



PROJECT STATUS

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|--|--|--|-------------|
| Title | Environmental Management Plan for the: <ul style="list-style-type: none"> Rezoning of Erf 119, Oshakati North Proper from “General Residential” to “Accommodation”, Oshana Region | | |
| Report Status | Final | | |
| SPC Reference | W/24057 | | |
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ABBREVIATIONS

| | |
|-------|--------------------------------------|
| AIDS | Acquired Immuno-Deficiency Syndrome |
| EA | Environmental Assessment |
| ECC | Environmental Clearance Certificate |
| ECO | Environmental Control Officer |
| EIA | Environmental Impact Assessment |
| EMA | Environmental Management Act |
| EMP | Environmental Management Plan |
| GG | Government Gazette |
| GIS | Geographic Information System |
| GN | Government Notice |
| GPS | Global Positioning System |
| HIV | Human Immuno-deficiency Virus |
| I&APs | Interested and Affected Parties |
| PR | Proponent's Representative |
| NHCN | National Heritage Council of Namibia |
| Reg. | Regulation |
| S | Section |
| SPC | Stubenrauch Planning Consultants |
| TB | Tuberculosis |

1 INTRODUCTION

Mr Antonio Manuel Cerveira Rocha hereinafter referred to as the proponent intends to undertake the following activities:

- **Rezoning of Erf 119, Oshakati North Proper from “General Residential” with a density of 1:600 to “Accommodation”**

The above development triggers listed activities in terms of the Environmental Management Act (No. 7 of 2007) and Environmental Impact Assessment Regulations (Government Notice No. 30 of 2012).

An Environmental Management Plan (EMP) is one of the most important outputs of the EIA process as it synthesises all the proposed mitigation and monitoring actions, set to a timeline and with specific assigned responsibilities. This EMP details the mitigation and monitoring actions to be implemented during the following phases of these developments:

- Planning and Design – the period, prior to construction, during which preliminary legislative and administrative arrangements, necessary for the preparation of even, are made and engineering designs are carried out. The preparation of construction tender documents forms part of this phase;
- Construction – the period during which the proponent, having dealt with the necessary legislative and administrative arrangements, appoints a contractor for the development of services infrastructure and construction of the road to service the development as well as any other construction process(s) within the development areas;
- Operation and Maintenance – the period during which the services infrastructure will be fully functional and maintained.

It should be noted that to date, no engineering designs have been carried out for the development of the infrastructure associated with this development.

The decommissioning of these developments is not envisaged; however in the event that this should be considered some recommendations have been outlined in **Table 2-5**.

2 PROPOSED DEVELOPMENT

2.1 Locality

Erf 119 is located in the neighbourhood of Oshakati North Proper. It is located north of Ehenye Primary School and west of Kristene Court, and it measures 5 182 m² in extent as depicted in **Figure 2-1** below.

2.2 LAND USE

Erf 119, Oshakati North Proper is currently vacant with no development having taken place on the property. The subject property is located on a fairly flat terrain topography on the subject property can be described as relatively flat as depicted by the contours on the attached maps. The subject erf is not prone to inundations and the proposed development is also not expected to obstruct the natural flow of water

Erf 119, Oshakati North Proper is currently zoned "General Residential" with a density of 1:600 in accordance with the Oshakati Zoning Scheme.

2.3 OWNERSHIP

Ownership of Erf 119, Oshakati North Proper currently vests with the Town Council of Oshakati. However, a Deeds of Sale is in place, signed by both the Oshakati Town Council and Mr. Antonio Manuel Cerveira Rocha (the purchaser) which authorizes the transfer of Erf 119, Oshakati North Proper into the purchaser's name.

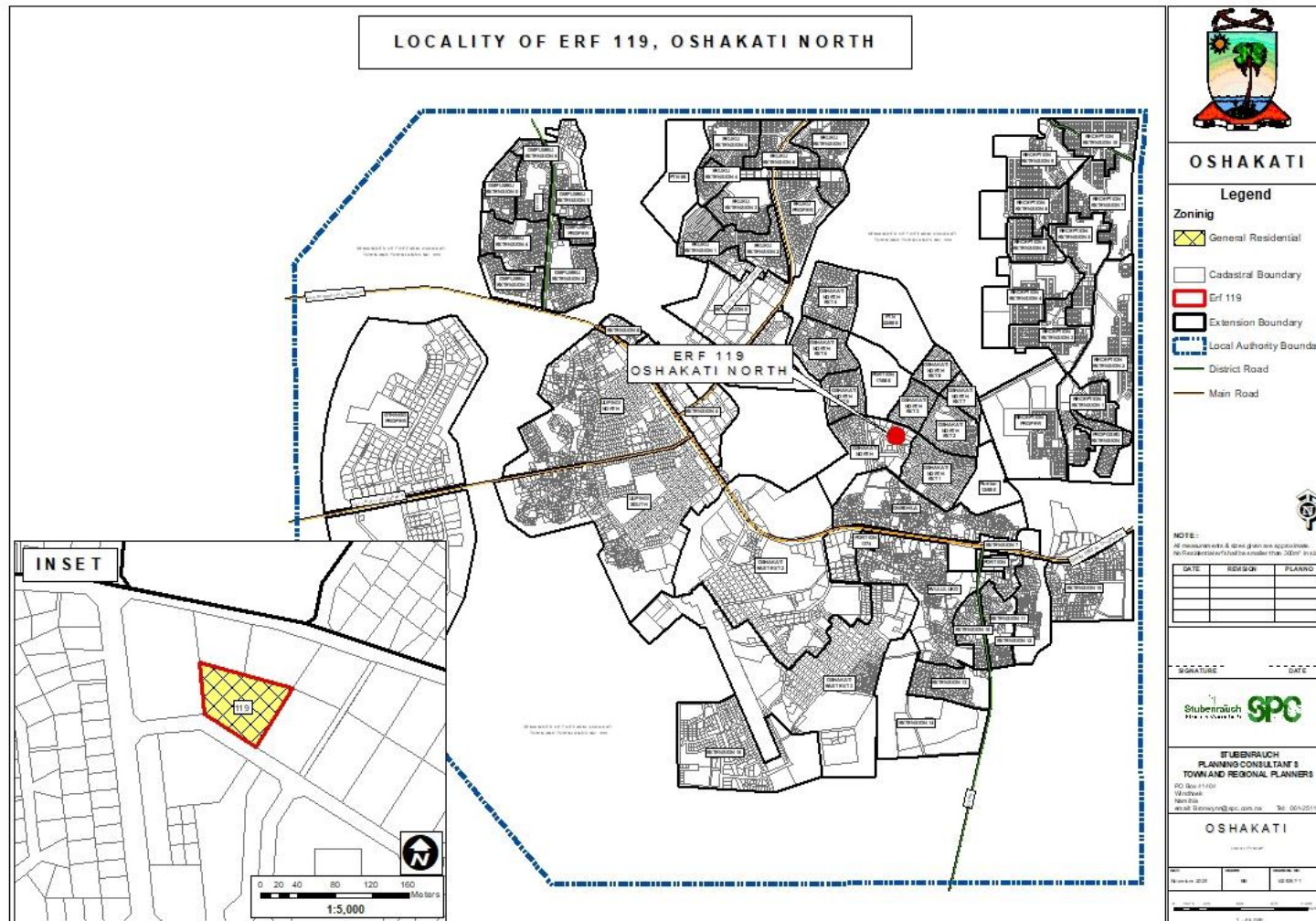


Figure 1: Locality map of Erf 119 Oshakati North

2.4 Development Description

Mr Antonio Manuel Cerveira Rocha, the owner of Rochas Hotel and Restaurant, is facing a dilemma regarding his property, Erf 6, Evululuko Proper. The land, which serves as accommodation for his employees, is impacted by ongoing road construction. As a result, he has been instructed to demolish certain structures to make way for the project.

He subsequently approached the Oshakati Town Council to discuss the matter and determine the best course of action. The council extended an Offer to Purchase for Erf 119, Oshakati North Proper. He accepted the offer, and the Deed of Sale was signed. The transfer process is currently in progress. His plans for Erf 119 include developing a hotel and conference center, along with cottages to accommodate his employees.

a) The Rezoning of Erf 119, Oshakati North

The prospective owner of Erf 119, Oshakati North Proper intends to develop a hotel and conference centre on the subject property. The envisioned hotel will comprise of at least 60 rooms, a conference centre that can accommodate up to 300 people, a restaurant and bar, gym and wellness facilities and 15 cottages for employees' accommodation.

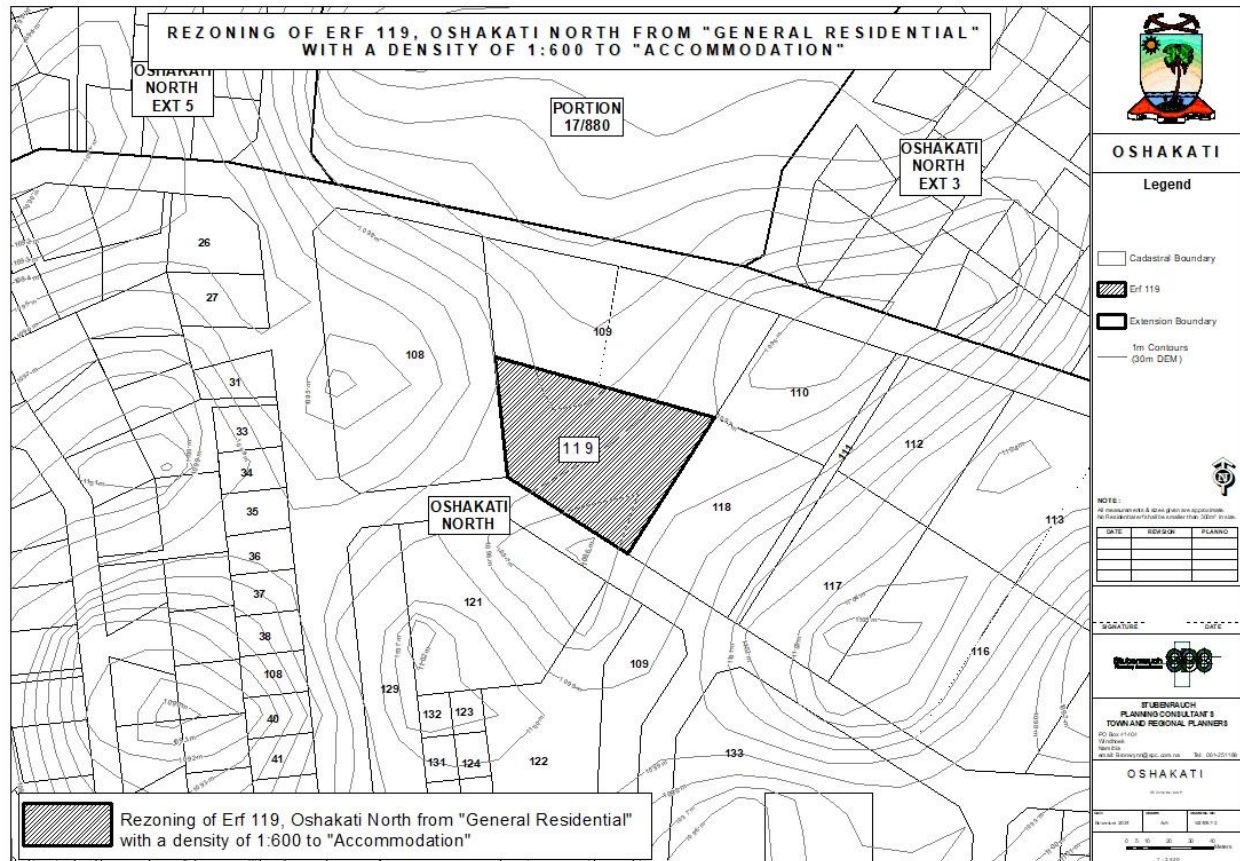
To ensure that the envisioned development materialises, it is necessary to rezone Erf 119, Oshakati North Proper from "General Residential" with a density of 1:600 to "Accommodation" Remainder as depicted in **Figure 2** and **Figure 3** below.

The proposed rezoning allows for the optimal use of land by accommodating modern needs for temporary housing and business events. This can justify the transition from a primarily residential area to one that can support a diverse range of functionalities. The development will provide much-needed accommodation facilities for visitors, thereby supporting local events, tourism, and businesses. It can also serve as a venue for community events and activities.

The rezoning from "general residential" to "accommodation" will not only facilitate the development of a hotel, conference center, and employee accommodation facilities but will also support economic growth, enhance community amenities, provide job opportunities, and align with modern planning principles. The proposed development

represents a strategic investment in the future of the community that embraces both local needs and wider economic trends.

The construction and operation of a hotel and conference center will also create numerous job opportunities, both during the construction phase and in the long term. This contributes to local employment and economic growth.





3 ROLES AND RESPONSIBILITIES

The proponent (Antonio Manuel Cerveira Rocha) is ultimately responsible for the implementation of the EMP, from the planning and design phase to the decommissioning phase (if these developments are in future decommissioned) of these developments. The proponent will delegate this responsibility as the project progresses through its life cycle. The delegated responsibility for the effective implementation of this EMP will rest on the following key individuals:

- Proponent's Representative.
- Environmental Control Officer; and
- Contractor (Construction and Operations and Maintenance).

3.1 COUNCILOR'S REPRESENTATIVE

The Oshakati Town Council should assign the responsibility of managing all aspects of these developments for all development phases (including all contracts for work outsourced) to a designated member of staff, referred to in this EMP as the Proponent's Representative (CR). The Oshakati Town Council may decide to assign this role to one person for the full duration of these developments, or may assign a different PR to each of the development phases – i.e. one for the planning and design phase, one for the construction phase and one for the operation and maintenance phase. The CR's responsibilities are as follows:

Table 1-1 Responsibilities of CR

| Responsibility | Project Phase |
|---|---|
| Making sure that the necessary approvals and permissions laid out in Table 2-1 are obtained/adhered to. | <ul style="list-style-type: none"> • Throughout the lifecycle of these developments |
| Making sure that the relevant provisions detailed in Table 2-2 are addressed during planning and design phase. | <ul style="list-style-type: none"> • Planning and design phase |
| Monitoring the implementation of the EMP monthly. | <ul style="list-style-type: none"> • Construction • Operation and maintenance |
| Suspending/evicting individuals and/or equipment not complying with the EMP | <ul style="list-style-type: none"> • Construction • Operation and maintenance |
| Issuing fines for contravening EMP provisions | <ul style="list-style-type: none"> • Construction • Operation and maintenance |

3.2 ENVIRONMENTAL CONTROL OFFICER

The CR should assign the responsibility of overseeing the implementation of the whole EMP on the ground during the construction and operation and maintenance phases to an independent external consultant, referred to in this EMP as the Environmental Control Officer (ECO). The CR/ Oshakati Town Council may decide to assign this role to one person for both phases and may assign a different ECO for each phase. The ECO will have the following responsibilities during the construction and operation and maintenance phases of these developments:

- Management and facilitation of communication between the CR, the contractors, and Interested and Affected Parties (I&APs) with regard to this EMP;
- Conducting site inspections (recommended minimum frequency is weekly) of all construction and/or infrastructure maintenance areas with respect to the implementation of this EMP (audit the implementation of the EMP);
- Assisting the Contractor in finding solutions with respect to matters pertaining to the implementation of this EMP;
- Advising the PR on the removal of person(s) and/or equipment not complying with the provisions of this EMP;
- Making recommendations to the PR with respect to the issuing of fines for contraventions of the EMP; and
- Undertaking an annual review and bi-annual audit of the EMP and recommending additions and/or changes to this document.

3.3 CONTRACTOR

Contractors appointed by the Oshakati Town Council are automatically responsible for implementing all provisions contained within the relevant chapters of this EMP. Contractors will be responsible for the implementation of this EMP applicable to any work outsourced to subcontractors. **Table 2-3** applies to contractors appointed during the construction phase and **Table 2-4** to those appointed during the operation and maintenance phase. To ensure effective environmental management, the aforementioned chapters should be included in the applicable contracts for outsourced construction, operation, and maintenance work.

The tables in the following chapter (**Chapter 4**) detail the management measures associated with the roles and responsibilities that have been laid out in this chapter.

4 MANAGEMENT ACTIONS

The aim of the management actions in this chapter of the EMP is to avoid potential impacts where possible. Where impacts cannot be avoided, measures are provided to reduce the significance of these impacts.

The following tables provide the management actions recommended to manage the potential impacts rated in the scoping-level EA conducted for these developments. These management actions have been organised temporally according to project phase:

- Applicable legislation (**Table 2-1**);
- Planning and design phase management actions (**Table 2-2**);
- Construction phase management actions (**Table 2-3**);
- Operation and maintenance phase management actions (**Table 2-4**); and
- Decommissioning phase management actions (**Table 2-5**).
- The proponent should assess these **commitments** in detail and should acknowledge their commitment to the specific management actions detailed in the tables below.

4.1 ASSUMPTIONS AND LIMITATIONS

This EMP has been drafted with the acknowledgment of the following assumptions and limitations:

- This EMP has been drafted based on the scoping-level Environmental Assessment (EA) conducted for the proposed development. SPC will not be held responsible for the potential consequences that may result from any alterations to the above-mentioned layout.
- It is assumed that construction labourers will be sourced mostly from the Oshakati Town Council townlands area and that migrant labourers (if applicable) will be housed in established accommodation facilities within Oshakati.
- No engineering designs have been carried out for the development of the associated services infrastructure (roads, potable water, storm water, sewerage, and electrical reticulations).

4.2 APPLICABLE LEGISLATION

Legal provisions that have relevance to various aspects of these developments are listed in **Table 2-1** below.

Table 2-1: Legislation applicable to proposed development

| LEGISLATION/POLICIES | RELEVANT PROVISIONS | RELEVANCE TO PROJECT |
|---|--|--|
| The Constitution of the Republic of Namibia as Amended | Article 91 (c) provides for duty to guard against “the degradation and destruction of ecosystems and failure to protect the beauty and character of Namibia.” Article 95(l) deals with the “maintenance of ecosystems, essential ecological processes and biological diversity” and sustainable use of the country’s natural resources. | Sustainable development should be at the forefront of this development. |
| Environmental Management Act No. 7 of 2007 (EMA) | Section 2 outlines the objective of the Act and the means to achieve that. Section 3 details the principle of Environmental Management | The development should 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. GN 30 provides the regulations governing the environmental assessment (EA) process. | The following listed activities are triggered by the proposed development: Activity 6 Tourism Development Activities |
| Convention on Biological Diversity (1992) | Article 1 lists the conservation of biological diversity amongst the objectives of the convention. | The project should consider the impact it will have on the biodiversity of the area. |
| 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. | The EA process should incorporate the aspects outlined in the guidelines. |
| 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. | Care should be taken that the development does not lead to the degradation of the natural beauty of the area. |

| LEGISLATION/POLICIES | RELEVANT PROVISIONS | RELEVANCE TO PROJECT |
|---|---|--|
| Water Act No. 54 of 1956 | Section 23(1) deals with the prohibition of pollution of underground and surface water bodies. | The pollution of water resources should be avoided during construction and operation of the development. |
| The Ministry of Environment, Forestry and Tourism (MEFT) Policy on HIV & AIDS | MEFT 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. | The proponent and its contractor must adhere to the guidelines provided to manage the aspects of HIV/AIDS. Experience with construction projects has shown that a significant risk is created when migrant construction workers interact with local communities. |
| Township and Division of Land Ordinance 11 of 1963 | The Townships and Division of Land Ordinance regulates subdivisions of portions of land falling within a Local Authority area | In terms of Section 19 such applications are to be submitted to NAMPAB and Townships Board respectively. |
| 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. | The development must comply with provisions of the Local Authorities Act. |
| Labour Act no. 11 of 2007 | Chapter 2 details the fundamental rights and protections. Chapter 3 deals with the basic conditions of employment. | Given the employment opportunities presented by the development, compliance with the labour law is essential. |
| National Heritage Act No. 27 of 2004 | The Act is aimed at protecting, conserving and registering places and objects of heritage significance. | All protected heritage resources (e.g. human remains etc.) discovered, need to be reported immediately to the National Heritage Council (NHC) and require a permit from the NHC before they may be relocated. |
| Roads Ordinance 17 of 1972 | <ul style="list-style-type: none"> Section 3.1 deals with width of proclaimed roads and road reserve boundaries Section 27.1 is concerned with the control of traffic on urban trunk and main roads Section 36.1 regulates rails, tracks, bridges, wires, cables, subways or culverts across or under proclaimed roads Section 37.1 deals with Infringements and obstructions | Adhere to all applicable provisions of the Roads Ordinance. |

| LEGISLATION/POLICIES | RELEVANT PROVISIONS | RELEVANCE TO PROJECT |
|--|--|---|
| | on and interference with proclaimed roads. | |
| 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 neo-natal 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). | Contractors and users of the proposed development are to comply with these legal requirements. |
| Nature Conservation Ordinance no. 4 of 1975 | Chapter 6 provides for legislation regarding the protection of indigenous plants | Indigenous and protected plants must be managed within the legal confines. |
| Water Quality Guidelines for Drinking Water and Wastewater Treatment | Details specific quantities in terms of water quality determinants, which wastewater should be treated to before being discharged into the environment | These guidelines are to be applied when dealing with water and waste treatment |
| 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. | This EIA considers this term of Environment. |
| Water Resources Management Act No. 11 of 2013 | Part 12 deals with the control and protection of groundwater | The pollution of water resources should be avoided during construction and operation of the development. Should water need to |

| LEGISLATION/POLICIES | RELEVANT PROVISIONS | RELEVANCE TO PROJECT |
|--|--|---|
| | Part 13 deals with water pollution control | be abstracted, a water abstraction permit will be required from the Ministry of Water, Agriculture and Forestry. |
| Forest Act 12 of 2001 and Forest Regulations of 2015 | To provide for the establishment of a Forestry Council and the appointment of certain officials; to consolidate the laws relating to the management and use of forests and forest produce; to provide for the protection of the environment and the control and management of forest fires; to repeal the Preservation of Bees and Honey Proclamation, 1923 (Proclamation No. 1 of 1923), Preservation of Trees and Forests Ordinance, 1952 (Ordinance No. 37 of 1952) and the Forest Act, 1968 (Act No. 72 of 1968); and to deal with incidental matters. | Protected tree and plant species as per the Forest Act No 12 of 2001 and Forest Regulations of 2015 may not be removed without a permit from the Department of Forestry. |
| Atmospheric Pollution Prevention Ordinance No 45 of 1965 | Part II - control of noxious or offensive gases, Part III - atmospheric pollution by smoke, Part IV - dust control, and Part V - air pollution by fumes emitted by vehicles. | The development should consider the provisions outlined in the act. The proponent should apply for an Air Emissions permit from the Ministry of Health and Social Services (if needed). |

| LEGISLATION/POLICIES | RELEVANT PROVISIONS | RELEVANCE TO PROJECT |
|--|--|---|
| Hazardous Substance Ordinance 14 of 1974 | To provide for the control of substances which may cause injury or ill-health to or death of human beings by reason of their toxic, corrosive, irritant, strongly sensitizing or flammable nature or the generation of pressure thereby in certain circumstances; to provide for the division of such substances into groups in relation to the degree of danger; to provide for the prohibition and control of the importation, manufacture, sale, use, operation, application, modification, disposal or dumping of such substances; and to provide for matters connected therewith. | The handling, usage and storage of hazardous substances on site should be carefully controlled according to this Ordinance. |
| Soil Conservation Act No 76 of 1969 | Act to consolidate and amend the law relating to the combating and prevention of soil erosion, the conservation, improvement and manner of use of the soil and vegetation and the protection of the water sources. | The proposed activity should ensure that soil erosion and soil pollution is avoided during construction and operation. |

4.3 PLANNING AND DESIGN PHASE

The CR should ensure that the management actions detailed below should be adhered to during the period before the construction of the development starts.

Table 2-2: Planning and design management actions

| Aspect | Management Actions |
|---------------------------------|--|
| Visual Impacts | <ul style="list-style-type: none"> It is recommended that more 'green' technologies be implemented within the architectural designs and building materials of the development where possible to minimise the visual prominence of such a development within the more natural surrounding landscape. Natural colours and building materials such as wood and stone should be incorporated as well as the use of indigenous vegetation to help beautify the development. <ul style="list-style-type: none"> Visual pollutants can further be prevented through mitigations (i.e. keep existing trees, introduce tall indigenous trees; keep structures unpainted and minimising large advertising billboards). |
| Stormwater | <ul style="list-style-type: none"> Stormwater runoff should be accommodated within the street creation to ensure that the natural flow of water is not disturbed. |
| Existing Service Infrastructure | <ul style="list-style-type: none"> It is recommended that the subject area should be connected to the existing services. An investigation by an engineer is to be done to determine whether the existing services would be sufficient for the additional number of portions. |
| Flora and Fauna (Biodiversity) | <ul style="list-style-type: none"> Do not clear cut the entire development site, but rather keep the few individual trees/shrubs not directly affecting the developments as part of the landscaping. Protected trees are not to be removed without a valid permit from the Department of Forestry. |

4.4 CONSTRUCTION PHASE

The management actions listed in **Table 2-3** apply during the construction phase. This table may be used as a guide when developing EMPs for other construction activities within these development areas.

Table 2-3: Construction phase management actions

| Environmental Feature | Impact | Management Actions | Responsible Person |
|----------------------------|---|--|--------------------|
| EMP training | Lack of EMP awareness and the implications thereof. | <p>All construction workers are to undergo EMP training that should include as a minimum the following:</p> <ul style="list-style-type: none"> • Explanation of the importance of complying with the EMP. • Discussion of the potential environmental impacts of construction activities. • Employees' roles and responsibilities, including emergency preparedness. • Explanation of the mitigation measures that must be implemented when work groups carry out their respective activities. | Contractor, CR |
| Conservation of vegetation | Loss of biodiversity | <ul style="list-style-type: none"> • The layout and development design should incorporate existing trees¹. • The Contractor should compile a Plant Management Plan which should include the following as a minimum: <ul style="list-style-type: none"> ○ Trees to be preserved should be marked with paint (or other means to be readily visible) and protected. | Contractor |

¹a "tree" is defined as an indigenous woody perennial plant with a trunk diameter ≥ 150 mm.

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|--------|---|--------------------|
| | | <ul style="list-style-type: none"> ○ Prevent the destruction of protected and endemic plant species. If trees with stem diameter > 20mm be found within the development site, it should be conserved and be made part of the development. ○ Trees, which are impossible to conserve, need to be identified and. ○ The Contractor should apply to the local authority for a permit to remove these trees (prior to removing them). ○ Special protection should be accorded to the protected endemic species, which are to be found within the development area (As per the Forest Act 12 of 2001 and Forest Regulations of 2015). ○ Each tree that is removed needs to be replaced with an indigenous tree species after construction. ○ Some of these trees can be obtained at the National Botanical Research Institute (NBRI) or at a commercial nursery. ● Only a limited width +/- 5 m on the side of roads may be partially cleared of vegetation. ● Workers are prohibited from collecting wood or other plant products on or near work sites. ● No alien species may be planted on or near work areas. | |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------------------|--|---|--------------------|
| Lay-down areas and materials camp | Loss of biodiversity | <p>Suitable locations for the contractors lay-down areas and materials camp should be identified with the assistance of the PR and the following should be considered in selecting these sites:</p> <ul style="list-style-type: none"> • The areas designated for the services infrastructure should be used as far possible. • Second option should be degraded land. • Avoid sensitive areas (e.g. rivers/drainage lines). | Contractor and PR |
| Hazardous waste | Contamination of surface and groundwater sources. | <ul style="list-style-type: none"> • All heavy construction vehicles and equipment on site should be provided with a drip tray. • All heavy construction vehicles should be maintained regularly to prevent oil leakages. • Maintenance and washing of construction vehicles should take place only at a designated workshop area and should not take place on open soil. | Contractor |
| Water, Sewage, and grey water | Contamination of surface and groundwater sources and water wasting | <ul style="list-style-type: none"> • The wash water (grey water) collected from the cleaning of equipment on-site should not be left standing for long periods of time as this promotes parasite and bacterial proliferation. • Grey water should be recycled: <ul style="list-style-type: none"> ○ Used for dust suppression. ○ Used to water a vegetable garden, or to support a small nursery. ○ Used (reused) to clean equipment. | Contractor |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|--------|---|--------------------|
| | | <ul style="list-style-type: none"> • Grey water that is not recycled should be removed on a regular basis. • No dumping of waste products of any kind in or near water bodies. • Heavy construction vehicles should be kept out of any water bodies and the movement of construction vehicles should be limited where possible to the existing roads and tracks. • Ensure that oil/ fuel spillages from construction vehicles and machinery are minimised and that where these occur, that they are appropriately dealt with. • Drip trays must be placed underneath construction vehicles when not in use to contain all oil that might be leaking from these vehicles. • Contaminated runoff from the construction sites should be prevented from entering the surface and ground water bodies. • All materials on the construction site should be properly stored. • Disposal of waste from the sites should be properly managed and taken to the designated landfill site in Oshakati. • Construction workers should be given ablution facilities at the construction sites that are located at least 30 m away from any surface water and ground water resources and should be regularly serviced. • Washing of personnel or any equipment should not be allowed | |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|--------------------------------------|---|--------------------|
| | | on site. Should it be necessary to wash construction equipment these should be done at an area properly suited and prepared to receive and contain polluted waters. | |
| General waste | Visual impact and soil contamination | <ul style="list-style-type: none"> • The construction site should be always kept tidy. • All domestic and general construction waste produced daily should be cleaned and contained daily. • No waste may be buried or burned. • Waste containers (bins) should be emptied regularly and removed from site to a recognised (municipal) waste disposal site. • All recyclable waste needs to be taken to the nearest recycling depot where practical. • Enough separate bins for hazardous and domestic/general waste must be provided on site. These should be clearly marked as such. • Construction labourers should be sensitised to dispose of waste in a responsible manner and not to litter. • No waste may remain on site after the completion of the project. • Strictly, no burning of waste on the site or at the disposal site is allowed as it possess environmental and public health impacts; | Contractor |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|--|---|--------------------|
| Topsoil | Loss of topsoil and associated opportunity costs | <ul style="list-style-type: none"> When excavations are carried out, topsoil² should be stockpiled in a demarcated area. Stockpiled topsoil should be used to rehabilitate post-construction degraded areas and/or other nearby degraded areas if such an area is located a reasonable distance from the stockpile. | Contractor |
| Rehabilitation | Visual impact | <ul style="list-style-type: none"> Upon completion of the construction phase consultations should be held with the local community/property owner(s) regarding the post-construction use of remaining excavated areas (if applicable). If no post-construction uses are requested, all excavated/degraded areas need to be rehabilitated as follows: <ul style="list-style-type: none"> Excavated areas may only be backfilled with clean or inert fill. No material of hazardous nature (e.g. sand removed with an oil spill) may be dumped as backfill. Rehabilitated excavated areas need to match the contours of the existing landscape. The rehabilitated area should not be higher (or lower) than nearby drainage channels. This ensures the efficiency of revegetation and reduces the chances of potential erosion. Topsoil is to be spread across excavated areas evenly. | Contractor, CR |

² Topsoil is defined here as the top 150mm of surface material, which accounts for the seedbank.

| Environmental Feature | Impact | Management Actions | Responsible Person |
|--------------------------|------------------------|---|--------------------|
| | | <ul style="list-style-type: none"> ○ Deep ripping of areas to be rehabilitated is required, not just simple scarification, to enable rip lines to hold water after heavy rainfall. ○ Ripping should be done along slopes, not up and down a slope, which could lead to enhanced erosion. | |
| Road safety | Injury or loss of life | <ul style="list-style-type: none"> • Demarcate roads to be used by construction vehicles clearly. • Off-road driving should not be allowed. • All vehicles that transport materials to and from the site must be roadworthy. • Drivers that transport materials should have a valid driver's license and should adhere to all traffic rules. • Loads upon vehicles should be properly secured to avoid items falling off the vehicle. | Contractor |
| Safety around work sites | Injury or loss of life | <ul style="list-style-type: none"> • Excavations should be left open for the shortest time possible. • Excavate short lengths of trenches and box areas for services or foundations in a manner that will not leave the trench unattended for more than 24 hours. • Demarcate excavated areas and topsoil stockpiles with danger tape. • All building materials and equipment are to be stored only within set out and demarcated work areas. • Comply with all waste related management actions stated above in this table. | Contractor |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|------------------------------|---|---|---------------------------|
| Ablutions | Non-compliance with Health and Safety Regulations | <ul style="list-style-type: none"> • Separate toilets should be available for men and women and should clearly be indicated as such. • Portable toilets (i.e. easily transportable) should be available at every construction site: <ul style="list-style-type: none"> ○ 1 toilet for every 15 females. ○ 1 toilet for every 30 males. ○ Sewage needs to be removed on a regular basis to an approved (municipal) sewage disposal site in Oshakati. ○ Alternatively, sewage may be pumped into sealable containers and stored until it can be removed. ○ Workers responsible for cleaning the toilets should be provided with environmentally friendly detergents, latex gloves, and masks. | Contractor |
| Open fires | Injury or loss of life | <ul style="list-style-type: none"> • No open fires may be made anywhere on site. | Contractor |
| General health and safety | Injury or loss of life | <ul style="list-style-type: none"> • A fully stocked first aid kit should permanently be available on-site as well as an adequately trained member of staff capable of administering first aid. • All workers should have access to the relevant personal protective equipment (PPE). • Sufficient potable water reserves should be always available to workers. | Contractor |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|-----------------------------|---|--------------------|
| | | <ul style="list-style-type: none"> • No person should be allowed to smoke close to fuel storage facilities or portable toilets (if toilets are chemical toilets – the chemicals are flammable). • No workers should be allowed to drink alcohol during work hours. • No workers should be allowed on site if under the influence of alcohol. • Building rubble and domestic waste should be stored in skips. • Condoms should be accessible/available to all construction workers. • Access to Antiretroviral medication should be facilitated. | |
| Dust | Nuisance and health impacts | <ul style="list-style-type: none"> • A watering truck should be used on gravel roads with the heaviest vehicle movement especially during dry and windy conditions. However, due consideration should be given to water restrictions during times of drought. • The use of waterless dust suppression means (e.g. lignosulphonate products such as Dustex) should be considered. • Cover any stockpiles with plastic to minimise windblown dust. • Dust protection masks should be provided to workers if they complain about dust. • Vehicles travelling to and from the construction site must adhere to the speed limits to avoid producing excessive dust. A speed limit of 40 km/hr should be set for all vehicles travelling over exposed areas. | Contractor |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|--------------------------|---|--|--------------------|
| Noise | Nuisance impacts | <p>Work hours should be restricted to between 08h00 and 17h00 and 7:30 – 13:00 on Saturdays where construction involving the use of heavy equipment, power tools and the movement of heavy vehicles is less than 500 m from residential areas. If an exception to this provision is required, all residents within the 500 m radius should be given 1 week's written notice.</p> <ul style="list-style-type: none"> • Provide ear plugs and earmuffs to staff undertaking the noisy activity or working within proximity thereof or alternatively, all construction workers should be equipped with ear protection equipment. | Contractor |
| Recruitment of labourers | Negative conflict regarding recruitment | <p>The Contractor should adhere to the below provision as a minimum for the recruitment of labour:</p> <ul style="list-style-type: none"> • Adhere to the legal provisions in the Labour Act for the recruitment of labour (target percentages for gender balance, optimal use of local labour and SME's, etc.). • Recruitment should not take place at construction sites. • Ensure that all sub-contractors are aware of recommended recruitment procedures and discourage any recruitment of labour outside these agreed upon procedures. • Contractors should give preference in terms of recruitment of sub-contractors and individual labourers to those who are qualified and from the Oshakati project area and only then look to surrounding towns. | Contractor |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|------------------------------|---|---------------------|
| | | <ul style="list-style-type: none"> Clearly explain to all jobseekers the terms and conditions of their respective employment contracts (e.g. period of employment etc.) – make use of interpreters where necessary. | |
| Communication plan | Negative conflict with I&APs | <p>The Contractor or proponent should draft a Communication Plan, which should outline as a minimum the following:</p> <ul style="list-style-type: none"> How Interested and Affected Parties (I&APs), who require ongoing communication for the duration of the construction period, will be identified and recorded and who will manage and update these records. How these I&APs will be consulted on an ongoing basis. Make provision for grievance mechanisms – i.e. how concerns can be lodged/ recorded and how feedback will be delivered as well as further steps of arbitration in the event that feedback is deemed unsatisfactory. | Contractor |
| General communication | Negative conflict with I&APs | <ul style="list-style-type: none"> The PR must appoint an ECO to liaise between the Contractor, I&APs, Developer. The Contractor shall at every monthly site meeting report on the status of the implementation of all provisions of the EMP. The Contractor should implement the EMP awareness training as stipulated above in this table. | Contractor, ECO, CR |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|--------|--|--------------------|
| | | <ul style="list-style-type: none"> • The Contractor must list the I&APs of the project and their contact details with whom ongoing communication would be required for the duration of the contract. This list, together with the Communication Plan must be agreed upon and given to the PR before construction commences. • The Communication Plan, once agreed upon by the Developer, shall be legally binding. • All communication with the I&APs must take place through the ECO. • A copy of the EMP must be available at the site office and should be accessible to all I&APs. • Key representatives from the above-mentioned list need to be invited to attend monthly site meetings to raise any concerns and issues regarding project progress. • The Contractor should liaise with the Developer regarding all issues related to community consultation and negotiation before construction commences. • A procedure should be put in place to ensure that concerns raised have been followed-up and addressed. • All people on the I&APs list should be informed about the availability of the complaints register and associated grievance mechanisms in writing by the PR prior to the commencement of construction activities. | |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|----------------------------|---|--------------------|
| Archaeology | Loss of heritage resources | <ul style="list-style-type: none"> • Should a heritage site or archaeological site be uncovered or discovered during the construction phase of the project, a “chance find” procedure should be applied in the order they appear below: <ul style="list-style-type: none"> ○ If operating machinery or equipment, stop work; ○ Demarcate the site with danger tape; ○ Determine GPS position if possible; ○ Report findings to the construction foreman; ○ Report findings, site location and actions taken to superintendent; ○ Cease any works in immediate vicinity; ○ Visit site and determine whether work can proceed without damage to findings; ○ Determine and demarcate exclusion boundary; ○ Site location and details to be added to the project’s Geographic Information System (GIS) for field confirmation by archaeologist; ○ Inspect site and confirm addition to project GIS; ○ Advise the National Heritage Council of Namibia (NHCN) and request written permission to remove findings from work area; and | Contractor |

| Environmental Feature | Impact | Management Actions | Responsible Person |
|-----------------------|--------|--|--------------------|
| | | <ul style="list-style-type: none">○ Recovery, packaging and labelling of findings for transfer to National Museum.● Should human remains be found, the following actions will be required:<ul style="list-style-type: none">○ Apply the chance find procedure as described above;○ Schedule a field inspection with an archaeologist to confirm that remains are human;○ Advise and liaise with the NHCN and Police; and○ Remains will be recovered and removed either to the National Museum or the National Forensic Laboratory. | |

4.5 OPERATION AND MAINTENANCE PHASE

The management actions included in **Table 2-4** below apply during the operation and maintenance phase of these developments.

Table 2-4: Operation and maintenance management actions

| Environmental Feature | Impact | Management Actions | Person Responsible |
|-----------------------|--|---|------------------------|
| EMP training | Lack of EMP awareness and the implications thereof | All contractors appointed for maintenance work on the respective streets must ensure that all personnel are aware of necessary health, safety and environmental considerations applicable to their respective work. | Contractor |
| Water | Surface and groundwater contamination | Ensure that surface run-off water accumulating on-site are channeled and captured through a proper storm water management system to be treated in an appropriate manner before disposal into the environment. | Proponent, Contractor, |
| Aesthetics | Visual impacts | <p>The proponent should consult with a view to incorporate the relevant local/national/international development guidelines which addresses the following:</p> <ul style="list-style-type: none"> • The incorporation of indigenous vegetation into the development. • To mark the area with appropriate road warning signs (e.g. the road curves to the left/right) • 'green' technologies should be implemented within the architectural designs and building materials of the development where possible to minimize the visual prominence of such a development within the more natural surrounding landscape. | Proponent |

| Environmental Feature | Impact | Management Actions | Person Responsible |
|------------------------------|------------------|--|---------------------------|
| | | <ul style="list-style-type: none"> • keep existing trees, introduce tall indigenous trees; keep structures unpainted and minimizing large advertising billboards. • No illegal dumping of waste should be allowed. | |
| Noise | Nuisance impacts | <p>No activity having a potential noise impact should be allowed after 18:00 hours if possible.</p> <ul style="list-style-type: none"> • Do not allow commercial activities that generate excessive noise levels. • Continuous monitoring of noise levels should be conducted to make sure the noise levels does not exceed acceptable limits. | Proponent |
| Socio-Economic | Social Impacts | The local community be consulted in terms of possible job creation opportunities and must be given priority if unspecialised job vacancies are available. | Proponent |

4.6 DECOMMISSIONING PHASE

The decommissioning of these developments is not foreseen as the intended development is envisaged to be permanent. If this infrastructure development is decommissioned the following management actions should apply.

Table 2-5: Decommissioning phase management actions

| Environmental Feature | Management Actions |
|--------------------------|---|
| Decommissioning activity | Many of the mitigation measures prescribed for construction activity for these developments (Table 2-3 above) would be applicable to some of the decommissioning activities. These should be adhered to where applicable. |

5 CONCLUSION

The management actions included in this report aim to assist in the avoidance, management and/or mitigation of potential impacts on the environment that may result from the proposed activities.

Should the measures recommended in this EMP be implemented and monitored, SPC is confident that the risks identified in the FESR can be reduced to acceptable levels.