Environmental Management Plan Report for BIB Mineral Resources' Proposed Exploration Activities on EPL 4524, Located Approximately 5 km NorthwestEast of Uis Settlement, Erongo Region, Namibia

February 2022



CONSULTANT'S EXPERTISE

I.N.K Enviro Consultants cc is the independent firm of consultants that has been appointed by BIB Investment cc to undertake the environmental impact assessment process.

Immanuel N. Katali, the EIA Lead Practitioner holds a B.Arts (Honors) in Geography, Environmental Studies and Sociology and has over six years of relevant experience in conducting/managing Environmental Impact Assessments (EIAs), Socio-Economic Impact Assessments (SIA) and compiling Environmental Management Plans (EMPs) in Namibia. Immanuel is certified as an environmental practitioner under the Environmental Assessment Professionals Association of Namibia (EAPAN).

DECLARATION OF INDEPENDENCE AND DISCLAIMER

The consultant herewith declare that this report represents an independent, objective assessment of the environmental impacts associated with the proposed exploration activities on EPL 4524.

I.N.K has prepared this report based on an agreed scope of work and acts in all professional matters as an independent environmental consultant to BIB Mineral Resources cc and exercises all reasonable skill and care in the provision of its professional services in a manner consistent with the level of care and expertise exercised by members of the environmental profession.

The information, statements and commentary contained in this Report have been prepared by I.N.K from information provided by BIB and from discussions held with stakeholders. I.N.K does not express an opinion as to the accuracy or completeness of the information provided, the assumptions made by the party that provided the information or any conclusions reached. I.N.K has based this report on information received or obtained, on the basis that such information is accurate and, where it is represented to I.N.K as such, complete.

I.N.K is not responsible and will not be liable to any other person or organisation for or in relation to any matter dealt within this report, or for any loss or damage suffered by any other person or organisation arising from matters dealt with or conclusions expressed in this report (including without limitation matters arising from any negligent act or omission of I.N.K or for any loss or damage suffered by any other party relying upon the matters dealt with or conclusions expressed in this report). This report must not be altered or added to without the prior written consent of I.N.K.



TABLE OF CONTENTS

1 INTRODUCTION	4
1.1 Introduction to the Proposed Project	4
1.1.1 Details of the Persons who compiled this report	4
2 Applicable permits/requirements	6
3 ENVIRONMENTAL Action plans	9
3.1 Action plans to achieve objectives and goals	9
1. parties responsible for the implementation of the emp	17
1. parties responsible for the implementation of the emp 3.2 Site Manager/ Supervisor	
	17
3.2 Site Manager/ Supervisor	17 17 .17
3.2 Site Manager/ Supervisor	17 17 .17

LIST OF TABLES

Table 1 : Environmental Mitigation Measures and Commitments – field mapping, Geophysical surveys
and soil sampling
Table 2 : ENVIRONMENTAL MITIGATION MEASURES AND COMMITMENTS – DRILL/EXCAVATION SITE
ESTABLISHMENT
Table 3 : ENVIRONMENTAL MITIGATION MEASURES AND COMMITMENTS – Drilling/Excavation
Table 4 : ENVIRONMENTAL MITIGATION MEASURES AND COMMITMENTS - RELEVANT TO ALL
EXPLORATION ACTIVITIES
Table 5 : ENVIRONMENTAL MITIGATION MEASURES AND COMMITMENTS – Closure and Rehabilitation15



1 INTRODUCTION

1.1 Introduction to the Proposed Project

BIB Mineral Resources cc (BIB) has successfully obtained Exclusive Prospecting Licence (EPL) 4524, located 5 km northwest of Uis, in the Erongo Region. EPL 4524 is 24 751 Hectares (ha) in size (refer to figure 1 below). The land on which the EPL is located, belongs to the Daures Constituency and does not encompass any farm.

BIB is planning exploration activities on the EPL. Preliminary activities such as geophysics, mapping, scouting exercises, soil sampling, as well as future drilling activities are planned for the area.

Prior to the implementation of the project, environmental clearance is required from the Ministry of Environment, Forestry and Tourism (MEFT): Department Environmental Affairs (DEA) on the basis of an approved EIA process, in terms of the Environmental Management Act, 2007 (No. 7 of 2007).

I.N.K Enviro Consultants cc, an independent firm of environmental consultants based in Namibia, has been appointed by BIB Mineral Resources cc to undertake and manage the EIA process.

1.1.1 Details of the Persons who compiled this report

I.N.K Enviro Consultants cc is the independent firm of consultants that has been appointed by BIB Investment cc to undertake the environmental impact assessment and related processes.

Immanuel N. Katali, the EIA project manager and lead practitioner holds a B.Arts (Honours) Degree in Geography, Environmental Studies and Sociology and has over six years of relevant experience in conducting/managing EIAs, compiling EMPs and Socio-Economic Studies. Immanuel is certified as an environmental practitioner under the Environmental Assessment Professionals Association of Namibia (EAPAN).



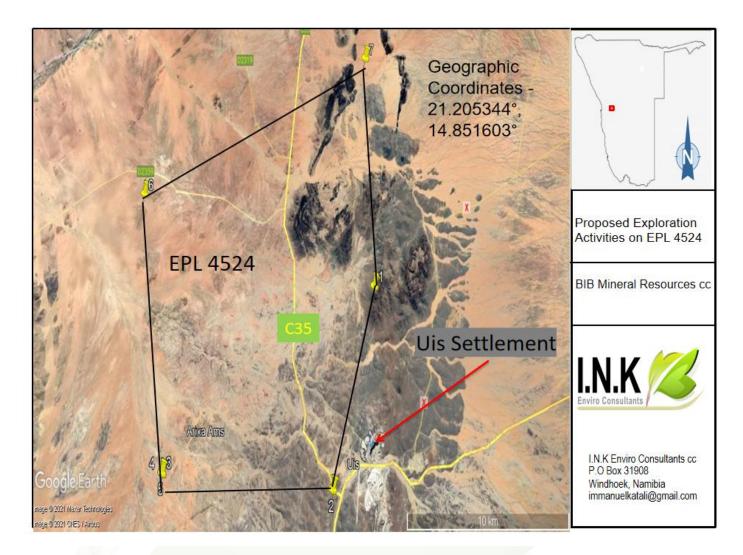


Figure 1: Locality Map for EPL 4524



2 APPLICABLE PERMITS/REQUIREMENTS





Issue	Act/Section	Type of requirement/Ministry
Mining licence	Section 91(f)	Approval of EIA and EMP/MME and MEFT
Written permission of the Mining Commissioner (MC) to erect any accessory works	Section 90 (2) (a)	Written permission from MC/MME
Permission to sell, discharge, etc. Minerals mined	Section 102 (1)	Permission from MC/MME
Permit to store and handle explosives on site	Explosives Act No. 26 of 1956	Permit
Stipulates the purification of waste water and discharge	Section 21 (1) (2) (3) (4) (5) & 22	Permit for industrial waste water and effluent disposal (including sewage). Directorate of Water Affairs in MAWF
Picking and transport of protected plants	Nature Conservation Ordinance, No. 4 of 1975 Section 73	Plant removal permit/Approval of landowner/Directorate of Parks and Wildlife in MET or the NBRI
Picking, removal of protected plants	Section 73	Permit/DPW in MET
Sale, donation, export and removal of protected plants	Section 74	Plant export permit /MET
Registration, selling, operating, installing of infrastructure related to Group I and III hazardous substances	Hazardous Substance Ordinance, No. 14 of 1974 Section 5 (1)(a)(b)(c)	Licences required for the sale, use and storage of "hazardous substances", which are specified in certain groups. MET and MHSS
Disturbing or destroying of national heritage sites (archaeological/paleontological sites)	National Heritage Act, 2004 Section 48 – 52 and 55	Notify the National Heritage Council
Consumer installation certificate	Petroleum Product Regulations, 2000 Section 18 (5)	Certificate/license MME, Department of Energy
Actions to be taken after a spill has occurred (major	Section 49(1)(4)	Notification/MME, Department of Energy



petroleum spill means 200 l per spill)		
30-days notification prior to commencement of	Labour Act, 1992, Regulations for	Notification/Ministry of Labour (MoL)
construction	Labour Act 1992, Section 20	
30-days notification prior to commencement of	Section 21	Notification/MoL
mining operation		
Transport/operating licence to transport goods on	Roads Traffic and Transport Act, 1999	Licence/Ministry of Works, Transport and
public roads	Section 60	Communication
Approval to work on Sundays, public holidays and	Section 33	Approval/Ministry of Labour
continuous operation		
Company must inform Chief Inspector (Ministry of	Regulations concerning the Health and	Ministry of Health and Social Services and
Health and Social Services) before commencing	Safety of Employees at Work, 1997	Notification to MME
building or construction work on the mine	(Government Notice 156 of 1997)	
VAT registration	Value Added Tax Act, 2000	Certification
Tax registration	Income Tax Act, 1981	Certification
Social Security	Social Security Act, 1994	Registration
	Section 20	
Valid Affirmative Action compliance certificate	Affirmative Action Act, 1998, Section 42	Certification
Environmental clearance for EIA and EMP	MEFT	ECC amendment
(amendment)		
Water discharge	Ministry of Agriculture, Water and	Water discharge
	Forestry (MAWF)	
Licence for explosives magazine	MME/Police	Licence for explosives magazine
Explosive burning permit	MME	Explosive burning permit
Picking, removal of protected plants	DPW in MET	Picking, removal of protected plants



3 ENVIRONMENTAL ACTION PLANS

The following overall environmental objectives have been set for the BIB Project:

- To comply with national legislation and standards for the protection of the environment;
- To limit potential impacts on biodiversity through the minimisation of the footprint and the conservation of residual habitat as far as possible;
- To investigate and exploit measures to reduce water resources;
- To keep the owner of the nearby surrounding farms informed of exploration activities and through the implementation of forums for communication and constructive dialogue;
- To limit contaminated effluent discharge into the environment through the containment, recycling or removal of contaminated water;
- To conserve soil resources by stripping, stockpiling and managing topsoil;
- To protect soils and groundwater resources through the implementation of measures for spill prevention and clean-up;
- To ensure the legal and appropriate management and disposal of general and hazardous waste, through the implementation of a strategy for the minimisation, recycling, management, temporary storage and removal of waste;
- To minimise the potential for dust emissions;
- To minimise the potential for noise disturbance in surrounding areas;
- To undertake rehabilitation wherever possible during the life of the mine;
- To incorporate final closure objectives in construction and mine planning;
- To develop, implement and manage monitoring systems to ensure good environmental performance in respect of the following: ground, air quality (i.e. dust), noise and biodiversity;
- To reduce potential impacts on the safety of the surrounding properties through strong site access controls and discouragement of informal settlements;
- To support and encourage environmental awareness and responsibility amongst all employees and service providers;
- To provide appropriate environmental education and training for all employees and service providers;
- To prevent pollution and clean up if incidents occur;
- To incorporate the relevant requirements stipulated in this EMP into the exploration programme, design and waste residue disposal;
- To ensure the all the employees and contractors adhere to the relevant management commitments; and
- Ensure compliance to the EMP.

3.1 Action plans to achieve objectives and goals

Action plans to achieve relevant objectives/goals are listed in tabular format together with timeframes for each action. The action plans include the timeframes and frequency for implementing the mitigation measures as well as identifying the responsible party.

 Table 1: Environmental Mitigation Measures and Commitments – field mapping, Geophysical surveys and soil sampling



Activity	Potential Impact	npact Management and Mitigation Measures		Action Plan	
			Frequency	Responsible Parties	
Air survey	Noise	- Discuss flight plans and schedule with land owners prior to air surveys.	Prior to air	Project Manager	
		- Avoid residences, game and livestock enclosures where possible.	surveys	Pilots	
Ground survey, mapping	Socio-economic	- Honour agreements set out in the site-access contracts	Duration of	Project Manager	
and soil sampling		 Consult and provide feedback regarding activities on the individual properties 	mapping and surveying	Site supervisor	
		 Provide contact details to a designated BIB person, who will serve as liaison between landowners and the exploration teams 			
		- Land owners to be provided with a list of all people working on site			
		 All staff operating on site will be provided with identification and proof that they are working for the applicant 			
		- Ensure gates are closed after entry and exit.			
	Biodiversity	- The footprint of the area to be disturbed for surveying/mapping and for providing access to survey sites will be minimised as far as is practically possible.	Duration of mapping and surveying	Project Manager Site supervisor	
		- BIB will implement a zero tolerance policy with regards to the killing or collecting of any biodiversity. This applies to people directly employed by BIB as well as any contractors working on their behalf.			
		- Employees and contractors will be shown the value of biodiversity and the need to conserve the species and systems that occur within the project area.			
		- No open fires will be permitted on site.			
		- Speed limits will be enforced so as to prevent road kills.			
		- Permits will be required for the removal of protected tree species.			



Air quality	- Vehicle speeds will be limited to 40km/h on access routes to limit dust.	Duration of mapping and surveying	Project Manager Site supervisor
Heritage	 In the event that archaeological resources are discovered, a chance find emergency procedure will be implemented which includes the following: All work at the find will be stopped to prevent damage; An appropriate heritage specialist will be appointed to assess the find and related impacts; and Permitting applications will be made to the necessary authorities, if required. In the event that any graves are discovered during the exploration activities, these will be avoided and preserved as a first priority. If damage is unavoidable, prior to damaging or destroying any identified graves, permission for the exhumation and relocation of graves must be obtained from the relevant descendants (if known) and the relevant local and provincial authorities. 	Duration of mapping and surveying	Project Manager Site supervisor

Table 2: ENVIRONMENTAL MITIGATION MEASURES AND COMMITMENTS – DRILL/EXCAVATION SITE ESTABLISHMENT

Activities	Potential Impact	Management and Mitigation Measures	Action Plan	
			Frequency	Responsible Parties
 Access the drill/excavation site using a new access track where necessary 	Air quality – dust and gaseous emissions	 The movement of drilling related vehicles on the unpaved access track will be on a small scale Vehicle speeds will be limited to 30km/h on site Vehicles and the drilling rig will be maintained in good working order Minimise new access route development (routes to be approved by 	On-going	Project Manager Site supervisor



Activities	Potential Impact Management and Mitigation Measures	Action Plan		
			Frequency	Responsible Parties
- Set-up		land owners prior to development)		
drilling/excavation machine with drip trays and	Noise	- Vehicles will travel maximum 30 km/hour near houses/settlements	Ongoing	Project Manager Site supervisor
 groundsheets Strip vegetation and topsoil (up to 300mm where available) Temporarily store topsoil adjacent to drill site 	Biodiversity	 Refer to biodiversity management measures relating to mapping and sampling (Table 1). Honour agreements set out in the site-access contracts, specifically relating to the areas utilised for game and livestock farming. Special consideration should be given to the sensitive hunting season. Provide appropriate toilet facilities for the exploration workers on the site or agree with landowner to use certain facilities on the farm. 	Ongoing	Project Manager Site supervisor
Set-up ablution facilities Set-up fuel and lubricants storage area Waste management	Land use	 Access agreements to be prepared and approved prior to drill site establishment. The footprint of the area to be disturbed will be minimised as far as is practically possible. Areas used as laydown areas are to be raked and/or ploughed to encourage re-vegetation Agree on relevant compensation with land-owners where land uses are impacted 	Ongoing	Project Manager Site supervisor
	Heritage	- Refer to heritage management measures relating to mapping and sampling (Table 1)	Ongoing	Project Manager Site supervisor
	Socio-economic	- Refer to socio-economic management measures relating to mapping and sampling (Table 1)	Ongoing	Project Manager Site supervisor



Act	ivities	Potential Impact	Management and Mitigation Measures	Action Plan	
				Frequency	Responsible Parties
-	Drill borehole Contain all drilling water in the sump and allow to settle	Contamination of soil/Hydrocarbon spillages	 In all areas where there is storage of hazardous substances (i.e. hydrocarbons), there will be containment of spillages on impermeable floors and bunded trays that can contain 110% of the volume of the hazardous substances. 	On-going for all drilling activities	Project Manager Site supervisor
-	Log the drill core and place on core trays		 All refuelling and any maintenance of vehicles will take place on impermeable surfaces. 		
-	Maintain ablution facilities		 Pollution will be prevented through basic infrastructure design and through maintenance of equipment. 		
			 Spill kits will be readily available on site. Employees and/or contractors will be shown to use the spill kits to enable containment and remediation of pollution incidents. 		
			- Environmental awareness training of contractor		
			 BIB will establish environmental awareness in employees and contractors 		
			- A PVC lined sump will be used for collection of oils and silt contained in the drilling water		
			- Any spills will be contained and cleaned up immediately		
			- Non-toxic and biodegradable drilling lubricant will be used		
	Groundwater contamination Air quality deterioration	 Refer to management measures relating to contamination of soils. Licenses in terms of the Water Resource Management Act (Act No. 11 of 2013) will be obtained for all drilled holes (not just boreholes). Provide appropriate toilet facilities for the exploration workers on the site or agree with landowner to use certain facilities on the farm. 	On-going for all drilling activities	Project Manager Site supervisor	
		 Vehicle speeds will be limited to 40km/h on access routes to limit dust. The movement of drilling related vehicles on unpaved access track will be on a small scale. Water sprays can be used around the lay-down area when a drill-site is 	On-going for all drilling activities	Project Manager Site supervisor	

Table 3: ENVIRONMENTAL MITIGATION MEASURES AND COMMITMENTS – Drilling/Excavation



Activities	Potential Impact Management and Mitigation Measures	Action Plan		
			Frequency	Responsible Parties
		located near farms.		
	Noise generation	 Drilling will only be conducted during the day when drill sites are located close to farms. Drilling plans and schedules will be discussed and agreed upon with land owners prior to initiation. Vehicles will travel maximum 30 km/hour near houses/settlements. 	On-going for all drilling activities	Project Manager Site supervisor
	Land use	- Refer to land use management measures relating to drill site establishment (Table	On-going for all drilling activities	Project Manager Site supervisor
Water abstraction	Groundwater quantity	 Water use licenses in terms of the Water Resource Management Act (Act No. 11 of 2013) will be obtained for all boreholes. Water levels will be measured prior to abstraction, during abstraction (daily) and after completion. Levels will be reported to land owners. Should water be reached during drilling the landowners will be informed. Should the landowners wish it; the holes will be cased and left for use by the farmers (liability relating to the boreholes will then be transferred to the landowners). 	On-going for all drilling activities	Project Manager Site supervisor

Table 4: ENVIRONMENTAL MITIGATION MEASURES AND COMMITMENTS – RELEVANT TO ALL EXPLORATION ACTIVITIES

Activities	Potential Impact	Management and Mitigation Measures	Action Plan	
			Frequency	Responsible Parties
- All exploration activities	Social – provision of toilet facilities	 Provide appropriate toilet facilities for the exploration workers on the site or agree with landowner to use certain facilities on the farm. 	On-going for all exploration	Project Manager Site supervisor
	Waste Management	 Waste generated will be handled in accordance with the contract signed with the landowner. Suitable receptacles for waste disposal will be provided at appropriate locations on site. These receptacles will be clearly marked for different waste types. Employees and contractors will be shown the importance of correct 	activities	Project Manager Site supervisor



Activities	Potential Impact	Management and Mitigation Measures	Action Plan	
			Frequency	Responsible Parties
		 waste disposal as well as waste minimisation and recycling. Waste will be removed from site and disposed of at a suitable licensed waste disposal facility. Hazardous waste (including hydrocarbon contaminated material/soil) 		
		will be disposed of at a licenced hazardous waste disposal facility.		

Table 5: ENVIRONMENTAL MITIGATION MEASURES AND COMMITMENTS – Closure and Rehabilitation

Activities	Potential Impact	Management and Mitigation Measures	Action Plan	
			Frequency	Responsible Parties
 General closure activities: Close drill holes (unless otherwise agreed with farmers) Remove water from the sump and drip trays Remove oils and silt from drip trays and store until disposal to permitted hazardous landfill site Backfill the sump once it has dried out (dome to allow for subsidence) and plug borehole (unless an agreement is in place with landowner for alternative uses) 	Groundwater and surface water contamination	 In all areas where there is storage of hazardous substances (i.e. hydrocarbons), there will be containment of spillages on impermeable floors and bunded trays that can contain 110% of the volume of the hazardous substances. All refuelling and any maintenance of vehicles will take place on impermeable surfaces. Pollution will be prevented through basic infrastructure design and through maintenance of equipment. Spill kits will be readily available on site. Employees and/or contractors will be shown how to use the spill kits to enable containment and remediation of pollution incidents. Any spills will be contained and cleaned up immediately 	Once- Closure of drill site	Project Manager Site supervisor
	Noise pollution	- Vehicles will travel maximum 30 km/hour near houses/settlements.	On-going	Project Manager Site supervisor
	Contamination of soils	- Refer to management measures relating to contamination of water	On-going and closure	Project Manager Site supervisor
	Air quality deterioration	 Vehicle speeds will be limited to 60km/h on access routes to limit dust. The movement of drilling related vehicles on unpaved access track will 	On-going	Project Manager Site supervisor



Activities	Potential Impact	Management and Mitigation Measures	Action Plan	
			Frequency	Responsible Parties
 Move drill core trays, ablution facilities, water bowser, stores and drill rig from the site Dispose of any general waste to a permitted landfill site Remove temporary fencing Rip and plough compacted areas Replace topsoil over disturbed area Rehabilitate access track by ripping 	Soil erosion	 be on a small scale. Impacted footprints are to be raked and/or ploughed to encourage revegetation Access routes will be ripped unless the land owners wish for them to remain. A monitoring program will be implemented to establish re-vegetation progress Agree on relevant compensation with land-owners where land used for 	Starts at closure, continues for a pre-determined time (as stated in agreements)	Project Manager Site supervisor
	Waste management Land use	 hunting purposes is impacted Decommission ablution facilities Ensure that all waste generated during activities is removed from the site and disposed of appropriately Land owners will be invited to carry out site inspections following rehabilitation in order to ensure that it has been carried out suitably. 	Once off Post-closure	Project Manager Site supervisor Project Manager
GPS marker to identify drill site		renabilitation in order to ensure that it has been carried out suitably.		Site supervisor



1. PARTIES RESPONSIBLE FOR THE IMPLEMENTATION OF THE EMP

This section describes the roles and responsibilities for implementing the different parts of the environmental management plan (EMP).

3.2 Site Manager/ Supervisor

The Site Manager has overall responsibility for environmental management and safety during the exploration process and shall oversee the implementation of the EMP.

The Site Manager's responsibilities relating to compliance with this EMP:

- Regular inspections and auditing of compliance to this EMP and any other relevant legal requirements.
- Regular correspondence on environmental issues and incidents.
- Conduct environmental awareness training during induction training and on an ad hoc basis thereafter to all workers.
- Ensure compliance to this EMP
- Ensure that staff is controlled through the implementation of appropriate security measures.
- Carefully manage the handling of hydrocarbons and other hazardous materials.
- Monitor for excessive dust, noise and biodiversity losses and implement control measures if necessary.
- Report incidences
- Implement a waste management strategy.
- Monitoring and maintenance of equipment and machinery.
- Ensure the provision of adequate sanitation facilities.
- Implement an environmental awareness plan.
- Implementation of first-aid procedures.
- Control of traffic safety and access route conditions.

3.3 ENVIRONMENTAL REPRESENTATIVE

The Site Manager might nominate an Environmental Representative to assist with overseeing each of the sites and implementing of the relevant EMP commitments.

2. TRAINING AND AWARENESS

The purpose of the job specific environmental awareness training is to ensure that employees/all staff are equipped to implement the actions committed to in the EMP. The staff involved in operations will receive training regarding the requirements of this EMP.

Two main forms of training will be provided on site:

• Site induction



• Environmental management training – general and targeted

The training will generally be prepared by the Site Manager / Supervisor (or the Environmental Representative).

The following will be done to ensure all employees, contractors, suppliers and visitors receive the appropriate training/awareness:

3.4 Environmental Site Induction

All new members of staff receive a corporate Environmental Induction along with the obligatory Health & Safety induction. The induction gives a general overview of the environmental challenges faced by the project, how we are managing them, and general tips for reducing our impact in the workplace.

The main reason for environmental induction is to encourage new staff to be environmentally aware right from the beginning of their employment. This will ensure that environmental initiatives are successful by eliminating bad habits from the start.

Before working on all sites, all personnel and sub-contractors will undertake a site induction incorporating environmental requirements. The induction will address a range of environmental awareness issues specific to the construction process of the project.

As a minimum, training shall include:

- Explanation on the importance of complying with the EMP and environmental implications should the EMP not be effectively implemented.
- Explanation of the rules.
- Discussion of the potential environmental impacts of activities, recognition of environmental risks and how to control these risks.
- The benefits of improved personal performance, understanding of what to do in case of an environmental event or exposure.
- Employees' roles and responsibilities, including emergency preparedness.
- Explanation of the mitigation measures that must be implemented when carrying out operational activities.
- Explanation of the requirements of the EMP and its specification.
- Explanation of the management structure of individuals responsible for matters pertaining to the EMP.

3.5 Environmental Awareness training

Targeted environmental management training will be provided to individuals or groups of workers with a specific authority or responsibility for environmental management or those undertaking an activity with a high risk of environmental impact. This environmental training will aim to achieve a level of awareness and competence appropriate to their assigned activities. This training will take place at the beginning of construction activity and a refresher towards the end of the construction project.

