

ENVIRONMENTAL MANAGEMENT PLAN FOR THE REZONING OF THE REMAINDER OF ERF  
136 KARIBIB FROM “SINGLE RESIDENTIAL” TO “STREET”

# ENVIRONMENTAL MANAGEMENT PLAN

29 January 2026

APP-001620



## 11. Environmental Management Plan

This Environmental Management Plan (EMP) should be read in conjunction with the Environmental Scoping Report report.

The EMP provides a list of mitigation measures to reduce or improve the significance of the negative and positive impacts on the environment which result from the project activity. The proposed mitigation measures must be implemented during three phases of the project as listed below:

- Phase 1: Planning Phase (see Table 1 on page 4)
- Phase 2: Construction Phase (see Table 2 on page 5)
- Phase 3: Operational Phase (see Table 3 on page 7)

Each phase contains a table which cross-references the impact number, the activity that can affect the receiving environment (or receptor) and the potential impact as identified in the Environmental Scoping Report. Proposed mitigations are provided with their related monitoring action and the party who is responsible to ensure implementation. The last column indicates the significance of the impact after the implementation of said mitigation measures.

All roleplayers in the project should check their responsibility to ensure implementation and compliance with the recommended mitigation measures.

### 11.1. Roleplayers and Responsibilities

- Proponent: Means QKR Namibia Navachab Gold Mine (Pty) Ltd who is responsible for the subdivision/rezoning and successful implementation of this EMP and any other conditions as determined by the Local Authority. The Proponent needs to ensure that other roleplayers also adhere to the EMP and needs to notify the Local Authority and the project team of any changes to the development proposal.
- Staff: Means a group of persons who are employed by the Proponent to help with the day-to-day management of the business during the operational phase which includes, but is not limited to, running the business, providing goods and/or services to customers, and the general upkeep of the business premises.
- Contractor: Means the person or company which are appointed by the Proponent or any other competent authority to upgrade the existing gravel road or related development after receiving approval from the Local Authority. Contractor should raise any scope of work deviations with the Proponent and ensure a safe and equitable work environment is provided to all employees. The Contractor must appoint and nominate a Safety Officer and adhere to the mitigations set out in the EMP.
- Safety Officer: A person appointed or nominated by the Contractor who is responsible for planning, implementing and monitoring safety at work to ensure compliance with occupational health and safety guidelines. This person is also responsible to adhere to the proposed mitigations set out during the construction phase of the project.

- EAP: Means the Environmental Assessment Practitioner who shall be responsible for conducting the environmental process, consulting Interested and Affected parties, compilation and submission of the EIA/EMP reports to the Competent Authority.
- Local Authority: Means the Karibib Town Council and its various departments. The Local Authority provides checks and balances to ensure the proposed development complies with local regulations and national legislation. The Local Authority will issue statutory approvals for any planned road upgrades or similar works.
- Government: Means the Government of Namibia.



## 11.2. Planning Phase

Table 1: Proposed mitigation measures for the Planning Phase

PROPOSED MITIGATIONS: PLANNING PHASE							
Impact	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Roleplayer	Significance level after mitigation
P1	Rezoning the Remainder of Erf 136 Karibib to "Street".	Surrounding "Single Residential" erven.	<b>Land Use Compatibility</b> <b>Positive:</b> The proposed rezoning will create a public street that is usable by adjacent neighbours and will help meet the requirements of the Urban and Regional Planning Board.	[1] No mitigations are proposed.	None	None	Remains <b>+MEDIUM</b>
P2	Notification of proposed rezoning and land use and public participation.	General public and neighbouring properties.	<b>Public Input</b> <b>Positive:</b> General public or neighbours did not raise any objections or concerns to the proposed application.	[1] Any new complaints should be lodged with the Proponent and the Local Authority to resolve such matters on an ad-hoc basis.	Neighbours or Staff to raise concerns as they arise.	Proponent & Local Authority	Remains <b>+LOW</b>
P3	Payment of endowment fee and monthly payments.	Lack of Council revenue sources for the general upkeep and maintenance of the town.	<b>Increased Council Revenue</b> <b>Positive:</b> Increase in Council revenue due to payment of endowment fees and increased tax base of the Council.	[1] Local Authority to check and confirm if endowment is paid by the Proponent.	Local Authority	Proponent & Local Authority	Remains <b>+MEDIUM</b>
P4	Proposed subdivision and rezoning.	Four existing houses on Erf 136 Karibib	<b>Security of Tenure</b> <b>Positive:</b> Occupants will be able to buy the houses from the Navachab Mine and secure tenure of the land. This will have positive socio-economic impacts for the occupants.	[1] Proponent to keep employees up to date regarding progress of subdivision/rezoning.	Staff to request updates from Proponent from time to time.	Staff & Proponent	Remains <b>+HIGH</b>

### 11.3. Construction Phase

Table 2: Proposed mitigation measures for the Construction Phase.

PROPOSED MITIGATIONS: CONSTRUCTION PHASE							
Impact	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Roleplayer	Significance level after mitigation
C1	Loud noise is generated from street construction, machinery, drilling and compactors.	Adjacent residents and construction workers without PPE.	<b>Construction Noise Impacts</b> <b>Negative:</b> Construction activity will generate noise and potentially disturb residents and can be harmful to persons working with heavy machinery and equipment without PPE.	<ul style="list-style-type: none"> <li>[1] Construction activities should be limited between 07:00 to 18:00 during weekdays, including Saturday. No activity is to occur on Sundays.</li> <li>[2] Construction workers must be provided with the appropriate PPE gear (ear muffs and/or earplugs) to prevent noise-induced hearing loss.</li> <li>[3] Equipment/tools must be well maintained and be operated with a limited time to limit potential noise-induced hearing loss and disturbance.</li> <li>[4] Noise levels may not exceed the safety threshold of 90 decibels for 8 hours per worker or as determined otherwise by the Safety Officer.</li> </ul>	Monitor PPE gear, noise levels with an audiometer, and time limits per day for each worker.	Contractor & Safety Officer	From <b>-MEDIUM</b> to <b>-LOW</b>
C2	Improper disposal of construction waste and rubble.	Site, street and neighbourhood	<b>Solid Waste Management</b> <b>Negative:</b> Generation of construction waste (tar, asphalt, cement, plastics, ceramics, bricks, and wood) can pollute the receiving environment.	<ul style="list-style-type: none"> <li>[1] Illegal dumping and littering shall not be permitted.</li> <li>[2] No waste may be buried or burned on site.</li> <li>[3] All general building waste is to be disposed of in wheelie and skip bins.</li> <li>[4] Construction employees are to be taught how to dispose of waste and to keep the site clean.</li> <li>[5] No waste may remain on the pavement or on-site after the completion of all work.</li> <li>[6] All waste shall be disposed of at the municipal landfill site.</li> </ul>	Check if all waste management requirements are met daily.	Contractor or Safety Officer	From <b>-MEDIUM</b> to <b>-LOW</b>
C3	Accidental spillage of hazardous waste such as oil, paint, cement, or asphalt.	Site, street and neighbourhood	<b>Hazardous Waste Management</b> <b>Negative:</b> Oil, paint, cement, and asphalt spillage can pollute the environment and be a health risk to construction workers and residents.	<ul style="list-style-type: none"> <li>[1] Separate waste containers must be provided for hazardous (oil, cement, asphalt, petroleum-based products) and general waste.</li> <li>[2] All construction employees are to be taught how to properly dispose of hazardous waste.</li> <li>[3] Contaminated topsoil must be removed and stored in an appropriate waste bin.</li> <li>[4] All waste shall be disposed of at the municipal landfill site.</li> </ul>	Check if all waste management requirements are met daily.	Contractor or Safety Officer	From <b>-MEDIUM</b> to <b>-LOW</b>
C4	Excavation of Borrow Pits and/or Earthworks	Flat and level site.	<b>Topsoil Management</b> <b>Positive:</b> No earthworks will be required to level the site prior	<ul style="list-style-type: none"> <li>[1] No mitigations are proposed.</li> </ul>	None	None	Remains <b>+LOW</b>

PROPOSED MITIGATIONS: CONSTRUCTION PHASE							
Impact	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Roleplayer	Significance level after mitigation
			to construction. No borrow pits are required.				
C5	Lack of ablution facilities, clean drinking water, warning signs and safety training.	Construction workers and visitors from the public.	<b>Health and Safety Impacts</b> <b>Negative:</b> Lack of sanitation and clean drinking water can create a health risk. Lack of first aid training and awareness of potential injuries can create a safety risk.	<ul style="list-style-type: none"> <li>[1] Temporary toilets must be provided for construction workers as well as clean drinking water.</li> <li>[2] Appropriate safety signs must be provided to caution employees and the general public about safety risks.</li> <li>[3] Public not allowed to enter the construction site without the appropriate safety gear.</li> <li>[4] Limit extended working hours and exhaustion. No employee is allowed to work under the influence of alcohol or any other drugs.</li> </ul>	Check if all safety requirements are met before construction starts daily.	Contractor or Safety Officer	From <b>-LOW</b> to <b>+LOW</b>
C6	Generation of dust particles from construction activity.	Construction workers without PPE, and adjacent residents.	<b>Dust Impacts</b> <b>Negative:</b> Generation of dust can negatively impact the health and safety of workers and adjacent neighbours.	<ul style="list-style-type: none"> <li>[1] Dust generation activities must stop during excessive dust levels and must be suppressed with water for suppression.</li> <li>[2] Construction workers must be provided with the appropriate PPE gear (safety goggles and dust masks) when handling dry cement.</li> <li>[3] Clean any surfaces polluted with dust or cement particles.</li> </ul>	Monitor PPE gear and hourly dust levels during construction.	Contractor or Safety Officer	From <b>-HIGH</b> to <b>-LOW</b>
C7	Labour disputes, proper wages, gender discrimination, and unsafe working environments.	Construction workers especially female workers.	<b>Socio-economic Impacts</b> <b>Negative:</b> Lack of proper compensation and/or unsafe working sites, and unfair gender recruitment, can be harmful to the well-being and health of employees.	<ul style="list-style-type: none"> <li>[1] The employer must provide suitable compensation to construction workers.</li> <li>[2] The employer must adhere to the provisions of the Labour Act (Act No.11 of 2007).</li> <li>[3] The employer must provide a safe, fair and equitable work environment to promote the health and well-being of employees.</li> </ul>	Ensure a fair and equitable work environment and address employee complaints.	Proponent and Contractor	From <b>-MEDIUM</b> to <b>+LOW</b>
C8	Removal of trees and shrubs during construction activity.	Remainder Erf 136 Karibib and adjacent residents.	<b>Removal of Trees and Shrubs</b> <b>Negative:</b> Trees and shrubs provide ecosystem services (shade, aesthetics, soil cohesion) and if removed may upset residents and negatively impact aesthetics, and result in soil erosion during raining season.	<ul style="list-style-type: none"> <li>[1] No large trees may be removed from site without consent from neighbours. Unauthorised removal of any tree to be fined with N\$10,000.</li> <li>[2] Loss of trees or grass/shrubs to be reinstated by responsible party.</li> <li>[3] If grass is removed and to be replaced with an asphalt/bitument street surface, then suitable stormwater drainage must be provided to prevent soil erosion and to promote natural soil infiltration.</li> </ul>	Contractor must be notified that no trees may be removed as part of project scope.	Proponent, Contractor, & Local Authority	From <b>-MEDIUM</b> to <b>+MEDIUM</b>

## 11.4. Operational Phase

Table 3: Proposed mitigation measures for the Operational Phase.

PROPOSED MITIGATIONS: OPERATIONAL PHASE							
Impact	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Roleplayer	Significance level after mitigation
O1	Occupation of houses and use of cul-de-sac street.	Adjacent residents.	<b>Operational Noise Impacts</b> <b>Positive:</b> The current use will not change or expected to create objectional noise.	[1] No mitigations are proposed.	None	None	Remains <b>+MEDIUM</b>
O2	General maintenance on sewer network.	Existing municipal manhole on Portion 4	<b>Manhole Maintenance</b> <b>Positive:</b> The existing municipal manhole on Portion 4 will be located on private property but will be kept open and accessible to the Karibib Town Council for general maintenance.	[1] The future owner/occupant of Portion 4 (Dwelling Unit 136D) must keep the municipal manhole open and accessible to the Karibib Town Council for maintenance as required. [2] The future owner/occupant of Portion 4 (Dwelling Unit 136D) may relocate the manhole at his/her own cost provided that permission is first obtained from the Local Authority.	Monitor building plan submissions for Portion 4 and monitor access on ad-hoc basis.	Staff & Local Authority	Remains <b>+MEDIUM</b>
O3	Rezoning to "Street".	Remainder Erf 136 Karibib	<b>Reduced Tax Base</b> <b>Negative:</b> The creation of a street erf is not a rateable property, and reduces the tax base of the Karibib Town Council.	[1] The revenue generated from the rates, taxes and service charges from created residential plots will help mitigate street maintenance costs. [2] Proponent to pay the Local Authority an endowment fee for the subdivision/rezoning of the site.	Ensure municipal accounts are updated, and endowment fee is paid.	Local Authority & Proponent	From <b>-MEDIUM</b> to <b>-LOW</b>