> ✓ A reputable company with a good track record on handling hazardous waste should be contracted to collect all hazardous waste and appropriate disposal should be emphasised. ✓ Assorted waste bins labelled should be made available on-site during the operational phases. ✓ The waste bins must be emptied weekly. ✓ Comply with all waste related management actions detailed in 		

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
	<p>this EMP and the recently adopted national Solid Waste Management Strategy document should be made available to the employees.</p>		

SECTION D: ENVIRONMENT

Table 5: Aspects on the operation of the filling station and associated facilities on the environment

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
Biodiversity	<ul style="list-style-type: none"> ✓ No vegetation should be cleared unnecessarily in the surrounding area of the facility or disturbed in any way. ✓ No collection of any plant materials for personal utilization. ✓ No waste or equipment of any kind shall be left on any vegetation. ✓ There should be a continuous landscaping of the area. ✓ No introduction or planting of alien plants permitted at the facility. 	As required	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
	<ul style="list-style-type: none"> ✓ All planted trees at the facility should be recorded in a database with corresponding GPS readings to monitor their growth and survival. 		
Livestock and Domestic Animals	<ul style="list-style-type: none"> ✓ Employees are not allowed to kill any livestock on the adjacent farms. ✓ Livestock theft should be reported to the nearest police. ✓ No pets such as dogs or cats are permitted at the facility. 	Once off	Proponent /Environmental Control Officer (ECO)
Topsoil	<ul style="list-style-type: none"> ✓ Care should be taken not to disturb or degrade the topsoil. 	As required	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
Soil Erosion	<ul style="list-style-type: none"> ✓ In the event of soil disturbance, rehabilitation should be carried out to avoid the impact of soil erosion. ✓ Appropriate soil erosion remedial measures must be in place and executed when signs of soil erosion such as gullies start appearing. ✓ No formation of pits, quarries or waste dumps within the adjacent areas of the filling station and associated facility is permitted. 	As required	Proponent /Environmental Control Officer (ECO)
Surface and Ground Water	<ul style="list-style-type: none"> ✓ Careful consideration should be made during bunkering operation during the rainy season not to allow fuel to enter the surface water and 	As required	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
	<p>cause pollution of surface water and ultimately ground water.</p> <ul style="list-style-type: none"> ✓ There shall be no disposal of waste products of any kind in or in close proximity to surface water bodies. ✓ Motorists should avoid parking their vehicles away from any surface water bodies to avoid spillage in case there are leakages. ✓ Contaminated runoff from the filling station and associated facilities should be prevented from entering the surface water bodies. ✓ Washing of personnel or any equipment should be restricted to the facilities provided on site. 		

SECTION E: SOCIO-ECONOMIC

Table 6: Aspects on socio-economic activities resulting from the operation of the filling station and associated facilities

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
HIV/AIDS	<ul style="list-style-type: none"> ✓ Carry out awareness campaign on HIV/AIDS. ✓ Foster the sales of condoms and relevant contraceptives at the convenient shop. 	As required	Proponent /Environmental Control Officer (ECO)
Alcohol and Drug Abuse	<ul style="list-style-type: none"> ✓ Workers shall not be allowed to be on duty while intoxicated. ✓ Promote awareness on health impacts of alcohol and drugs. 	As required	Proponent /Environmental Control Officer (ECO)
Social Responsibility	<ul style="list-style-type: none"> ✓ It is expected that Farmhouse Deli and Store cc will plough back into the community of Tsumeb in terms of providing internship opportunities to 	Once off	Proponent /Environmental Control Officer (ECO)

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
	students from Tsumeb and supporting orphanage.		
Employment	<ul style="list-style-type: none"> ✓ All unskilled and casual jobs should be given to the local people from Tsumeb. ✓ Outsources the services of local Small and Medium Enterprises (SMEs) that are capable of carrying out certain activities. ✓ People from outside the region should only be considered if specialised skills are not locally available. ✓ Adherence to the legal provision of the Labour Act No. 11 of 2007. 	Once off	Proponent /Environmental Control Officer (ECO)

SECTION F: ARTEFACTS AND ARCHAEOLOGICAL SITES

Table 7: Aspects on operation of the filling station and associated facilities concerning archaeological sites significance

Environmental/Social Impact	Proposed mitigation Measures	Frequency	Responsibility
Operation			
Archaeological Significant Sites	<ul style="list-style-type: none"> ✓ Should a heritage site or archaeological site be uncovered or discovered in the vicinity of the facility during the operation phase, a “chance find” procedure should be applied as detailed below: ✓ If operating machinery or equipment stop work; ✓ Demarcate the site with danger tape; ✓ Determine GPS position if possible; ✓ Report findings to the site man- 	As required	Proponent /Environmental Control Officer (ECO)

	<p>ager and proponent;</p> <ul style="list-style-type: none"> ✓ Report findings, site location and actions taken by the site manager and owner of the facility; ✓ Cease any works in immediate vicinity; ✓ Visit find site and determine whether work can proceed without damage to findings; ✓ Determine and delineate exclusion boundary; ✓ Site location and details to be added to a Geographic Information System (GIS) for field verification by archaeologist; ✓ Assess the site and authenticate addition to the site GIS; ✓ Advise the National Heritage Council (NHC) and request written permission to remove findings 		
--	--	--	--

	<p>from work area; and</p> <ul style="list-style-type: none"> ✓ Recovery, packaging and labelling of findings for transfer to National Museum. <p>Should human remains be found, the following actions will be required, apply the chance find procedure as described above;</p> <ul style="list-style-type: none"> ✓ Schedule a field inspection with an archaeologist to confirm that remains are human; ✓ Advise and liaise with the National Heritage Council and Namibian Police; and ✓ Remains will be recovered and removed and taken to the National Museum or the National Forensic Laboratory in Windhoek. 		
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6. Site Rehabilitation Phase

The management actions included in Table 8, below apply during the rehabilitation phase of the filling station and associated facilities and should be undertaken with mitigation measures detailed in the Tables above.

Table 8: Site rehabilitation Phase Management actions

Environmental Features	Management Actions	Responsibility	Monitoring Agents
EMP training	<ul style="list-style-type: none"> ✓ All companies contracted, by Farmhouse Deli and Store cc to render any services must ensure that all their employees are aware of the necessary health, safety and environmental considerations applicable to their respective works. 	Proponent	ECO, MET, Tsumeb Municipality
Monitoring	<ul style="list-style-type: none"> ✓ The ECO should monitor the execution of the EMP. ✓ The ECO should on regular basis carry out inspection on the conditions of around the operation of the filling station and associated facilities. ✓ The ECO should inspect the operation of the filling station and associated facility 	Proponent	ECO

	by the end of every shift.		
Water and Waste management	<ul style="list-style-type: none"> ✓ No dumping of waste products of any kind in or in close proximity to any surface water bodies. ✓ Contaminated runoff from the various operational activities should be avoided from entering any surface water bodies and ultimately underground water. ✓ Ensure that surface water accumulating on-site are directed and captured through a proper storm water management system and should be treated in an appropriate manner before dispose of into the environment. ✓ The use of water saving mechanisms should be promoted among the employee's, motorists and the public at large in order to reduce water demand. ✓ Substantial waste bins (with lids, to prevent the escape of litter) shall be available at the filling station and assorted wheelie bins shall be available out- 	Proponent	ECO, MET, MAWF, MHSS

	<p>side the convenient shops and other facilities and should be easily accessible at all time to the employees and the public to dispose of their waste.</p> <ul style="list-style-type: none"> ✓ The filling station and associated facilities shall be kept clean and free of litters and no litters shall be allowed to strew at the facility. ✓ All employees should be instructed to discard of all waste in correct labelled bins. ✓ The owner and the manager of the facility should be responsible for regular disposal of all the solid waste generated at the facility. ✓ The frequency of collections will be such that waste containment receptacles do not unduly accumulated or overflow. 		
Energy efficiency	<ul style="list-style-type: none"> ✓ The constructed solar plant east of the facility should be use at the optimal level to provide power to the entire facility and act as back up during power cuts. The 	Proponent	ECO, MET, MME

	diesel generator should only be used as a back in the events of load-shedding.		
Biodiversity restoration	<ul style="list-style-type: none"> ✓ A list of indigenous plants should be generated and such plants should be incorporated in the landscaping program. ✓ The nursery on site should focus on propagating indigenous trees and fruits tree to maintain the ecological systems and enhance food security. ✓ Any fauna occurring in the vicinity should not be disturbed. ✓ No poaching of any animal in surrounding farms is permitted at all cost. 	Proponent	ECO, MET, MAWF

7. Decommissioning Phase

The decommissioning of the filling station and associated facilities is not expected to take place in the nearest future. The provision of the Environmental Management Act, 2007, emphasis that it is crucial to take into consideration the impacts on the environment during the decommissioning phase of the project. Namibian legislation consider decommissioning phase a separate activity and an EIA should therefore be conducted preceding to its decommissioning. Recommendation to be taken into account subsequent to decommissioning: A closure plan should be formulated by the owner (Farmhouse Deli and Store cc) at least two years before the scheduled date of decommissioning. This closure plan must ascertain the targets and objectives for decommissioning and operations working towards this end. Farmhouse Deli and Store cc should consult the specialists to ensure that the decommissioning phase is in line with the prevalent international best practice trends, to reduce the possible risks and financial overheads to execute this process. Key stakeholder engagement

is crucial during this phase to ensure that the neighbours and municipality of Tsumeb; interests are detailed and their obligations from the initial stages of the project are well-thought-out. The decommissioning of Farmhouse Deli filling station and associated facilities is not yet projected due to the fact that there is a high demand of fuel and is currently the most preferred filling station by motorists in the area due to its strategic location. The facility have become an integral economic activity in town of Tsumeb and a sizeable number of people has been employed by the facility resulting in the improvement of the livelihoods of many families in the town. The facility is associated with many positive cumulative impacts which includes; generating indirect jobs to many people in the town.

8. Conclusion

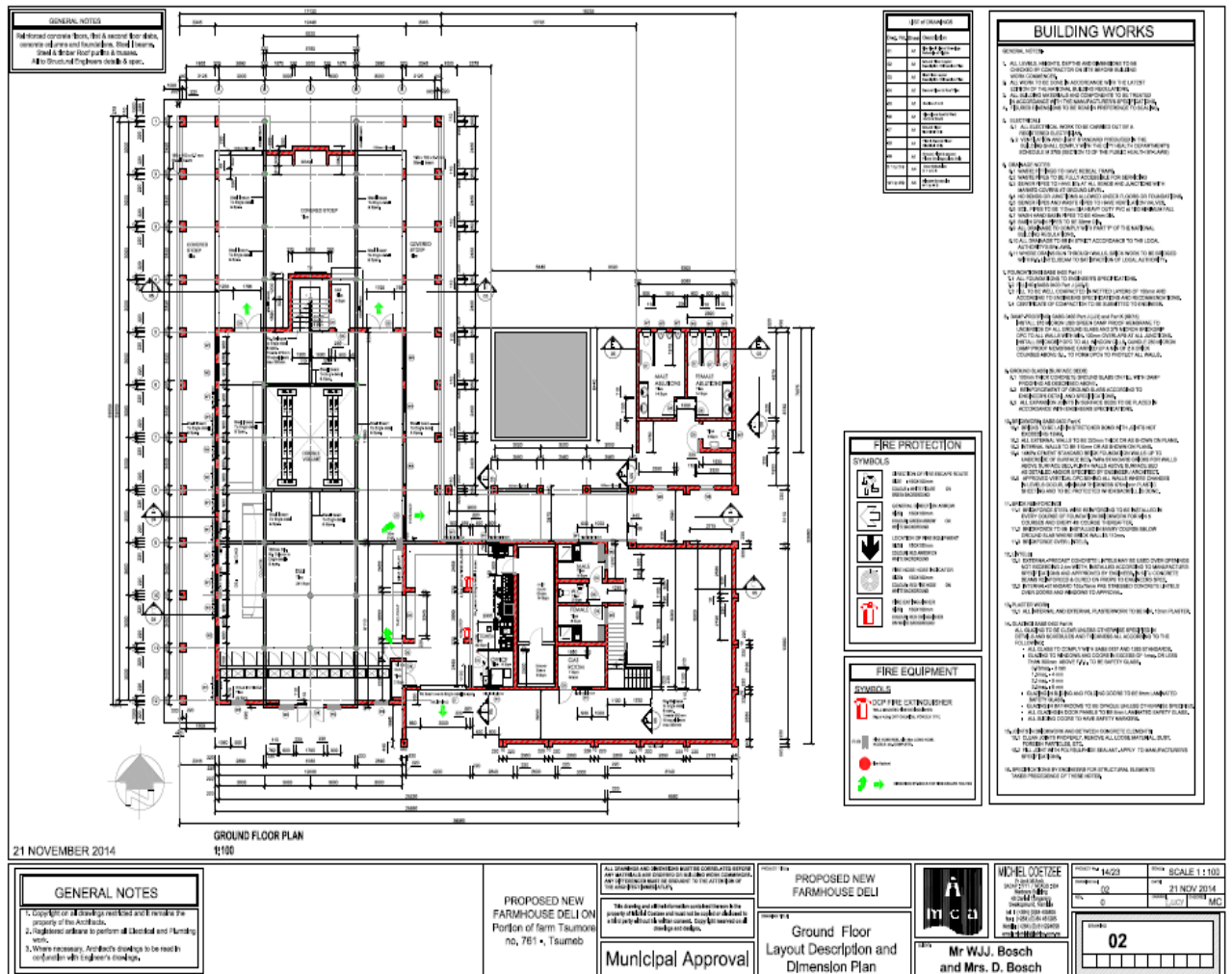
The continuous operation of the Farmhouse Deli filling station and associated facilities will bring about positive and negative impact on the environment. Appropriate implementation of this EMP will ensure that negative impacts are mitigated and positive impacts will be enhanced. The filling station deals with hazardous products which can easily results in detrimental impact on the environmental if proper measures are not in place. Most of the predicted impacts are quite significant, therefore appropriate and rigid environmental management measures should be executed throughout the entire life span of the project. The management of long-term impact requires continuous monitoring and urgent remediation in order to avoid adverse impact on the environment. Based on the preliminary finding detailed in this EMP and taking into account the owner of the facility mindfulness toward the environment, it is recommended that the Environmental Clearance Certificate for Farmhouse Deli filling station and associated facilities should be renewed to ensure continuous operation and be allowed to implement the mitigation measures suggested in this document.

9. References

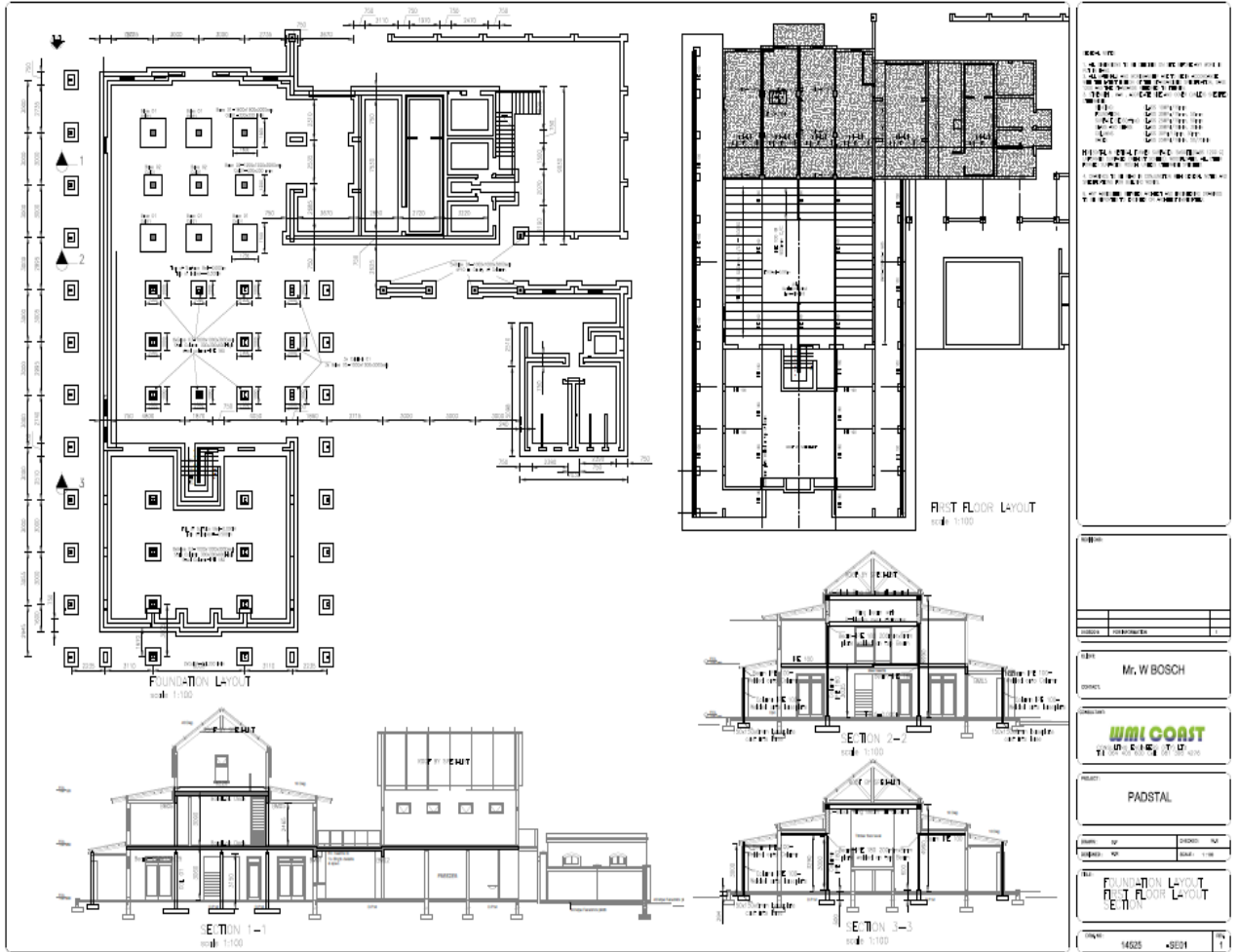
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- Ministry of Environment and Tourism, 2002. Atlas of Namibia. Comp. J. Mendelsohn, A. Jarvis, T. Roberts and C. Roberts, David Phillip Publishers, Cape Town.
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10. Appendices

Appendices A: Site plan for Farmhouse Deli filling station and associated facilities



Appendices B: Padstal Design for Farmhouse Deli filling station and associated facilities



Appendices C: Architectural design of the second floor of Padstal

The architectural drawings consist of two main parts: a detailed floor layout and a cross-section of the roof level ring beams. The floor layout shows a rectangular structure with various rooms, corridors, and a staircase. The roof level ring beams drawing shows a cross-section of the roof structure with beams and supports.

SECOND FLOOR LAYOUT
SCALE: 1:50

ROOF LEVEL RING BEAMS
SCALE: 1:20

REVISIONS

NO.	DESCRIPTION	DATE
1	ISSUED FOR TENDERS	15/08/2018

DESIGNER
Mr. W BOSCH

CLIENT
WMI CORST

PROJECT

DATE 15/08/2018 **SCALE** 1:50

TITLE FOUNDATION LAYOUT & SURFACE LEVEL

PROJECT NO. 14525 **SECTION** SE02 **PAGE** 1

Appendices D: Proof of company registration with BIPA

REPUBLIC OF NAMIBIA
CLOSE CORPORATIONS ACT, 1988
(Sections 12, 13, 14, 24, 27, 29, 47 and 60)
(Regulations 2, 3 and 13)

CC 2

Amended Founding Statement



Before filling in the form, first see notes on page 2.

REGISTRATION NUMBER OF CORPORATION CC/2015/10066	DATE OF RECEIPT
--	-----------------

PART A

	Dates of commencement of change
Full name of corporation Farmhouse Deli and Store Close Corporation	*
Previous name of corporation (if applicable)* Seize The Moment Investments Seventy Six CC	*
Literal translation of name (if applicable)* N/A	*
Shortened form of name (if applicable)* N/A	*
Description of principal business* See Annexure A	*

Previous name of corporation (if applicable)* Seize The Moment Investments Seventy Six CC	*
Literal translation of name (if applicable)* N/A	*
Shortened form of name (if applicable)* N/A	*
Description of principal business* See Annexure A	*
Date of end of financial year* Last day of February each year	*

PART B

Postal address* PO Box 65, Tsumeb, Namibia	*
Address of registered office (not post office box)* 841, 6th Road, Tsumeb, Namibia	* 2017 -10- 1 0
Name and address of accounting officer* Helga Rose-Marie Du Plessis 89 Dr Frans Indongo Street, Windhoek West, Windhoek, PO Box 9341, Eros, Windhoek	* 2017 -10- 1 0

(Attach written consent to appointment)

Full name of association or body of which accounting officer is a member **Namibian Institute of Professional Accountants**
Membership/Practice No. **10036**

* See note 2 on page 2

Appendices E: Proof of the expired Environmental Clearance Certificate



REPUBLIC OF NAMIBIA

MINISTRY OF ENVIRONMENT AND TOURISM

Tel: (00 26461) 284 2111
Fax: (00 26461) 229 936

E-mail: akanime@met.na

Enquiries: Mr. Abraham Kanine

Cnr Robert Mugabe &
Dr Kenneth Kaunda Street
Private Bag 13306
Windhoek
Namibia

27 October 2016

OFFICE OF THE ENVIRONMENTAL COMMISSIONER

Managing Director
Farmhouse Deli and Store CC
P. O. Box 1088
Tsumeb

Dear Sir / Madam,

SUBJECT: ENVIRONMENTAL CLEARANCE CERTIFICATE FOR THE PROPOSED SERVICE CENTRE AND FUEL RETAIL FACILITY, TSUMEB, OSHIKOTO REGION

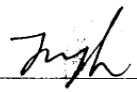
The Environmental Scoping Report and Environmental Management Plan submitted are sufficient as it made an adequate provision of the environmental management concerning proposed activities. From this perspective, regular environmental monitoring and evaluation of environmental performance should be conducted. Targets for environmental performance improvements should be established and monitored from time to time.

This Ministry reserves the right to attach further legislative and regulatory conditions during the operational phase of the project. From this perspective, I issue this Environmental Clearance Certificate with the following conditions: (a) Any pending permits including those related to land ownership and land use approval by Tsumeb Municipality, should be obtained.

On the basis of the above, this letter serves as an Environmental Clearance Certificate for the project to commence. However, this Certificate does not in any way hold the Ministry of Environment and Tourism accountable for misleading information, nor any adverse effects that may arise from this project activity. Instead, full accountability rests with Farmhouse Deli and Store CC and its consultants.

This Environmental Clearance Certificate is valid for a period of 3 (three) years, from the date of issue unless withdrawn by this office.

Yours Sincerely,



Teofilus Nghitila
ENVIRONMENTAL COMMISSIONER

“Stop the poaching of our rhinos”

All official correspondence must be addressed to the Permanent Secretary



Appendices F: Proof of the retail licence from the Ministry of Mine and Energy

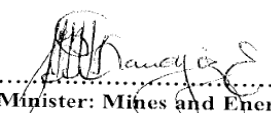
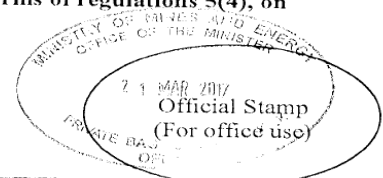


MINISTRY OF MINES AND ENERGY
 PETROLEUM PRODUCTS AND ENERGY ACT, 1990
 PETROLEUM PRODUCTS REGULATIONS (2000)


RETAIL LICENCE

[Regulation 5(4)]

RETAIL LICENCE		Licence No. R/473/2017	
Name of licence-holder		Farmhouse Deli And Store CC	
Address of licence-holder		Physical Address	Postal Address
		Portion 74 of Farm Tsumore ,761 Namibia	P.O Box 1088 Tsumeb Namibia
Name of Retail Outlet		Farmhouse Deli And Store CC	

Name of licence-holder		Farmhouse Deli And Store CC	
Address of licence-holder		Physical Address	Postal Address
		Portion 74 of Farm Tsumore ,761 Namibia	P.O Box 1088 Tsumeb Namibia
Name of Retail Outlet		Farmhouse Deli And Store CC	
Name of Supplying Wholesaler		Puma Energy Namibia (Pty) Ltd	
Premises to which licence relates		-19.225328, 17.659536	
Conditions applicable to licence <i>See overleaf of page for general and special conditions applicable to licence.</i>			
Date of issue of licence		17 February 2017	
Issued by the Minister of Mines and Energy in terms of regulations 5(4), on 17 February 2017 at Windhoek			
 Minister: Mines and Energy			

Appendices G: Proof of valid certificate of fitness/registration from the municipality

Enquiries: G.E. Kearns		TSUMEB MUNICIPALITY
Ref.: 17/1/4/2		OFFICE OF THE CHIEF EXECUTIVE
Tel.: +264 (0)67 221056/7/8 Fax.: +264 (0)67 221464/221067		Private Bag 2012 Tsumeb Namibia

No.115/2019

TSUMEB MUNICIPALITY

CERTIFICATE OF FITNESS / REGISTRATION
(General and Fire Protection/Prevention Regulations)

This is to certify that the premises as described hereunder are suitable in terms of the provisions of the General Health Regulations (G.N. 121 dated 14 October 1969) as amended, and the fire brigade service ordinance No. 10 of 1978, Reg. 17.(1) and the Regulations Relating to the Registration of Business (G.N. 271 dated 4 November 2004), for carrying on a business/trade on the following conditions, if any:

(a) OWNER (S) MANAGER OF PREMISES:
W BOSCH & Mrs. T BOSCH

(b) BUSINESS ADDRESS WHERE PREMISES ARE SITUATED:
STREET NAME : NAMUTONI ROAD
PO BOX : 1088, TSUMEB

(c) PLOT NUMBER IN WHICH PREMISES ARE SITUATED:
PORTION. : 74, TSUMEB

(d) TRADE NAME OF PREMISES:


PO BOX : 1088, TSUMEB

(c) PLOT NUMBER IN WHICH PREMISES ARE SITUATED:
PORTION. : 74, TSUMEB

(d) TRADE NAME OF PREMISES:
FARM HOUSE DELI AND STORE


(e) CLASS BUSINESS/TRADE WHICH WILL BE CARRIED ON:
SELLING FUEL AND RELATED PRODUCTS

(f) CLASS BUILDING IN TERMS OF FIRE PROTECTION/PREVENTION: CONDITIONS, IF ANY, ON WHICH CERTIFICATE OF FITNESS IS GRANTED:


13/03/2019
 CHIEF HEALTH OFFICER DATE


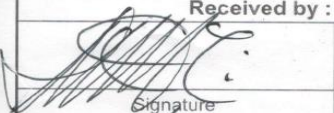

Subject to the taking out of the prescribed Certificate of Fitness, the premises, as described in the above certificate is registered until **30 April 2020** in terms of the provisions of the General Health Regulations (G.N 121 dated 14 October 1969) as amended, for carrying on a business/trade as indicated therein:

Receipt No. 51101


13/03/2019
 CHIEF EXECUTIVE OFFICER DATE

NB!!!! ENSURE COMPLIANCE WITH SOCIAL SECURITY COMMISSION BY APPLYING FOR YOUR GOOD STANDING CERTIFICATE.

Appendices H: Proof of waste disposal certificate from WESCO Waste Management (Pty) Ltd

	Wesco Waste Management (Pty) Ltd Co Reg No. 2008/090 VAT Reg No. 3831115-01-5	Cert Nr. 09049 ORIGINAL
- Marine & Petroleum Industry Tank Cleaning Services - Oil Recyclers (Registered with Ministry Mines & Energy) - Asbestos removal & demolishing (Registered with Ministry of Labour & Social Welfare) - Waste Management (Registered with Ministry of Labour & Social Welfare)		Tel : +264 64 213 200 Cell : +264 81 270 8339 e-mail : info@wesco.com.na
Republic of Namibia		Postal Address : PO Box 157, Walvis Bay
WASTE DISPOSAL CERTIFICATE		
Date: <u>12/11/2019</u>	GRV Reference	
Received from: <u>Farmhouse Deli</u>	Site / Vessel / Location : <u>Tsumeb</u>	
Description	Quantity	Units
<u>Empty Drums Dirty</u>	<u>3000</u>	<u>Ltrs</u>
<u>1 Drum</u>		
Above information true and correct, verified and confirmed by undersigned :		
Received by :  Signature <u>12/11/19</u> Date <u>Andreas E</u> Print Name	Delivered by / from :  Signature <u>12/11/19</u> Date <u>Lizzie Schickerling</u> Print Name	
For and on behalf of : Company Stamp	For and on behalf of : Farmhouse Deli and Store cc P.O. Box 1088, Tsumeb, Namibia Cell: 081 124 2612 Comp. Reg.: 2015/10066 VAT Nr: 7257537-01-1	
CITY PRINT 064 220012		

Appendices I: Proof of fire-fighting training attended by the employees



RUBICON FIRE SERVICES



Certificate of Attendance

THIS IS TO CERTIFY THAT

Lukas U Sheehama

ID: 740701 0026 1

Has attended a lecture and practical demonstration
in the use of fire fighting equipment.

DURATION: 2 HOURS

DATE: 06 November 2019

THIS IS TO CERTIFY THAT

Lukas U Sheehama

ID: 740701 0026 1

Has attended a lecture and practical demonstration
in the use of fire fighting equipment.

DURATION: 2 HOURS

DATE: 06 November 2019


LECTURER


MANAGER FIRE DIVISION

VALID FOR ONE (1) YEAR

RUBICON FIRE SERVICES



Certificate of Attendance

THIS IS TO CERTIFY THAT

Memory Gamises

ID: 930406 0028 1

Has attended a lecture and practical demonstration
in the use of fire fighting equipment.

DURATION: 2 HOURS

DATE: 06 November 2019

Has attended a lecture and practical demonstration
in the use of fire fighting equipment.

DURATION: 2 HOURS

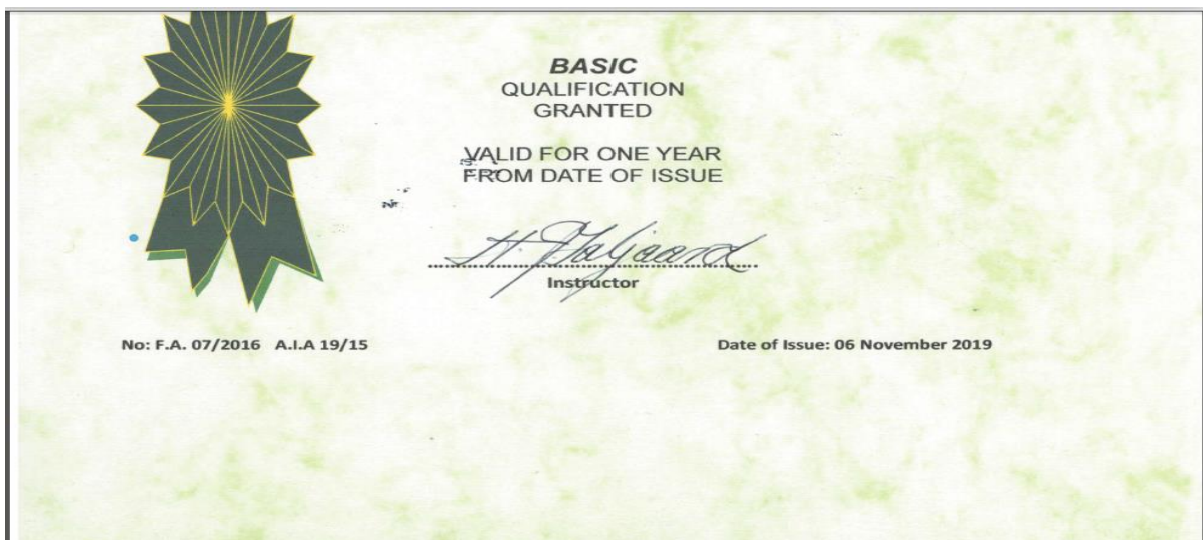
DATE: 06 November 2019

LECTURER

MANAGER FIRE DIVISION

VALID FOR ONE (1) YEAR

Appendices J: Proof of First Aid training attended by the employees



Certificate of Completion

In terms of Regulations 218, 234 and Annexure G of the Regulations
Relating to the Health and Safety of Employees at Place of Work

Under the Labour Act 1992 (Act 6 of 1992) amended by Labour Act 2007 (Act 11 of 2007)

is hereby granted to:

Hermanus D Gariseb

ID NO: 900530 0065 7

to certify that he/she has completed the prescribed
course of lectures and demonstrations and has passed
the examination:



BASIC
QUALIFICATION
GRANTED

VALID FOR ONE YEAR
FROM DATE OF ISSUE

H. D. Gariseb
Instructor

No: F.A. 07/2016 A.I.A 19/15

Date of Issue: 06 November 2019

Hermanus D Gariseb

ID NO: 900530 0065 7

to certify that he/she has completed the prescribed
course of lectures and demonstrations and has passed
the examination:



BASIC
QUALIFICATION
GRANTED

VALID FOR ONE YEAR
FROM DATE OF ISSUE

H. D. Gariseb
Instructor

No: F.A. 07/2016 A.I.A 19/15

Date of Issue: 06 November 2019

T . I . F . A .

TRAINING IN FIRST AID



Certificate of Completion

In terms of Regulations 218, 234 and Annexure G of the Regulations
Relating to the Health and Safety of Employees at Place of Work

Under the Labour Act 1992 (Act 6 of 1992) amended by Labour Act 2007 (Act 11 of 2007)

is hereby granted to:

Georgina V Kambamba

ID NO: 821014 1035 4

to certify that he/she has completed the prescribed
course of lectures and demonstrations and has passed
the examination:

BASIC
QUALIFICATION
GRANTED

VALID FOR ONE YEAR
FROM DATE OF ISSUE



In terms of Regulations 218, 234 and Annexure G of the Regulations
Relating to the Health and Safety of Employees at Place of Work

Under the Labour Act 1992 (Act 6 of 1992) amended by Labour Act 2007 (Act 11 of 2007)

is hereby granted to:

Georgina V Kambamba

ID NO: 821014 1035 4

to certify that he/she has completed the prescribed
course of lectures and demonstrations and has passed
the examination:

BASIC
QUALIFICATION
GRANTED

VALID FOR ONE YEAR
FROM DATE OF ISSUE



A. J. J. J.
Instructor

No: F.A. 07/2016 A.I.A 19/15

Date of Issue: 06 November 2019

Appendices K: Curriculum Vitae for the Environmental Assessment Practitioner