

# DW

## **ENVIRONMENTAL & SOCIAL MANAGEMENT PLAN:**

**FOR THE CONSTRUCTION OF PUBLIC ROADS AND BULK INFRASTRUCTURE THROUGH  
THE TOWNSHIP ESTABLISHMENT ON PORTIONS 26 AND 27, OF THE REMAINDER OF  
FARM ONIPA TOWN AND TOWNLANDS NO. 1164**

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## EXECUTIVE SUMMARY

This Environmental and Social Management Plan (ESMP) has been prepared for the Oniipa Portion 26 and 27 Township Establishment Project, located on the Remainder of Farm Oniipa Town and Townlands No. 1164, within Oniipa, Oshikoto Region, Namibia. The project is initiated by the Oniipa Town Council, in partnership with Development Workshop Namibia (DWN), and will provide approximately 459 serviced erven zoned for residential, business, institutional, and public open space land uses.

The ESMP forms part of the application for an Environmental Clearance Certificate (ECC) in accordance with the Environmental Management Act, 2007 (Act No. 7 of 2007) and the Environmental Impact Assessment Regulations, 2012. The project involves the phased construction of bulk and internal infrastructure, including roads, sewer reticulation, and associated services required to support township development.

The project is expected to contribute positively to the socio-economic development of Oniipa through the following benefits:

- Provision of serviced land to support formal housing development;
- Creation of employment opportunities during the construction phase;
- Improved access to sanitation, road infrastructure, and municipal services.

Potential environmental and social impacts associated primarily with construction activities have been identified. These include, but are not limited to:

- Dust generation, noise, and traffic disturbances;
- Temporary pressure on access roads;
- Occupational health and safety risks for workers and nearby residents;
- Risks associated with unmanaged construction waste, soil erosion, and stormwater runoff.

Mitigation measures to address these impacts are outlined in this ESMP. The plan defines clear mitigation strategies, monitoring requirements, and responsibilities for key role players, including the Contractor, Environmental Control Officer (ECO), and the Employer's Representative (ER). Provisions for environmental awareness training, stakeholder engagement, grievance management, and reporting are also included to ensure effective implementation and compliance throughout the construction and operational phases.

This ESMP is a living document and will be reviewed and updated as the project progresses to reflect changes in project scope, site conditions, legislative requirements, or stakeholder input. Any amendments to the ESMP must be approved by the Oniipa Town Council and, where applicable, the Ministry of Environment, Forestry and Tourism (MEFT) prior to implementation.

### Key Benefits and Compliance Summary

The Oniipa Portion 26 and 27 Township Establishment Project will support structured urban growth, improve access to essential infrastructure, and contribute to local economic development through job creation. The

ESMP has been developed in accordance with Namibian environmental legislation and recognised environmental and social management best practice, ensuring that potential impacts are identified, mitigated, and monitored effectively.

Through proactive management, active stakeholder engagement, transparent reporting, and strict adherence to mitigation measures, the project can be implemented in a manner that delivers long-term social and economic benefits while safeguarding environmental and community integrity.

Abbreviation	Description
<b>am</b>	Ante Meridiem (Before Midday)
<b>AoI</b>	Area of Influence
<b>BID</b>	Background Information Document
<b>CoC</b>	Code of Conduct
<b>DWN</b>	Development Workshop Namibia
<b>ECC</b>	Environmental Clearance Certificate
<b>ECO</b>	Environmental Control Officer
<b>EA</b>	Environmental Assessment
<b>EC</b>	Environmental Commissioner
<b>EMP</b>	Environmental Management Plan
<b>ESIA</b>	Environmental and Social Impact Assessment
<b>ESMP</b>	Environmental and Social Management Plan
<b>E&amp;S</b>	Environmental and Social
<b>EPP</b>	Emergency Prevention Plan
<b>ER</b>	Employer's Representative
<b>ESS</b>	Environmental and Social Standards
<b>ESF</b>	Environmental and Social Framework
<b>etc.</b>	Et Cetera
<b>e.g.</b>	Exempli Gratia (For example)
<b>FC/AC</b>	Fibre Cement / Asbestos Cement
<b>GBV</b>	Gender-Based Violence
<b>H&amp;S</b>	Health and Safety
<b>HIV</b>	Human Immunodeficiency Virus
<b>I&amp;APs</b>	Interested and Affected Parties
<b>ILO</b>	International Labour Organisation
<b>KfW</b>	Kreditanstalt für Wiederaufbau
<b>MEFT</b>	Ministry of Environment, Forestry and Tourism
<b>MURD</b>	Ministry of Urban and Rural Development
<b>NAMPAB</b>	Namibian Planning Advisory Board
<b>OHS</b>	Occupational Health and Safety

<b>pm</b>	Post Meridiem (After Midday)
<b>TMP</b>	Tree Management Plan
<b>TB</b>	Tuberculosis
<b>UDA</b>	Urban Dynamics Africa
<b>WMP</b>	Waste Management Plan

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## 1 INTRODUCTION

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The Oniipa Town Council, in collaboration with Development Workshop Namibia (DWN), is implementing the Oniipa Portion 26 and 27 Township Establishment Project, located on the Remainder of Farm Oniipa Town and Townlands No. 1164 within Oniipa, Oshikoto Region. The project forms part of the Council's broader strategy to provide serviced land for residential, business, and institutional development, support structured urban expansion, and improve access to basic town council services within Oniipa.

The project involves the construction of bulk and internal town council infrastructure, including roads, water supply systems, sewer reticulation, electricity distribution networks, and stormwater management systems. Construction activities fall under DWN's Component 1: Land Delivery, with [insert name of construction company] appointed as the main contractor. Knight Piésold Consulting (Pty) Ltd has been appointed by DWN as the Implementation Consultant, responsible for supervising works and ensuring compliance with approved engineering designs, technical standards, and contractual requirements.

DWN has appointed Urban Dynamics Africa (UDA) as the environmental assessment practitioner to prepare this Environmental and Social Management Plan (ESMP) and support the Environmental Clearance Certificate (ECC) application process. The ESMP has been prepared in accordance with the Environmental Management Act, 2007 (Act No. 7 of 2007), its associated regulations, and recognised international best practice, and provides the framework for managing environmental and social aspects throughout the construction lifecycle.

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## 2 PROJECT DESCRIPTION

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The purpose of this section is to provide sufficient contextual information to guide contractors, implementing partners, and authorities in understanding the physical, environmental, and social setting of the project and the activities that will be undertaken, thereby supporting effective implementation of this ESMP.

### 2.1 PROJECT OVERVIEW

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The Oniipa Portions 26 and 27 Township Establishment Project include the township establishment and development of Portions 26 and 27 of the Remainder of Farm Oniipa Town and Townlands No. 1164.

The project aims to establish two new township extensions that provides serviced residential, business, and institutional erven, together with supporting road network and bulk infrastructure. The development forms part of the Oniipa Town Council's broader strategy to promote structured urban expansion, improve access to basic services, and address the growing demand for formalised land within Oniipa.

Approved bulk and internal infrastructure layouts will guide construction activities and will be appended to this ESMP once available. At the time of preparation of this ESMP, detailed bulk and internal infrastructure designs have not yet been finalised. These designs will be developed following statutory approvals and appended to this ESMP prior to the commencement of construction activities.

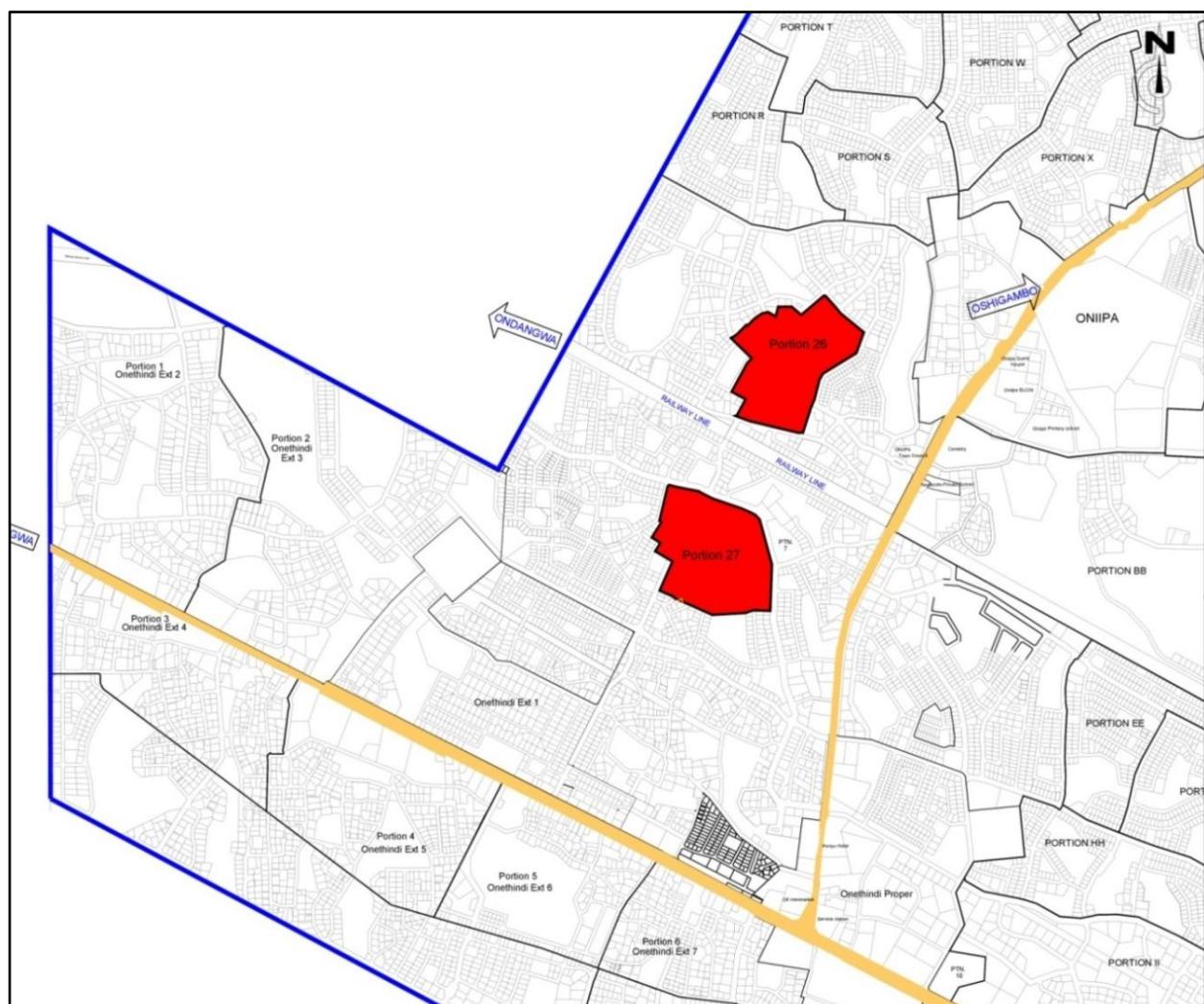
## 2.2 DESCRIPTION OF THE PROJECT SITE

### 2.2.1 Location and Extent

The project site is located within Oniipa, Oshikoto Region, on Portions 26 and 27 of the Remainder of Farm Oniipa Town and Townlands No. 1164. The site falls within the administrative area of the Oniipa Town Council.

The approximate central coordinates of the site are [\[Insert confirmed coordinates from the Scoping Report\]](#). A locality plan indicating the position of the project site within the Oniipa townlands will be included in this ESMP as Figure 1.

Figure 1: Locality Plan within Oniipa



## **2.2.2 Land Ownership and Current Land Use**

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Oniipa Town Council is the registered owner of Portions 26 and 27. The land is currently characterised by existing homesteads and subsistence mahangu cultivation.

The existing homesteads remain in place and are incorporated into the approved township layout. Affected land users were identified and engaged during the township planning and scoping processes in accordance with applicable town council and national requirements. No permanent residential occupation will occur within the construction footprint during the implementation of the bulk infrastructure works.

## **2.2.3 Environmental Context**

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### **Topography and Drainage**

The project area is generally flat to gently sloping. Existing natural drainage paths are retained and incorporated into the approved township layout as stormwater corridors and public open spaces to manage surface runoff and reduce erosion and localised flooding.

### **Soils**

Soils in the project area are predominantly sandy to sandy-loam, typical of the Oshikoto Region. These soils are susceptible to erosion and dust generation when disturbed. Appropriate soil protection, erosion control, and dust suppression measures are required during construction and are addressed in this ESMP.

### **Vegetation**

Vegetation within the project area consists mainly of indigenous shrubland and scattered mature trees typical of north-central Namibia. The presence of mature and potentially protected tree species represents an environmental sensitivity at the project site and will require management through a Tree Management Plan.

## **2.2.4 Social Context and Previous Land Use**

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The project site forms part of the peri-urban area of Oniipa and is enamouring residential areas, community facilities, and council infrastructure. Previous land use consisted of dispersed homesteads and small-scale agriculture.

No graves, heritage resources, or items of historical or archaeological significance were identified within the project site.

The development is expected to contribute positively to the local social environment through the provision of formal erven, improved access to services, and temporary employment opportunities during the construction phase.

## **2.2.5 Adjacent Land Uses and Area of Influence**

Adjacent land uses include:

- Homesteads and mahangu fields;
- Existing residential areas within Oniipa;
- Town Council roads and service infrastructure;
- Undeveloped land earmarked for future urban expansion.

The Area of Influence (AoI) includes the project site and surrounding areas that may be affected by construction-related impacts such as dust, noise, traffic, and temporary access restrictions. The AoI also includes service corridors associated with water, sewer, electricity, and stormwater infrastructure.

## **2.3 PROJECT ACTIVITIES**

The Oniipa Township Establishment Project is a bulk infrastructure development initiative intended to support formal township expansion within Oniipa, Oshikoto Region. The project is implemented by the Oniipa Town Council, in partnership with DWN, under DWN's Component 1: Land Delivery Programme.

### **2.3.1 Client Intent**

The client intends to:

- Establish a formally planned township on Portions 26 and 27 of the Remainder of Farm Oniipa Town and Townlands No. 1164;
- Provide serviced erven to address demand for residential, institutional, and business land within Oniipa;
- Install essential bulk town infrastructure to enable orderly urban expansion;
- Ensure that existing homesteads are retained and incorporated into the approved township layout, with no physical relocation required;
- Retain ownership of bulk infrastructure, roads, and public open spaces, while erven will be conveyed under freehold tenure through individual title deeds.

The project does not include the construction of buildings and is limited to the provision of bulk services and public infrastructure.

### **2.3.2 Nature of the Development**

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This is a bulk infrastructure and township servicing project intended to unlock serviced land. The infrastructure components include:

- Public road infrastructure (gravel standard, with provision for future upgrading);
- Bulk and internal water supply reticulation connected to the Oniipa Town Council network;
- Sewer reticulation;
- Electricity distribution infrastructure, including underground bulk supply lines and substations;
- Stormwater management infrastructure, incorporating open drainage systems and retained natural drainage paths.

### **2.3.3 Planned Construction Activities**

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Planned construction activities include:

- Site clearance and preparation within approved construction footprints, including controlled vegetation removal;
- Earthworks such as excavation, levelling, compaction, and backfilling;
- Construction of:
  - Stormwater channels and culverts within designated drainage corridors;
  - Gravel roads constructed to town service standards;
  - Bulk water supply pipelines and associated infrastructure;
  - Bulk electricity infrastructure, including underground cables and substation foundations;
- Connection of new roads and services to existing Oniipa Town Council infrastructure;
- Installation of construction safety signage, temporary fencing, and traffic management measures where required.
- Construction will involve the use of heavy machinery such as excavators, graders, tipper trucks, compactors, water trucks, and trenching equipment.

### **2.3.4 Project Phasing and Scale**

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Construction will be implemented in phases, depending on funding availability and technical priorities. Initial phases will focus on:

- Primary road networks;
- Sewer reticulation will be implemented in a phased manner in accordance with approved engineering designs and funding availability.

- Bulk water, electricity, and stormwater infrastructure across Portions 26 and 27.

Subsequent phases will focus on:

- Construction of access, connector, and distributor roads;
- Completion of internal service reticulation to all planned erven.

The approved township layout prepared by Urban Dynamics Africa (Pty) Ltd (UDA) forms the basis for zoning, road alignments, service corridors, and public open spaces. Engineering designs prepared by the appointed consulting engineers guide the implementation of all bulk infrastructure works.

## 2.4 DEVELOPMENT STAKEHOLDERS

**Table 2** and 2 summarise the main stakeholders involved in the Oniipa Township project, including their roles, engagement activities, and an indicative timeline for involvement.

**Table 1: Main Stakeholders' Involvement Timeline**

STAKEHOLDER	PRE-PLANNING PHASE	DESIGN & APPROVAL / PRE-CONSTRUCTION PHASE	CONSTRUCTION PHASE	HANOVER / OPERATIONAL PHASE
ONIIPA TOWN COUNCIL				
DEVELOPMENT WORKSHOP NAMIBIA (DWN)				
FUNDING PARTNERS				
AFFECTED AND INTERESTED PARTIES (LOCAL COMMUNITIES)				
URBAN DYNAMICS AFRICA (UDA)	—			—
KNIGHT PIÉSOLD (ENGINEER)	—			
MURD	—			—
MEFT	—			—
HERMAN STRYDOM ACC. (LAND SURVEYOR)	—			
CONVEYANCERS	—	—	—	
CONTRACTOR (TO BE APPOINTED)	—	—		

**Table 2: Summary of Development Stakeholders Roles**

STAKEHOLDER	ROLE / RESPONSIBILITY	ENGAGEMENT OR KEY ACTIONS	INDICATIVE TIMELINE
<b>ONIIPA TOWN COUNCIL</b>	Overall authority for township establishment, planning coordination, and approvals.	Planning and arranging development agreement with DWN; Approvals by CEO and Council resolutions; Technical arrangements with service providers and Engineering Department; Review and consent before MURD approval; Ongoing oversight and community liaison.	Planning to project handover.
<b>DEVELOPMENT WORKSHOP NAMIBIA (DWN)</b>	Implementation consultant, technical coordinator, and project facilitator.	Project conceptual planning support and strategy; Technical coordination with UDA, Knight Piésold, and surveyors; Stakeholder engagement and community consultation facilitation; Preparation and implementation of EMP and ESHS measures; On-site supervision and construction monitoring; Capacity building and training for contractors and local stakeholders.	Entire project lifecycle.
<b>FUNDING &amp; DEVELOPMENT PARTNERS</b>	Provide financial and technical support.	Support for planning, design, and implementation.	All phases.
<b>LOCAL COMMUNITIES AND RESIDENTS</b>	Primary beneficiaries and directly affected stakeholders.	Public consultations, feedback meetings, grievance mechanism participation.	Throughout the project lifecycle.

STAKEHOLDER	ROLE / RESPONSIBILITY	ENGAGEMENT OR KEY ACTIONS	INDICATIVE TIMELINE
<b>URBAN DYNAMICS AFRICA (UDA)</b>	Township layout design, statutory planning application, and consultation.	Prepare and submit layout to Town Council for initial approval; Submit final layout to MURD for statutory approval; Prepare Screening Report and ECC application to MEFT; Facilitate community engagement during planning and approval stages.	Planning phase.
<b>KNIGHT PIÉSOLD (KP) CONSULTING (KP)</b>	Engineering design, flood risk study, monitoring and sign-off on construction activities.	Technical design, construction monitoring, and quality assurance.	Planning to construction phase.
<b>MINISTRY OF URBAN AND RURAL DEVELOPMENT (MURD)</b>	Approves township establishment application.	Review and statutory final approval.	During layout application stage.
<b>MINISTRY OF ENVIRONMENT, FORESTRY AND TOURISM (MEFT)</b>	Approves ECC and ensures environmental compliance.	ECC application review and decision-making.	Pre-construction phase.
<b>STRYDOM &amp; ASSOCIATES (LAND SURVEYOR)</b>	Aerial photography, cadastral surveys, and final layout confirmation.	Provide aerial mapping for planning and design; Conduct cadastral surveys and confirm layout boundaries.	Planning stage.
<b>CONVEYANCERS</b>	Legal registration of townships and erven.	Registration of legal documents and follow-ups.	Post-approval phase.
<b>CONTRACTORS (TBC)</b>	Construction and infrastructure implementation.	EMP compliance, on-site environmental and social management.	Construction phase.

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### 3 ROLES AND RESPONSIBILITIES

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This section outlines the roles and responsibilities of key stakeholders involved in the implementation and management of the ESMP during the construction phase of the Oniipa Township Establishment Project. The ESMP provides the framework for ensuring compliance with applicable environmental legislation and good practice. Effective implementation requires coordinated action by DWN, the appointed contractors, and other relevant parties.

#### 3.1 DEVELOPMENT WORKSHOP NAMIBIA (DWN)

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DWN, as Implementation Consultant, is responsible for overall environmental management during construction, including:

- Ensuring compliance with national environmental legislation and EMP mitigation measures.
- Ensuring design and planning comply with national and international best practices.
- Monitoring contractor and subcontractor performance.
- Serving as the primary contact for stakeholder consultation and feedback.
- Providing training to construction workers on environmental management and EMP implementation.

The Programme Manager holds ultimate responsibility for EMP implementation, while the Health and Safety (E&S) Manager supports contractors and guides EMP adherence.

#### 3.2 CONTRACTORS

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The Contractor (name to be inserted) must fulfil ESMP commitments and ensure subcontractors do the same. Responsibilities include:

- Conducting monitoring and site audits to verify EMP implementation, reporting findings to the Project Environmental Advisor (PEA).
- Promptly reporting environmental issues or incidents to DWN.
- Supporting DWN in training construction personnel on environmental management.

#### 3.3 OTHER ENTITIES

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Knight Piésold Consulting (Pty) Ltd (KP) will also undertake periodic site inspections during construction to monitor compliance with approved engineering designs and environmental standards. In addition, KP will provide sign-off on critical construction milestones to ensure that works are implemented according to technical and safety requirements.

The Oniipa Town Council will be informed about the ESMP and involved as appropriate. Additional roles for relevant authorities will be defined, as necessary.

### **3.4 TRAINING**

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DWN will provide Induction Training for all employees and contractors before construction begins, and for new personnel joining later. Training covers:

- EMP mitigation measures and on-site responsibilities.
- Environmental sensitivities of the project area.
- Occupational H&S rules (e.g., PPE, conduct, first aid).
- The Grievance Mechanism and workers' rights
- Handling public enquiries and grievances.
- Code of Conduct for interactions with nearby residents and managing unauthorised visitors.
- Procedures for unforeseen incidents or emergencies.
- Roles and responsibilities regarding environmental management.

DWN will keep training records and repeat sessions as needed. DWN and the contractor will prepare a detailed training plan including refresher courses.

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## **4 PROJECT STANDARDS AND LEGAL FRAMEWORK**

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The Oniipa Portion 26 & 27 Township Establishment project has undergone a scoping assessment to identify potential environmental and social (E&S) risks associated with the construction phase. To ensure responsible and sustainable project delivery, it will comply with a comprehensive set of national, local, and international standards, guidelines, and regulatory requirements, which apply throughout both the construction and operational phases.

Adherence to this framework ensures the project meets Namibia's legal obligations, aligns with recognised international good practice, supports sustainable development objectives, and minimises adverse impacts on the environment and local communities.

### **4.1.1 National and Local Legislation & Permit Requirements**

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The project will comply with all relevant Namibian national legislation and local planning instruments. These frameworks govern a wide range of aspects including environmental protection, infrastructure development, occupational health and safety, social safeguards, land use planning, and the conservation of heritage resources. Tables 1 to 4 summarise the key legislative provisions and their implications for the project.

**Table 3: National and Environmental Legislation**

THEME	LEGISLATION	PROVISION	PROJECT IMPLICATIONS
<b>National</b>	Constitution of the Republic of Namibia (Amendment Act 34/1998)	Guarantees property rights (Art. 16(1)) and mandates sustainable ecosystem management (Art. 95(I))	Supports land ownership and mandates environmental sustainability.
<b>Environmental</b>	Environmental Management Act, 7 of 2007	Requires Environmental Impact Assessments (Sec 27); mandates public participation (Sec 2(b-c))	Obtain Environmental Clearance Certificate (ECC) and hold consultations.
	Environmental Impact Assessment Regulations GN 57/2007	Lists activities requiring environmental clearance including roads and pipelines (Sec 10(1))	ECC and consultation processes are compulsory.
	Environmental Management Act, 7 of 2007	Regulates noise, dust control, and land rehabilitation.	Construction must mitigate noise, dust, and restore land.
	Environmental Impact Assessment Regulations GN 57/2007	Requires ECC for activities including construction affecting watercourses, canals, and wetlands (Sec. 10(1)(a)(b))	Must assess and mitigate impacts on watercourses; obtain ECC before commencement of such activities.
	Water Act, 54 of 1956	Regulates abstraction, diversion, and use of water resources.	Obtain water use permits for abstraction, diversion, or discharge; comply with water protection measures.

**Table 4: Infrastructure and Hazardous Substances**

THEME	LEGISLATION	PROVISION	PROJECT IMPLICATIONS
<b>Infrastructure</b>	EIA Regulations GN 57/2007	Covers pipelines and roads (Sec 10.1(a), 10.1(b))	ECC required for pipeline and road works.
<b>Hazardous Substances</b>	EIA Regulations GN 57/2007	Regulates hazardous materials handling and waste permits (Sec 9.1, 9.2)	Ensure safe storage, handling, and disposal of hazardous substances.

**Table 5: Health, Safety, and Social Legislation**

THEME	LEGISLATION	PROVISION	PROJECT IMPLICATIONS
<b>Health &amp; Safety</b>	Labour Act, 11 of 2007	Regulates worker rights and prohibits child/forced labour.	Comply with labour laws; promote fair employment.
	Public and Environmental Health Act, 2015	Covers health standards, waste management, and water quality.	Maintain health and safety compliance.
	Health and Safety Regulations, 2011	Requires workplace safety measures, PPE, and accident prevention.	Implement occupational health and safety measures.

**Table 6: Other Relevant Frameworks**

THEME	LEGISLATION	PROVISION	PROJECT IMPLICATIONS
<b>Forestry</b>	Forestry Act, 12 of 2001; Forest Regulations GN 170/2015	Protects trees; requires permits for removal.	Obtain permits before tree removal; implement safeguards.
<b>Soil Conservation</b>	Soil Conservation Act, 76 of 1969	Regulates erosion prevention and soil protection.	Apply erosion control measures.
<b>Waste Management</b>	Waste Management and Pollution Control Act	Regulates disposal of solid and hazardous waste.	Comply with waste disposal and effluent discharge standards.
<b>Child Labour</b>	Labour Act, 11 of 2007; Child Care and Protection Act, 2015	Prohibits child labour; sets employment age limits.	Enforce zero tolerance on child labour.
<b>Worker Rights</b>	ILO Conventions (29, 87, 98, 100, 111)	Prohibits forced labour; guarantees union rights and equal pay.	Ensure fair and non-discriminatory working conditions.
<b>Archaeology</b>	National Heritage Act, 27 of 2004; Burial Place Ordinance	Protects heritage sites and graves.	Report findings; follow legal procedures for heritage sites.

**Table 7: Management Requirements for the Planning and Design Phase**

ASPECT	MANAGEMENT REQUIREMENTS
<b>Natural Building Material</b>	<b>All building materials</b> (sand and gravel) must only be sourced from a local registered borrow pit. Road building material (G4, G5, etc.) must be sourced in collaboration from approved borrow pits within the townlands. If suitable material can only be sourced from untouched land to create a new borrow pit, then that is legally subject to an EIA by the Oniipa Town Council.
<b>ESMP Implementation</b>	<b>Relevant sections</b> of this ESMP should be included in the tender documents for all construction so that tenderers can implement the ESMP.
<b>Financial Provisions</b>	<p><b>Financial provision</b> for the facilitation of an induction programme for senior, temporary construction personnel and subcontractors and associated personnel should be included as a cost item within tenders concerning the construction and/or operation and maintenance of the proposed development.</p> <p><b>Financial provision</b> for a Tree Management Plan compilation should be included as a cost item within construction tender documents.</p>
<b>Recruitment</b>	<p><b>Provisions designed</b> to maximise the use of local labour should be included within tenders concerning the construction of bulk and reticulation services.</p> <p><b>A provision</b> stating that all unskilled labour should be sourced locally should be included in tenders concerning the construction of all development services.</p> <p><b>Specific recruitment</b> procedures ensuring local firms enjoy preference during tender adjudication should be included in tenders concerning the construction of the development's bulk services.</p> <p><b>Provisions promoting gender equality</b> pertaining to recruitment should be included in tenders concerning the construction of the township services.</p> <p><b>Women</b> should be given preference for specific jobs (e.g. those jobs that require relatively less physical strength).</p>

## 4.2 INTERNATIONAL LENDER STANDARDS

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The programme is funded by official development assistance from the Government of the Federal Republic of Germany through the Kreditanstalt für Wiederaufbau (KfW) Development Bank. As such, it must comply with international environmental and social standards required by KfW, which align with the World Bank's Environmental and Social Standards (ESS).

### 4.2.1 KfW's Sustainability Guideline

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All financial cooperation measures financed by KfW are subject to assessment and implementation under the KfW Sustainability Guideline (2021), which sets out principles and procedures for evaluating environmental, social, and climate impacts. This guideline requires compliance with:

- Relevant national legislation and legal requirements;
- The ESS of the World Bank Group;
- World Bank's general and sector-specific Environmental, Health and Safety (EHS) Guidelines;
- ILO core labour standards;
- Human Rights Guidelines of the BMZ.

### 4.2.2 World Bank Environmental and Social Framework (ESF)

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The ESF provides a comprehensive framework for managing environmental and social risks, enhancing transparency, accountability, and sustainable development outcomes through stakeholder engagement. While KfW requires only the ESS to be directly applied, the ESF underpins the broader approach to sustainable project delivery.

### 4.2.3 Bank Environmental and Social Standards (ESS)

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The ESS consists of ten standards designed to:

- Support Borrowers in achieving good international practice for environmental and social sustainability;
- Help meet national and international environmental and social obligations;
- Enhance non-discrimination, transparency, participation, and accountability;
- Improve project sustainability through continuous stakeholder engagement.

A review will be conducted for each project intervention to confirm the relevance and applicability of each ESS based on specific site conditions, scope, and locality.

#### 4.2.4 World Bank Environmental and Social Standards (2018)

The World Bank's ESS consists of ten standards as summarised below. Application of the standards intends to: (a) support Borrowers in achieving good international practice relating to environmental and social sustainability; (b) assist Borrowers in fulfilling their national and international environmental and social obligations; (c) enhance non-discrimination, transparency, participation, accountability, and governance; and (d) enhance the sustainable development outcomes of projects through ongoing stakeholder engagement.

KfW's Sustainability Guideline (2021) requires the application of the relevant ESS. The likely applicability of each standard to the DWN Programme is indicated. A review must be undertaken for each intervention to confirm (based on scope, locality, and site specifics) the applicability of the ESS.

### 5 STAKEHOLDER ENGAGEMENT AND GRIEVANCE MECHANISM

DWN coordinates stakeholder engagement as the implementing partner, working closely with the Oniipa Town Council, which retains overall project authority and regulatory oversight.

**Table 8: Stakeholder Involvement Responsibility**

Role	Organisation	Responsibility
Project Authority	Oniipa Town Council	Overall project oversight; compliance with regulations
Implementing Partner	DWN	Implementation and stakeholder coordination
Project Manager	DWN	Coordination and reporting
Community Liaison Officer	DWN	Engagement with communities
Environmental Control Officer	DWN	ESMP monitoring and environmental reporting
Construction Contractor	TBD (appointed by DWN)	Construction and environmental compliance
Conveyancers	TBD (appointed by DWN)	Legal registration of townships and erven.
Land Surveyor	TBD (appointed by DWN)	Aerial photography, cadastral surveys, and final layout confirmation.

Stakeholder engagement is ongoing throughout the project, with regular meetings to ensure open communication and timely resolution of concerns.

A formal grievance mechanism is in place to capture and address complaints promptly, with clear procedures and a target response time of 20 working days. Contact details and grievance information will

be provided to the community and workers. Records of grievances and actions are maintained and reviewed regularly. The Grievance Mechanism is attached as Annexure 2.

Public consultation complies with the Environmental Management Act (Act No. 7 of 2007), ensuring Interested and Affected Parties (I&APs) can participate meaningfully in the Environmental Assessment process. The Environmental Assessment Practitioner manages stakeholder registration, issue tracking, and document distribution.

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## 6 SUMMARY OF POTENTIAL IMPACTS

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This section provides an overview of the primary environmental and social impacts associated with the construction and operation of the Oniipa Portion 26 & 27 township development project. The impacts were identified through the Environmental and Social Impact Assessment (ESIA) Scoping Process and inform the mitigation strategies outlined in the ESMP.

### 6.1 PROJECT IMPACTS

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The project is expected to yield several long-term benefits for the town of Oniipa and the wider Oshikoto Region:

- **Access to formal land:** The provision of serviced erven supports improved housing, tenure security, and urban upgrading.
- **Employment and income generation:** The construction phase will create short-term job opportunities and stimulate local procurement.
- **Enhanced infrastructure:** Provision for public amenities (such as roads, pedestrian walkways, clinic, and sports facilities) will improve local mobility, public health, and community wellbeing.

#### 6.1.1 Potential Negative Impacts during Construction

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Construction activities can result in temporary but significant environmental and social impacts:

**Vegetation clearing:** Site preparation will require the removal of vegetation, with possible impact on protected tree species.

**Dust emissions:** Earthworks and vehicle movement will generate airborne dust affecting air quality and visibility.

**Noise:** Construction machinery and transport will increase ambient noise levels, disturbing nearby residents.

**Traffic and access:** Heavy vehicle movements may disrupt local traffic flow and pose safety risks to the public.

**Health and safety risks:** Workers and nearby residents may be exposed to hazards including trenching, machinery, and materials.

**Waste generation:** Construction will produce solid and potentially hazardous waste requiring strict management.

### **6.1.2 Potential Negative Impacts During Operations**

Operational-phase impacts are expected to be more localised but still significant if unmitigated:

**Waste accumulation:** Inadequate household and commercial waste management could lead to pollution and health hazards.

## **6.2 IMPACT MITIGATION MEASURES TABLE**

The full list of proposed mitigation, monitoring, and management measures is included in the tables provided in **Sections 7.5 (Environmental Protection), 7.6 (Health and Safety), and 7.7 (Labour and Community)**. These tables should be implemented in full by the contractor, DWN, and the Oniipa Town Council during both the construction and operational phases of the project.

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>A. GENERAL REQUIREMENTS FOR ESHS MANAGEMENT</b>				
A1. Responsibilities and Liabilities	Ensure that all workers, suppliers and possible subcontractors are familiar and comply with the ESHS requirements and specifications of this ESMP.	Induction training performed and recorded.  Contracts with subcontractors and suppliers	Contractor/DWN	Review of training records  Review of Contracts to ensure that Project requirements are included
	Adjust this ESMP template to be project specific, define the frequency of the monitoring procedure and share it with DWN and KfW.  Identify if further Management Plans are required and prepare these.	Final Project-specific ESMP  Requisite Management Plans	Contractor/DWN	Review final ESMP and Management Plans prior to commencement of work  'No objection' from KfW for final ESMP
A2. Resources allocated to ESHS Management	Assign ESHS responsible staff <sup>1</sup> and define the requirements and responsibilities.  Define person(s) responsible for contact with stakeholders (Relations officer or Community Liaison officer)	Document assigned responsibilities.  Inform the relevant authorities/stakeholders about the ESHS responsible staff.	Contractor/DWN	Review assignment of ESHS responsibilities.  Records of notification to stakeholders

<sup>1</sup> Note: in many legislations an ESHS manager is required on sites employing 50 workers or more

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>A. GENERAL REQUIREMENTS FOR ESHS MANAGEMENT</b>				
A3. Reporting	Reporting of progress and incidents, accidents, observations, near misses.	Final Project-specific ESMP (note monitoring and reporting requirements) Records of ESHS and incident reporting	Contractor/DWN	Review E&S Monitoring Checklist E&S audits
A4. Code of Conduct	Establish a Code of Conduct taking into consideration legislation, safety rules, substance abuse, environmental sensitivity, communicable diseases, gender issues (sexual harassment), respect for local beliefs and customs, community interactions etc.	Code of Conduct in place and rules shared with personnel (see Annex A)	Contractor/DWN	Review of Code of Conduct induction records Review of reported punishable or misconduct behaviour Review of grievance records
A5. ESHS Training	Provide induction, training, and awareness to the workforce regarding ESHS risks and mitigation measures (including indirect workers) tailored to Project scope.	Training performed and recorded	Contractor/ DWN	Review of ESHS induction and training records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
B1. Protection of areas	Ensure to keep the buffer distances from sensitive urban services and buildings (school, water supply for populations (borehole)); any housing.	Marking the borders of works site boundaries in line with given limits and usage of warning signs	Contractor/DWN	Site inspection prior to commencement of activities.
	Ensure that work site boundaries and limits are in accordance with plans agreed upon in advance. All construction activities should be carried out within boundaries.	Marking the borders of works site boundaries and usage of warning signs	Contractor/DWN	Site inspection prior to commencement of activities.
	Ensure that means of protection are in place to avoid or minimise adverse effects on vegetation, soils, groundwater and surface water, biodiversity, natural drainage and the water quality in areas within the works area. Construction methods to minimise impacts to the extent possible.	No impacts identified in the adjacent environment	Contractor/DWN	Site assessment prior to site selection.  Site inspection prior to commencement of activities.  Regular monitoring of adjacent natural resources.
	Minimise visual impacts by good house-keeping and erecting screens if required.	Visual inspection and comparison with adjacent undisturbed areas.	Contractor /DWN	Site inspection  Review of grievance records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
	After construction, form reshaped land so that it is inherently stable, adequately drained and suitable for the desired long-term land use and allows natural regeneration of vegetation.	Visual inspection and comparison with adjacent undisturbed areas.	Contractor /DWN	Site inspection at completion
B2. Selection of borrow areas, backfill material stockpile sites and access road	Select areas to be excavated, backfill material locations and access roads if applicable to the project.	Designated areas selected	Contractor /DWN	Once during site selection
	Locate stockpile areas in areas where trees can act as buffers to prevent dust pollution	Designated areas selected	Contractor /DWN	Once during site selection
	Deposit any excess material in areas approved by local authorities	Designated areas selected	Contractor /DWN	Once during site selection
	Locate disposal site on low value land.	Designated areas selected	Contractor /DWN	Once during site selection

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
B3. Pollution prevention	Ensure all works carried out minimise pollution risk (e.g. liquid effluents, air emissions, noise and vibration management, vehicle and equipment maintenance and selection, fuel, oil and chemical storage and handling) including the whole duration of the Project.	Ensure that potential pollutants are not stored and handled within 50 m of sensitive receptors (particularly boreholes).	Contractor /DWN	Regular site inspection  Review of grievance records
B4. Effluents	Ensure appropriate containment and storage of construction wastewater, including sanitary water. No untreated effluent is discharged.	No untreated wastewater discharge	Contractor/DWN	Regular site inspection  Review of grievance records
B14. Emissions and dust	Best practice to ensure minimisation of dust emissions (e.g. proper stockpiling, watering etc.) during dry and windy conditions and transportation.	Watering conducted, no dust emissions are observed, no workers' grievances	Contractor /DWN	Regular site inspection  Review of grievance records
	Ensure speed limits on site and when passing local receptor areas. Sensitise drivers.	Speed signs installed  Training performed and recorded  Accident/incident reports	Contractor/DWN	Random site inspection  Review of grievance records  Review of accident/incident records  Review of training records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
B15. Noise	Avoid operations and vehicle movements at night.	No work conducted between 17:00 pm and 8:00 am	Contractor/ DWN	Review of grievance records  Review of accident/incident records  Review of training records
	Locate stationary equipment (such as power generators) as far as possible from nearby receptors (e.g. worker resting areas, populated areas and environmentally sensitive areas).	Distances between equipment and receptors are kept	Contractor/ DWN	Review of grievance records  Monitor noise levels in case of complaints
B16. Waste Management	Identify waste management facilities and waste management contractors.  Ensure disposal through waste contractors licensed for treatment/removal/recycling of each of the waste types.	Waste management through contractors, if feasible  Waste management contracts  Waste transfer notes	Contractor/ DWN	Inspect waste management facilities  Proof of contractors' certifications  Review of waste transfer records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
	Ensure that all wastes produced are properly collected, segregated, stored, transported and treated	Waste collection areas existent, waste inventories	Contractor/ DWN	Regular site inspection  Review of waste inventories  Review of waste transfer records
	Minimise the waste production to the extent possible.	Records of waste production are kept  Waste Management Plan  Training performed and recorded	Contractor/ DWN	Monitor (e.g. monthly) the amount of waste produced  Review of training records
	Document all waste related operations (type of quantities produced etc.).	Storage, transport and treatment of waste is documented  Waste transfer notes  Waste inventories	Contractor/ DWN	Review of waste transfer records  Review of waste inventories

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
	Appropriate and safe storage of fuels, construction materials, wastes and any materials that can cause spills (e.g. batteries from energy generators).	Safe storage of materials  Spill response procedure  Spill response and remediation equipment in place.	Contractor/ DWN	Regular site inspection
B17. Vegetation clearing	Limit vegetation clearing to areas within the site where it is strictly necessary.	Vegetation clearing minimal  Marking the borders of works site boundaries	Contractor/ DWN	Site inspection prior to commencement of activities.
	Ensure that no chemicals/pesticides are used; burning of vegetation is restricted etc.  Do not clear vegetation more than two months in advance of operations	No use of fires or chemicals on site  Marking the borders of works site boundaries  Usage of warning signs	Contractor/ DWN	Site inspection prior to commencement of activities.  Site inspection during site clearance
	A tree survey should be conducted to identify protected tree species on the site.  Avoid clearing mature trees and endangered species.	No mature trees cleared  Option permits to remove protected trees	Contractor/ DWN	Site inspection prior to commencement of activities.  Site inspection during site clearance

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
B20. Site rehabilitation	Ensure revegetation and restoration of cleared areas where possible after construction using native species.	Revegetation completed	Contractor/ DWN	Site inspection at completion
	Ensure that rehabilitated areas don't pose health and safety risks (such as holes, ponds).	Reinstatement completed	Contractor/ DWN	Site inspection at completion Inspection after heavy rainfalls
	Reinstatement of construction working area to the best possible after construction activities are completed.	Reinstatement completed	Contractor/ DWN	Site inspection at completion Inspection after heavy rainfalls
	Rehabilitate borrow areas, backfill material stockpile sites and access roads, where applicable.	Rehabilitation completed	Contractor/ DWN	Site inspection at completion
B23. Removal of sand deposit	Remove sand deposits obstructing culverts before rainy	Site clearance reports; photographic evidence	Oniipa Town Council	Pre-rainy season inspection reports

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>C. HEALTH AND SAFETY</b>				
C1. Health and Safety Plan	Develop a Health and Safety Plan to provide for a safe and healthy work environment, taking into account the ESHS impacts and risks level of the works.	H&S Plan in place	Contractor/ DWN	Review of H&S Plan
C2. Accident reporting	Ensure all H&S related incidents (e.g. observations, accidents) on site are recorded and followed up properly.  (See Annex 4 – Incident Reporting)	Incident recording process in place	Contractor/ DWN	Check incident/accident records
C3. Personal protective equipment	Ensure the provision of Personal Protective Equipment (PPE) for workers (hardhats, masks, safety glasses, safety boots etc).	PPE used by everyone on-site  Training performed and recorded	Contractor/Site Manager	Random site inspection  Review training records
C4. Emergency scenarios prevention	Ensure immediate cleaning of any spills and remediation of contaminated areas after construction.	Workers trained  Emergency Response Team (ERT) is in place	Contractor/ DWN	Random site inspection after spill events  One-time inspection after construction  Review of training records  Review of ERT

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
	Provide necessary prevention equipment and teams on site in line with applicable regulations to respond to emergency scenarios e.g. fire, explosion, floods, natural hazards etc.	Prevention equipment and team is in place  Training performed and recorded	Contractor/ DWN	Regular site inspection  Review list of equipment  Review of ERT  Review of training records
	Maintain high standard in housekeeping on site. Construction materials and equipment should be stored properly.	Visual verification of good housekeeping on-site	Contractor/ DWN	Random site inspection
C5. First-aid	Ensure minimum first aid provisions on site (suitably stocked first-aid kits; a person, respectively an adequate number of first-aid helpers and ensure that staff and workers are informed about first-aid arrangements)	Suitable first aid kits on site  Ensure the presence of first aid helpers in all shifts  First aid certificates	Contractor/ DWN	Regular monitoring of first aid kits  Review of first aider certificates  Review of number of first aiders required by local legislation
C6. Access to health care	In case more than 35 workers are present on site, ensure that a hospital, medical clinic or a health centre can be reached within a period of 45 minutes.	Medical centres in the proximity of the site.	Contractor/ DWN	Medical centres in the proximity of the site identified once prior the commencement of works

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. PROTECTION OF THE ENVIRONMENT:</b>				
C6. Hygiene, accommodation and food	Ensure provision of Health and Safety (H&S) and hygienic and sanitary facilities at the site, including shaded welfare areas, bathrooms, changing rooms and potable water.  Ensure toilets and changing rooms are separated between male and female employees.	Appropriate H&S and sanitary facilities provided at site	Contractor/ DWN	Campsite inspection prior to accommodation of the workers.  Regular inspection  Review of grievance records
	Ensure the provision of adequate space, supply of water, adequate sewage and garbage disposal system, appropriate protection against heat, cold, damp, fire and disease-carrying animals, adequate sanitary and washing facilities, adequate lighting, and basic medical services, in accordance with all applicable health and safety regulations and norms.	Appropriate conditions for workers on site	Contractor/ DWN	Campsite inspection prior to accommodation of the workers.  Regular inspection  Review of grievance records
	Report any occurrence of any communicable diseases amongst the workforce (STD, HIV/AIDS, TB, malaria and Hepatitis B and C). Sensitise workers.	Communicable Diseases Register  Training performed and recorded	Contractor/ DWN	Review of diseases register and prevention programme if available.  Review of training records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>D. LABOUR AND RELATIONS WITH LOCAL COMMUNITIES</b>				
D1. Labour conditions	Ensure minimum legal labour standards as per ILO regulations (child/forced labour, sexual assault, no discrimination, equal opportunities, working hours, minimum wages) are met.	Grievance Mechanism Records, Training performed and recorded	Contractor/ DWN	Review of Inspection reports, Review of grievance records Review of training records
	Ensure that all direct and indirect workers have access to and are aware about the Grievance Mechanism where they can raise workplace relevant complaints anonymously.  (See Annex 2 – Grievance Mechanism)	Grievance Mechanism in place and grievances recorded  Training performed and recorded	Contractor/ DWN	Review of grievance register  Review of training records
	Ensure all workers have the same rights and are treated equally.	Non-discrimination policy in place	Contractor/ DWN	Random site inspection  Review of grievance register
D2. Local recruitment	Ensure local communities are preferred for the supply of goods and services to the Project and Project personnel, where appropriate.	Local Procurement and Employment Records	Contractor/ DWN	Review procurement and employment rules and records  Review of grievance register

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>D. LABOUR AND RELATIONS WITH LOCAL COMMUNITIES</b>				
D3. Community interaction	<p>Engage/ communicate/inform communities.</p> <p>Ensure consultations with the local authorities and communities regarding the construction.</p> <p>Obtain local knowledge regarding chance finds and land acquisition matters.</p>	<p>Minutes of Meetings</p> <p>Grievance Mechanism</p>	Contractor/ DWN	<p>Review of grievance register</p> <p>Minutes of consultation meetings</p>
	Initiate an efficient Grievance Mechanism to allow potentially affected individuals to raise their concerns	<p>Grievance Mechanism in place (See Annex 2).</p> <p>Grievances recorded</p>	Contractor/ DWN	Review of grievance register
D4. Damage to people and property	Ensure all contractors implement Codes of Conduct – Annexure 1 concerning employment and workforce behaviour (including but not limited to safety rules, zero tolerance for substance abuse, environmental sensitivity of the area, dangers of sexually transmissible diseases and HIV/AIDS, gender equality and sexual harassment, respect for the beliefs and customs of the populations and community relations in general).	<p>Code of Conduct (See Annex 1).</p> <p>Grievance Mechanism records</p>	Contractor/ DWN	<p>Worker interviews,</p> <p>Review of grievance register</p>

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>D. LABOUR AND RELATIONS WITH LOCAL COMMUNITIES</b>				
	Ensure that site areas are provided with appropriate security, fencing, signage and lighting. Use hazard notices/signs/barriers to protect children and other vulnerable people from harm and prevent access to non-workers.	H&S planning of construction site done, items installed	Contractor/ DWN	Inspection prior to the activities.  Regular site inspection  Review of grievance register
D5. Traffic management	Ensure safe driving by Project personnel (e.g. through training or induction).	Driver Training Records as part of Induction training	Contractor/ DWN	Review of training records  Review of grievance register
	Target signage and outreach activities to improve public awareness of traffic changes and potential hazards for high-risk sections of public roads, including near the site and lay down areas.	Warning signs  Minutes of Meetings	Contractor/ DWN	Inspection of traffic routes,  Review of grievance register

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>D. LABOUR AND RELATIONS WITH LOCAL COMMUNITIES</b>				
D7 Fossils/ Archaeological Chance Finds	<p>Establish specific procedures to manage the protection of archaeological and historical sites, chance finds, and fossils.</p> <p>Ensure all finds of cultural heritage (e.g. graves, old ceramic, old building fragments) are reported immediately to the relevant authority and avoid excavation in the ultimate neighbourhood of a chance find, fence the chance find and await instructions from the competent authority.</p>	<p>Chance Finds Procedure</p> <p>Notification records to relevant authority</p> <p>Training records,</p> <p>Records about chance finds</p>	Contractor/ DWN	<p>Site inspection</p> <p>Review records of chance finds</p>

## 7 CONCLUSION:

This ESMP reflects DWN's commitment to sustainable, phased urban development that balances environmental protection with social inclusion. Through careful planning, continuous stakeholder engagement, and adaptive management, the Oniipa Portion 26 and 27 Township project aim to deliver long-term benefits for Oniipa and its residents.