

Form 1

REPUBLIC OF NAMIBIA
ENVIRONMENTAL MANAGEMENT ACT, 2007 (Section 32)
APPLICATION FOR ENVIRONMENTAL CLEARANCE CERTIFICATE

Revenue stamp or
revenue franking
machine impression

APPLICATION NO 6536

PART A: DETAILS OF APPLICANT

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PART B: SCOPE OF THE ENVIRONMENTAL CLEARANCE CERTIFICATE

1. The environmental clearance certificate is for:


FAMILY HIDEOUT SELF-CATERING FARMHOUSE AND CAMPSITES IN THE NAMIBRAND NATURE RESERVE

2. Details of the activity(s) covered by the environmental clearance certificate:

Title of Activity	TOURIST ACCOMMODATION
Nature of Activity	SELF-CATERING HOUSE AND CAMPSITE
Location of Activity	NAMIBRAND NATURE RESERVE, HARDAP REGION
Scale and Scope of Activity	EMP WITH PROJECT DESCRIPTION ATTACHED

PART C: DECLARATION BY APPLICANT

I hereby certify that the particulars given above are correct and true to the best of my knowledge and belief. I understand the environmental clearance certificate may be suspended, amended or cancelled if any information given above is false, misleading, wrong or incomplete.

	ANDREAS BRÜCKNER	Co-OWNER
Signature of Applicant	Full Name in Block Letters	Position
On behalf of	NAMIBRAND Family Hideout	15 MAY 2026
		Date

Declaration of authorship

APPLICATION NUMBER: 6536

PROJECT TITLE

Environmental clearance for the management and operation of the Family Hideout, an existing self-catering farmhouse and campsite in the NamibRand nature reserve.

I, Henriette Cornelia Potgieter, (full name of Environmental Assessment Practitioner - EAP) understand and agree that the information I have furnished in this submission will be reviewed by the Office of the Environmental Commissioner (OEC). I accept that the Environmental Commissioner will hold me accountable in terms of Section 43(1)(b) of the Environmental Management Act, Act No. 7 of 2007 for any inaccurate or misleading information knowingly provided in the following documentation.

Tick the box(es) applicable to your submission:

- Pro Forma Environmental Contract for Mining Claims
- Environmental Questionnaire For Mining
- Scoping Report
- Environmental Impact Assessment (EIA)
- Environmental Management Plan (EMP)
- Consent from relevant authority

I certify and acknowledge that the provision of such information will impede the lawful carrying out of the duties, responsibilities and functions of the Environmental Commissioner. I declare that the information submitted is my own work. All direct or indirect sources used are acknowledged as references.

Consultancy Name: Henriette Potgieter

EAP Signature:



Date: 13 May 2026

NB- To be submitted jointly with Scoping Report, EIA, EMP documents to the Office of the Environmental Commissioner

ENVIRONMENTAL MANAGEMENT PLAN

NAMIBRAND FAMILY HIDEOUT

Prepared for NamibRand Family Hideout in support of an application for Environmental Clearance for the Family Hideout Self-catering farmhouse and campsites in the NamibRand Nature Reserve.

MAY 2026

Application 6536

PROJECT	ECC for Family Hideout house and campsites
PROPONENT	Namibrand Family Hideout
DOCUMENT NAME	Environmental Management Plan
DOCUMENT VERSION	Final for submission
DATE	13 May 2026
AUTHOR	Henriette Potgieter

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DISCLAIMER

This document was prepared by Henriette Potgieter with all reasonable skill, care and diligence, utilising resources devoted to the project by agreement with the proponent. Information contained herein is based on the best professional interpretation of data at the time of writing. Data was collected by the author and provided by the proponent, accepted in good faith as being accurate and valid at the time of writing.

This report, either in part or in entirety, may not be relied upon by other parties without written consent from Henriette Potgieter. This report may be used by the proponent only in the application for environmental clearance, and any other use of this document, either parts of it or in its entirety, must be pre-approved in writing by Henriette Potgieter.

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Use of this document

This document is intended for the sole use of NamibRand Family Hideout in their Environmental Clearance application, and it may not be used in its entirety nor in parts by any other person or for any other purpose.

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ABBREVIATIONS

Abbreviations used in this report.

DOE	Department of the Environment
EP	Environmental Practitioner
ECC	Environmental Clearance Certificate
EMA	Environmental Management Act
EMP	Environmental Management Plan
IAP	Interested and Affected Party
MAWLR	Ministry of Agriculture, Water and Land Reform
MEFT	Ministry of Environment, Forestry and Tourism
NHC	National Heritage Council
Regulations	Environmental Impact Assessment Regulations, GN 30 of 2012

1 INTRODUCTION

The proponent, NamibRand Family Hideout, is applying for an Environmental Clearance Certificate (ECC) for an existing self-catering farmhouse and campsites on farm Stellarine in the NamibRand Nature Reserve (Figure 1).

In accordance with the Environmental Management Act (7 of 2007) (EMA) and the EIA Regulations GN 30 of 2012 the construction and operation of tourist accommodation is a listed activity that requires an Environmental Clearance Certificate (ECC) from the Ministry of Environment, Forestry and Tourism (MEFT), Department of the Environment (DOE).

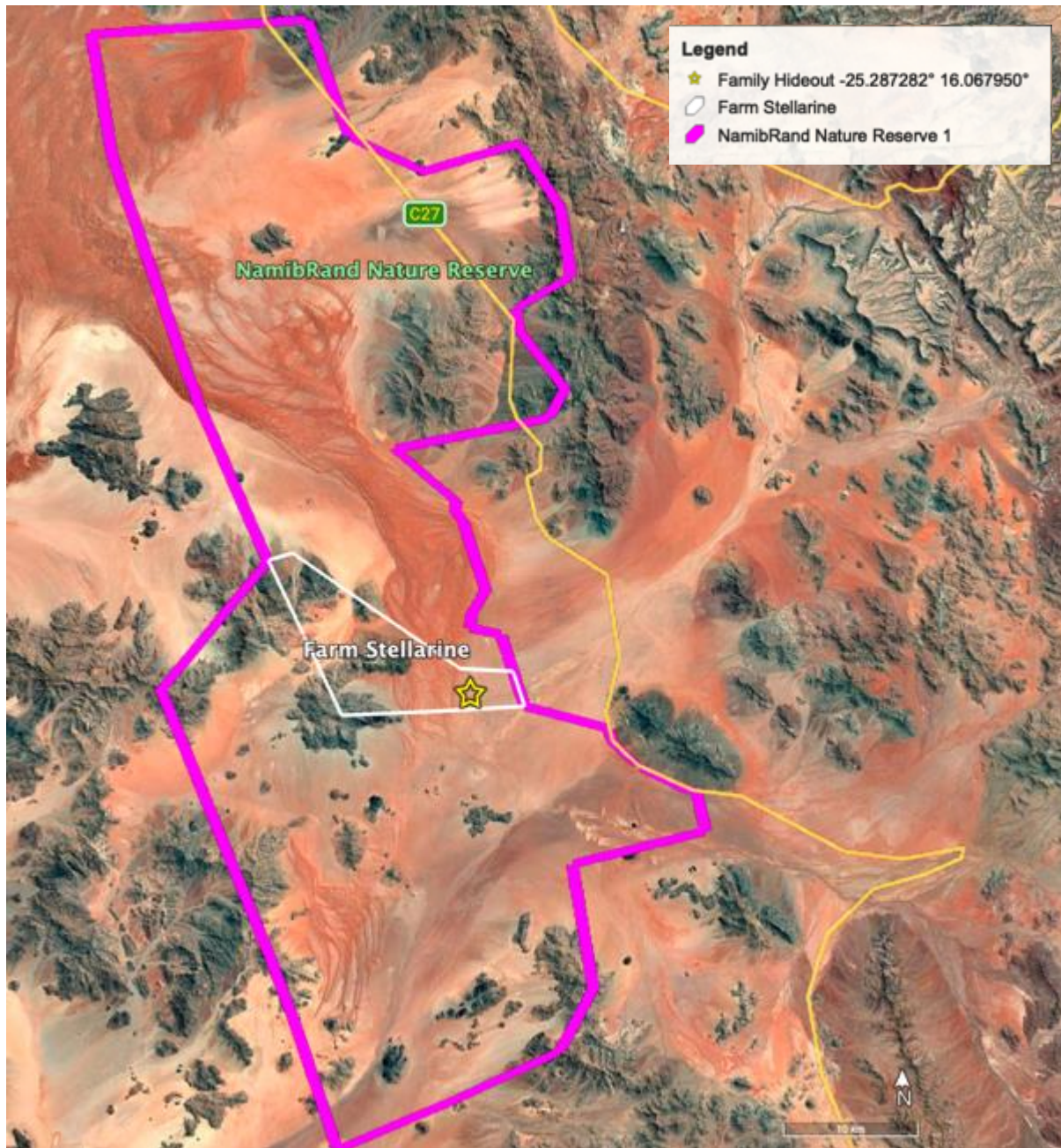


Figure 1. Location of the Family Hideout in the NamibRand Nature Reserve

1.1 Land use and ownership

The NamibRand Nature Reserve (NRNR) consists of 13 privately owned, former livestock farms that dropped their internal fences and signed management contracts to rehabilitate the land for conservation. It was registered as a non-profit private nature reserve in 1992, and 15% of the reserve is set aside as a wilderness where no development is allowed. Development and management regulations are in place, limiting the total number of tourists and determining the types of development and land use regimes allowed. Infrastructure such as roads (except public roads) is controlled by NRNR.

Farm Stellarine is owned by the Albis Arche Trust, and the proponent has occupation rights in accordance with a concession agreement with the Albis Arche Trust and NRNR. Tourism is the only commercial activity that takes place on the farm.

1.2 Methodology

The standard methodology for an existing tourist accommodation facility applying for an ECC was followed. The first step was to register the project with the Department of the Environment (DOE) of MEFT and submit a Background Information Document to inform the screening process. A screening notice was emailed to the practitioner stating the legal compliance requirements for obtaining an ECC, listed here:

- EMP
- Confirmation of screening notice received (through email)
- Preliminary Site Map (Project boundaries) with coordinates (decimal degrees) and a Legend
- CV of Environmental Assessment Practitioner (EAP)
- Declaration for the Submission of Assessment Reports and other Support Documents

The practitioner's first step was a desktop study during which the proponent's existing protocols and the management plans of NRNR were examined. A site visit was conducted on 11 September 2025 to observe the operation, ecological factors and any potential impacts the project might have on the environment in situ. The final step was to compile this EMP using information obtained from the proponent and the site visit.

1.3 Aims of this EMP

The main aim of this EMP is to propose measures to prevent or mitigate any potential negative impacts.

The EMP demonstrates the commitment of NamibRand Family Hideout to follow current best practices for sustainable tourism. It constitutes a formal agreement between the proponent and the Government of the Republic of Namibia: MEFT.

The EMP is a living document that will be updated as new information, policies, authority guidelines and technologies develop.

1.4 Independent monitoring

1.4.1 Eco Awards Namibia

The Eco Awards Namibia certification programme is recognised by international sustainability certification schemes and most importantly, the Ministry of Environment, Forestry and Tourism (MEFT) is an active member of the Eco Awards alliance and has a dedicated representative attending management meetings and serving on the assessment review committee.

Independent assessors go to a lodge for two days where they evaluate the sustainability and environmental sensitivity of the operation against an extensive set of criteria based on international best practice. The independence and status of the programme result in audits that provide reliable information on the sustainability practices of a lodge.

Family Hideout was assessed in 2022 (APPENDIX III) and received 4 flowers, the 2nd highest category, for their sustainability practices.

1.4.2 DarkSky International

The NRNR is a Dark Sky Reserve and is monitored by DarkSky International.

1.4.3 Quiet Parks International

NRNR has been declared a Wilderness Quiet Park, and the organisation conducts regular audits to measure compliance.

1.4.4 IUCN

The International Union for Conservation of Nature (IUCN) designated the NRNR an Other Effective Area-Based Conservation Measure (OECM) in March 2026 (APPENDIX III) in recognition of its role in advancing the Global Biodiversity Framework and its vital contribution to biodiversity conservation and sustainable management in Namibia.

2 PROJECT DESCRIPTION

2.1 Location

The NRNR is located in the Hardap Region and shares a 100km border with the Namib Naukluft National Park to the west. Figure 2 shows the location of the project in NRNR, and Figure 2 shows the layout of the project infrastructure: the self-catering farmhouse and 3 campsites named Jupiter, Orion and Venus.

The farmhouse is located on a gravel plain and the campsites are in private settings in sand dunes (Figure 2). Jupiter is 1.4 km from the Farmhouse, Orion 1.1 and Venus 1.9 km.

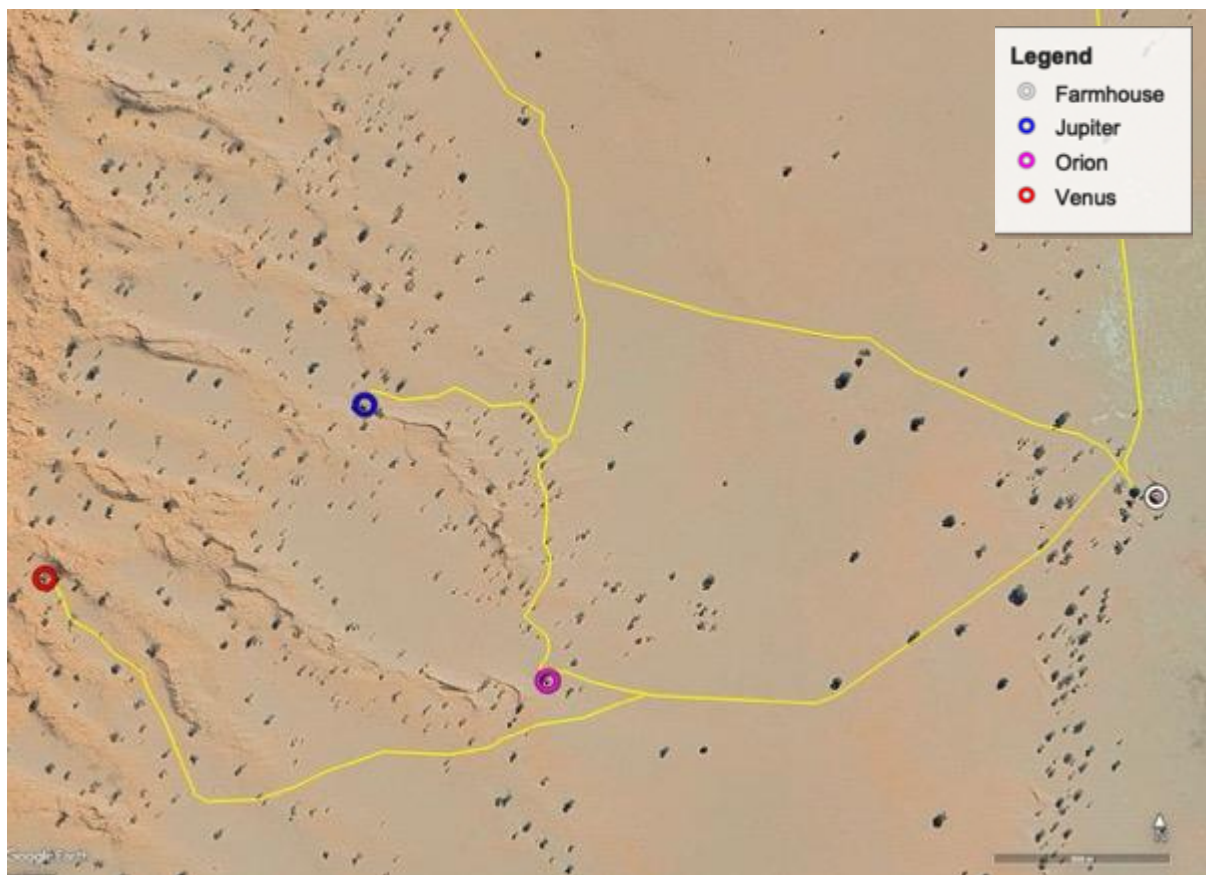


Figure 2. Layout of the accommodation infrastructure and roads.

2.2 Tourist offerings

The farmhouse and 3 campsites are fully equipped for self-catering and there is no food service. The units are cleaned before and after occupation.

Tourist activities offered:

- Guided walks
- Guided nature drives
- Self-drive on a designated 4x4 trail
- Fat Bike Hire

The project has 2 game viewing vehicles and one service vehicle. Vehicles are maintained and serviced off-site.

2.3 Infrastructure

All guests arrive at reception, are checked in by a staff member and receive a printed map of the facilities and self-drive route, and then they drive to their accommodation unit. The reception, storage and staff accommodation are located 6 km away at Die Duine farmhouse and are rented from the Albis Arche Trust (Figure 3).



Figure 3. Reception at Die Duine farmhouse.

2.3.1 Farmhouse

Maximum 10 people are accommodated in 3 bedrooms and 2 bathrooms inside the house. A 4th en suite bedroom is located in an outbuilding (green marker in Figure 4). The house contains an equipped kitchen, dining room, sitting room and veranda.

The stove and freezer in the kitchen are gas powered, and the fridge is solar powered. Solar geysers heat the water. There is a small PV system with inverter for lights, the fridge, and charging electronic equipment.

Wastewater drains directly to the garden. Sewage goes to a septic tank system (Figure 5) where bio-bacteria are added to break down solids, and the resulting effluent goes to a French drain.

Solid waste is collected in lidded bins (Figure 6) and taken to the NaDEET recycling centre.

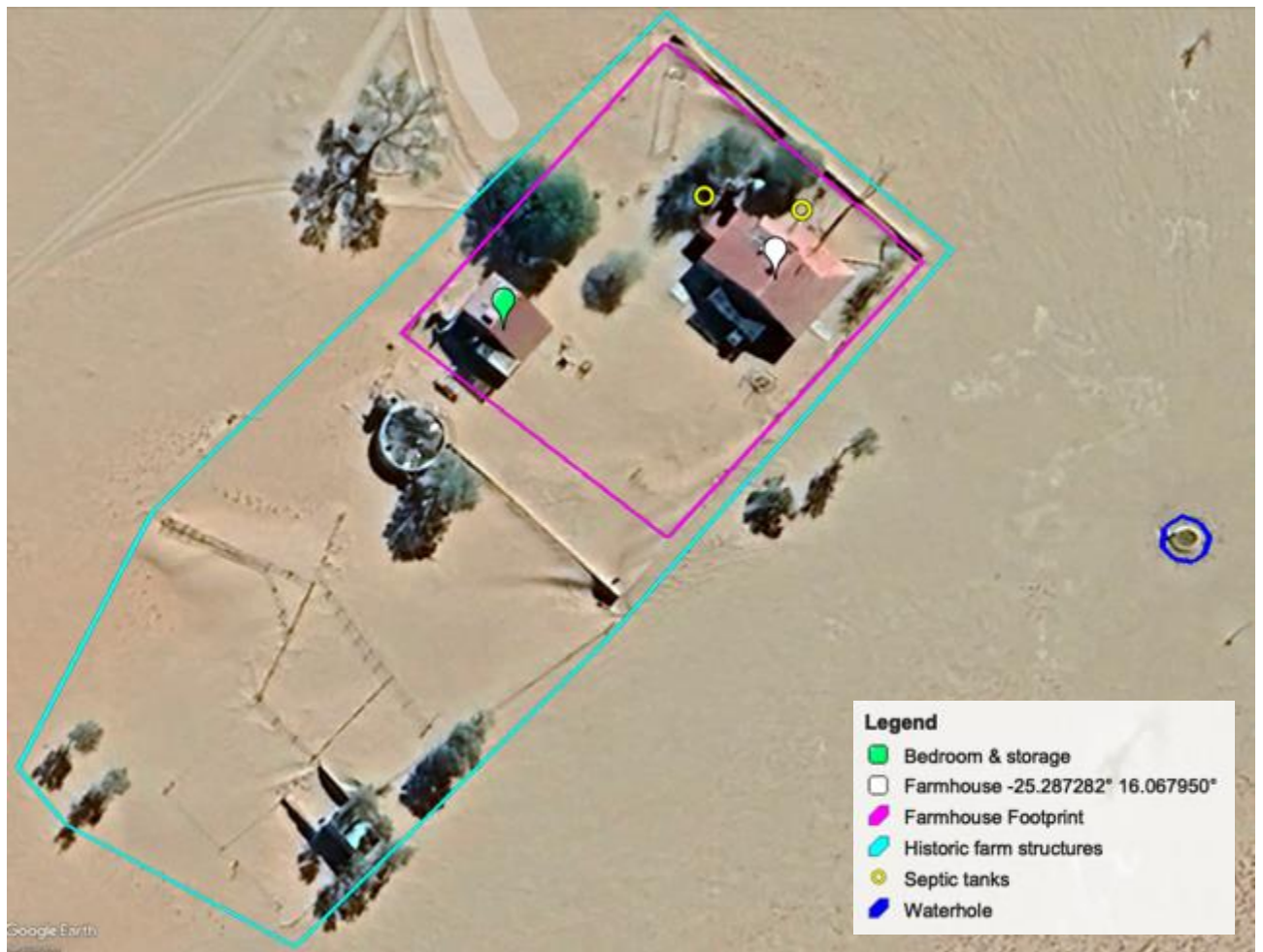


Figure 4. The farmhouse footprint and layout.



Figure 5. Septic tanks



Figure 6. Rubbish bins.

2.3.2 Camp sites

The photo in Figure 7 shows a campsite with its permanent infrastructure: ablution building and solar geyser. The tent on the right is temporary and belongs to the visitors who were in camp at the time.



Figure 7. Footprint of a campsite: ablution structure and a guest tent.

A maximum of 8 people can be accommodated at each campsite. There are 3 sites: Jupiter, Orion and Venus, and their footprints are shown in the maps in Figure 8 to Figure 10.



Figure 8. Camp Jupiter: -25.28593° 16.054898°



Figure 9. Orion: -25.289974° 16.057945°

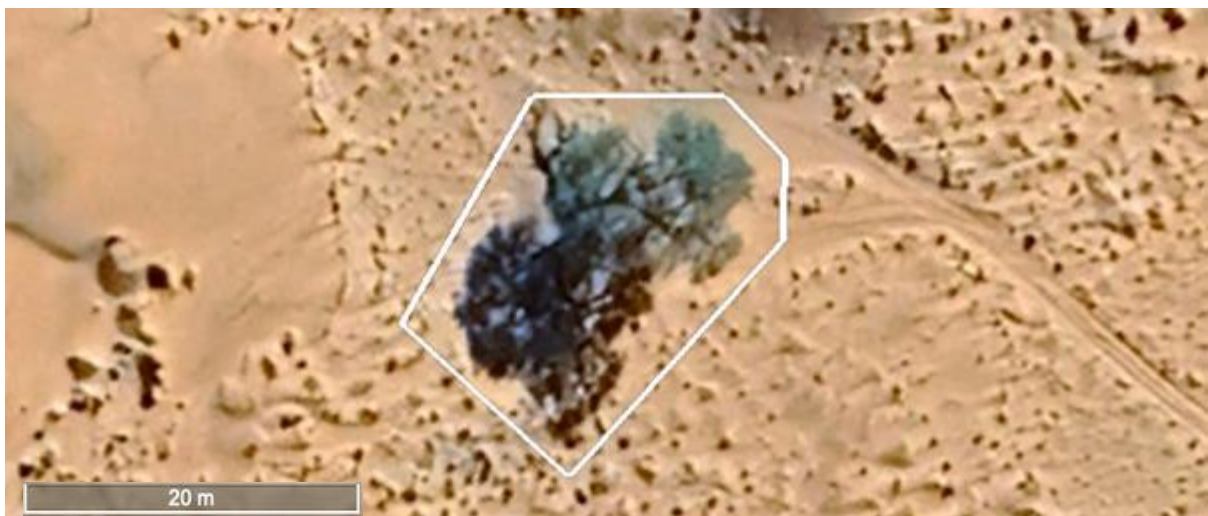


Figure 10. Venus: -25.288451° 16.049664°

The three campsites have infrastructure of similar size and design, and the boundaries of each site are clearly demarcated. The poles and rope demarcation is visible in Figure 15.

A structure of canvas wrapped around wooden posts, with a corrugated iron roof and set on a raised wooden deck contains the ablution facilities (Figure 11). Adjacent to this and under a latte shade roof is a food preparation area with running water (Figure 12) and a braai nearby (Figure 15).

Each campsite has a shower, basin and flush toilet. Water is heated by a solar system (Figure 13). A small PV panel and inverter unit provide energy for lights and charging cell phones.

Solid waste is collected in lidded bins (Figure 12) and taken to the NaDEET recycling centre at Die Duine farmhouse.

Sewage goes to a septic tank where bio-bacteria are added to break down solids and the resulting effluent flows to a French drain near a tree.



Figure 11. Campsite infrastructure, similar at all three camps.



Figure 12. Lidded rubbish bins under the food preparation counter.



Figure 13. Solar geysers at the campsites.



Figure 14. Campsite sewage goes into a septic tank and then to a French drain.



Figure 15. A campsite braai with boundary demarcation in the background.

2.4 Services

Water is sourced from a borehole close to the Hideout house and pumped with solar power to the four accommodation facilities.

Some services are rented/procured from Albis Arche Trust at the Die Duine farmstead:

1. Storage for fuel, maintenance and cleaning materials.
2. Accommodation for 3 permanent staff members.
3. Solid waste recycling and removal to a municipal disposal site.
4. Water.
5. Reception for arriving guests.

2.5 Roads

The concession agreement stipulates that no new roads or tracks may be made. The self-drive 4 x 4 routes follow pre-existing roads on the reserve and printed maps are provided to guests.

3 IMPLEMENTATION

NamibRand Family Hideout is responsible for the day-to-day implementation of this EMP. All contractors, subcontractors, visitors and staff are made aware of the contents of the EMP and their roles in following it.

The objectives of the (EMP) include:

1. Assuring MEFT (the Environmental Commissioner) that suitable and sufficient mitigation and monitoring measures are in place
2. Identifying potential impacts associated with the project
3. Proposing measures to prevent or mitigate negative impacts and enhance positive impacts
4. Providing a monitoring tool for project management and MEFT
5. Providing a management tool to ensure a consistent approach to lodge management
6. Compliance with environmental legislation
7. Informing staff how to implement sustainable environmental practices

This EMP illustrates the commitment of NamibRand Family Hideout to follow sustainable tourism best practices. It is a legally binding document and constitutes an environmental contract between NamibRand Family Hideout and the Government of the Republic of Namibia: MEFT.

The EMP is a living document that will be updated as new information, policies, authority guidelines and technologies are developed and become available.

3.1 Training

Appropriate training, education and experience for the tasks that are expected of employees will result in competence of the workforce. All employees will receive induction training upon arrival on site, and the manager on site will keep a register of completed training.

A site induction should contain at least the following components:

- Definitions of “environment”, “social”, “impact”, etc. in language that is understandable by the trainees
- The risks and potential impacts associated with the project
- How can risks and impacts be minimised
- Environmental rules of the project
- The roles and responsibilities of the trainee in relation to the environment and this EMP
- Procedures to follow in the event of an environmental incident
- The consequences of non-compliance (Section 3.3), including the possibility that the ECC may be withdrawn, and the project forced to close.

3.2 Compliance

- NamibRand Family Hideout will avoid or minimise potential impacts on the environment by complying with the guidelines in this EMP.
- Immediate action will be taken if EMP measures are not followed.
- All required environmental authorisations, permits and licences have been obtained; their stipulations are implemented; and renewal will be done before expiry.
- Contractors and new employees will be informed of the high value placed on the environment and will be aware of the measures in the EMP and their responsibility in carrying out those measures.

3.3 Consequences of non-compliance

The responsibility for implementation of this EMP should be extended to contractors and subcontractors. The consequences of non-compliance should be stipulated in every employment and contractor's contract and could include any or all of the following:

- Fines and penalties to the contractor
- Legal action
- Cancellation of contract
- Suspension of work
- Disciplinary action if the perpetrator is an employee of the proponent
- Revocation of ECC by MEFT

3.4 Environmental incident reports

Construction activities (maintenance and/or upgrading): Environmental incidents will be reported to the construction supervisor and Operations Manager.

Operational phase: Environmental incidents will be reported to the Lodge Manager and Operations Manager.

3.5 Compliance reports

The proponent will submit biannual monitoring reports to MEFT.

4 IMPACT MANAGEMENT

4.1 Potential impacts

The NRNR is located in the pro-Namib, an arid area with highly sensitive ecosystems and habitats.

The biodiversity and ecological significance of the NRNR is recognised by several international organisations.

- DarkSky International declared it a Dark Sky Reserve
- Quiet Parks International declared it a Wilderness Quiet Park.
- The International Union for Conservation of Nature (IUCN) designated the NRNR an Other Effective Area-Based Conservation Measure (OECM) in March 2026 (APPENDIX III) in recognition of its role in advancing the Global Biodiversity Framework and its vital contribution to biodiversity conservation and sustainable management in Namibia.

An overview of some potential environmental and socio-economic impacts that may result from the operations of a safari lodge, taking the sensitivities of the area into account, is given here. The impact management tables (Table 2 and Table 3) describe potential negative impacts and recommend prevention, management and mitigation measures for each described impact.

1. Over-abstraction of water may deplete the aquifer.
2. Soil and groundwater water contamination caused by sewage, hydrocarbon leaks and refuelling activities.
3. Soil damage and compaction caused by driving vehicles off-road and by digging trenches and pits for infrastructure.
4. Spread of invasive alien plants.
5. Light pollution.
6. Disturbance of animals in their daily movements and foraging behaviour caused by vehicles and general human presence.
7. Damage to plants and habitats.
8. Solid waste leads to pollution, ecological degradation, visual pollution and injury to animals.
9. Swimming pools pose a drowning risk to animals.

4.2 Management measures

Table 2 and Table 3 contain a register of potential impacts and management measures for each impact. The table headings are discussed here.

Nature of impact

Description of potential risk sources (impacting activities) and the mechanisms through which an impact may occur are described.

Management measure

Prevention, mitigation and/or management measures are proposed for each identified impact. These measures take the form of specific management actions that aim to avoid, minimise or remedy negative impacts, together with adjustments to respond to unforeseen impacts.

Responsibility

Successful implementation of an EMP relies on defined roles and responsibilities. NamibRand Family Hideout has allocated duties to the individuals and teams (Table 1) who are responsible for carrying out the management actions listed in the column *Mitigation*. The abbreviations used in Table 2 and Table 3 are given in brackets.

Table 1. Responsible individuals and teams.

Person/Team	Responsibilities
Director/Owner (Dir)	<p>The director/owner of the proponent who makes the executive decisions and is ultimately responsible for the lodge and this EMP.</p> <p>Overall responsibility for implementation of this EMP in situ.</p> <p>Support to construction and project staff for the implementation of environmental management measures.</p> <p>Provide financial and technical resources for the project and implementation of the EMP.</p> <p>Notify the relevant authorities in the event of a serious environmental incident.</p> <p>Keep a record of environmental complaints and responses from the public, Reserve management and authorities.</p> <p>Induction training for contractors and new employees.</p> <p>Ensure employees and contractors understand and comply with this EMP.</p> <p>Keep a register of employees and contractor staff who completed site induction.</p> <p>Ongoing training for personnel.</p>
Maintenance team (Maint)	<p>Maintenance of infrastructure.</p> <p>Repair of infrastructure.</p>
Guides	<p>Transport of guests on game drives and airstrip transfers.</p> <p>Safety of guests, staff and other visitors during transfers and on game drives.</p> <p>Ensure adherence to the guiding protocol.</p> <p>Sharing information with guests, working visitors and other employees about environmental responsibilities and sustainability.</p>
Contractors (Contr)	<p>This refers to temporary employees and any specialist contractors.</p> <p>Ensure all contractor staff are familiar with the provisions in this EMP and how they pertain to each employee's tasks.</p> <p>Implement the measures in this EMP while on the reserve.</p> <p>Adhere to any relevant statutory and legal requirements.</p> <p>Report environmental incidents to the Operations Manager and the Lodge Manager.</p> <p>Identify potential risks and report them to the Operations Manager.</p>

Tools/monitoring

This column refers to actions, equipment, procedures, protocols and/or guidelines that enable the implementation and monitoring of the management actions. The proponent is using the following documents:

1. NamibRand Nature Reserve Management and Development Plan, APPENDIX I
2. NamibRand International Dark Sky Reserve Lighting Management Plan, APPENDIX II

4.2.1 Construction impacts and management

No construction is currently planned, but Table 2 is valid for maintenance work during the operational phase, as well as any future construction.

Tools referred to in this table: Res Mgt – NamibRand Reserve Management and Development Plan; DarkSky – NamibRand International Dark Sky Reserve Lighting Management Plan.

Table 2. Management actions during construction.

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
BIODIVERSITY			
Destruction of organisms and their habitat. Mortality of amphibians, reptiles, birds, mammals. Snakes are particularly vulnerable because they are usually killed on sight. Loss of terrestrial flora.	Avoid any nests, burrows, dens and roosting sites.	Dir	Identify sites with nests, burrows, dens. Demarcation of sensitive sites.
	Educate contractor and their employees as well as lodge staff to avoid sensitive sites.		
	Venomous snakes should be removed by a specialist, and other snakes should be avoided.	Contractor	Induction. Construction contract.
	Educate staff in the ecological value of snakes and how to avoid them.		
	Speed limit for heavy vehicles is 20 km/h. Other vehicles keep to the NamibRand speed limit at all times.		Speed limit. Res Mgt
Disturbance of animals and interference with their behaviour, daily foraging and movements.	Construction activities takes place only during daylight hours. Vehicles and machinery are fitted with noise minimising implements where possible. Confine all construction, driving and human movement activities to defined development and accommodation areas.	Dir. Contractor	Induction. Construction contract. Res Mgt
Poaching of wildlife. Tortoises and small mammals are particularly vulnerable.	The greater area around building sites should be searched for snares during the construction phase and after construction is complete.	Dir. Contractor	Induction. Inspections & sign-off by Dir
	Restriction of contractor staff movement	Contractor	
	Inspection of contractor staff housing to check for animal parts and/or products	Contractor	
Damage to vegetation, leading to a loss of habitat integrity and disruption of ecosystem	Motorised access is limited to existing tracks and defined development areas.	Dir. Contractor	Induction. Inspections & sign-off by Dir. Res Mgt.
	No off-road driving is allowed under any circumstances.	Contractor	

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
functions. Poaching of plants for trade.	Only existing, permitted access roads and paths are used by construction workers and vehicles at all times.	Contractor	
	No firewood may be collected.	Contractor	
	Carry out regular inspections of the staff village and staff transport, looking for poached plants or animal parts.	Dir. Contractor	
	Rehabilitate laydown areas, temporary construction facilities and construction tracks	Dir. Contractor	
Damage to/removal of protected species	Continuous monitoring to ensure that no protected species are impacted.	All	Demarcation of sensitive sites.
Spread of invasive vegetation	Introduced construction materials must be free from seedlings and seeds of alien invasive vegetation.	Contractor	Site inspections.
SOIL & GROUNDWATER			
Erosion, compaction of and damage to soils. Off-road driving damages the structure of the soil surface and causes soil compaction, which results in less water infiltration and availability, limited root penetration and less vegetation cover. Damaged soil crust makes the fine underlayer of soil vulnerable to wind erosion, the resulting dust settles on plants, interferes with photosynthesis, and causes a decline in habitat quality.	The boundaries of construction sites that extend beyond already impacted areas must be clearly demarcated. Where construction will take place within or close to sensitive features, these should be demarcated.	Dir. Contractor	Demarcation of construction areas. Demarcation of sites of particular sensitivity with "Do not Disturb" signs.
	No construction activities are to take place outside the defined infrastructure footprint areas.	Contractor	Site plans to clearly define construction areas.
	Quarries/borrow pits may not be dug without formal registration/permission.	Dir. Contractor	Approval. Demarcate sources. Res Mgt.
	The movement of construction crew must be within the demarcated site boundaries at all times.	Dir. Contractor	Site boundary demarcation.
	An area for mixing and stockpiling construction material must be demarcated. It must be located in an area that is either already disturbed or that will be developed.	Dir. Contractor	Selection of laydown area. Demarcate area.
	Access routes between the stockpiling areas and the building sites should be demarcated and their use enforced. Existing roads will be used.	Dir. Contractor	Clearly demarcated routes.
	Sand and rocks utilised for construction must be from defined and already impacted areas. These sites must be identified and approved by the Dir and Reserve management.	Dir. Contractor	Approval. Demarcate sources. Res Mgt.
	Motorised access will be limited to existing tracks and defined development areas. No new roads or tracks will be made.	Dir. Contractor	Visual inspections

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
	No off-road driving is allowed. Regular road maintenance, erosion control and good drainage will prevent the need for off-road driving.	Dir. Contractor	Road building and maintenance plan
	Once construction work is completed, all building material and rubbish must be removed from NamibRand and the construction sites must be rehabilitated to a state as close as possible to its pre-construction condition.	Contractor	Induction. Inspections & sign-off by Dir. Res Mgt.
Damage to roads and tracks	The contractor shall ensure that all vehicles remain on designated roads at all times. No off road driving under any circumstances.	Contractor	
	All vehicles used in the area must be operated with low tyre-pressure to minimise negative impacts on tracks and roads.	Contractor	
Soil and groundwater are contaminated by hydrocarbons, cement and other chemicals used in the construction process	The mixing and use of chemicals, concrete and hydrocarbons takes place in designated areas so as not to contaminate the sites in any way.	Contractor	Designated mixing areas. Lined and bunded storage areas. Identify storage and dispensing protocols. Spill kits, drums with sealable lids, and training in how to use them.
	All hydrocarbons and chemicals must be stored, handled and dispensed on and over an impermeable surface and in such a way as to avoid contamination.	Contractor	
	Any spillage must be contained and cleaned up with 24hrs of occurrence. The resulting waste must be sealed in an appropriate container and taken off site for disposal.	Contractor	
NEGATIVE VISUAL IMPACT			
Vehicle tracks	No new roads or tracks will be developed. No off-road driving or driving alongside tracks is allowed.	All	Visual inspections
Construction structures and facilities	Construction office, laydown areas and other facilities are dismantled and removed after construction.	Dir. Contractor	Site inspection after completion of construction
SOLID WASTE, SEWAGE AND WASTE WATER DISCHARGE			
Ecological damage from solid waste	Littering is not permitted and all waste must be placed in appropriate receptacles.	All	Suitable receptacles
	The contractor will provide a suitable, animal proof receptacle to contain all daily refuse. A waste holding cage that is bird and animal proof will be used to store the solid waste before it is transported to a municipal dump site.	Contractor	Suitable receptacles
	All building rubble is consolidated in a suitable location, removed from the area and disposed of in a suitable and legal location in an environmentally acceptable manner.	Contractor	Dir to identify suitable manner.

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
	Used oils and other workshop waste to be stored in suitable receptacles and dispatched to appropriate waste facility.	Contractor	Dir to identify suitable facility.
Ecological damage from sewage and waste water discharge	Fat/grease traps will be installed at kitchen outlets.	Contractor	Fat traps
	Adequate temporary ablutions to be provided for workers.	Contractor	
	Ablutions are in proper working order, regularly serviced, and the sewage disposed of at a suitable designated location and in an environmentally appropriate manner.	Contractor	Dir to identify suitable manner.
Unpleasant odours	Regular maintenance of sewerage system as per company policies & procedures	Contractor	Visual inspections
	Should unpleasant odours be identified, the source of the odours must be identified and remedied within 1 week.	Contractor	Visual inspections
CONSTRUCTION STAFF DAMAGE LOCAL ENVIRONMENT			
Disruption of ecological processes through physical acts and/or pollution	The contractor and his employees shall adhere to all rules and regulations prescribed by the relevant authority at all times, as well as to the management measures presented in this document.	Contractor	Induction. Inspections & sign-off by Dir. Res Mgt.
	The contractor will ensure the proper supervision of employees at all times and their compliance with rules and regulations.		
	All employees will be educated to the need to refrain from the destruction of plants and animals, as well as from indiscriminate defecation, waste disposal and pollution of soil and water resources.		
	Access to the site is restricted to the contractor's employees only.		
HERITAGE & CULTURAL RESOURCES			
Construction activities damage and/or destroy sites of cultural significance.	Report any find that may be of cultural or archaeological value to the National Heritage Council.	Dir. Contractor	Heritage chance find procedure
BUSH FIRES			
Bush fires destroy habitats and animals, and present a risk to the life and health of humans.	Fire extinguishers and other firefighting equipment are strategically located throughout construction area. Staff are trained in their usage.	Contractor	Firefighting equipment
	Adequate firebreaks must be made around all infrastructure after consultation and agreement with NamibRand management.	Dir. Contractor	Res Mgt.
	Gas canisters to be housed in Bureau of Standards approved structures.	Contractor	Gas enclosures

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
	Staff are aware of the fire prevention measures, and know what to do should a fire break out.	Dir. Contractor	Induction
Health and Safety of staff			
Injury to persons	Compliance with Health & Safety regulations: all persons on the construction site should adhere to industry Health & Safety regulations at all times.	Contractor	Protective clothing as prescribed by building regulations. First aid kit readily available on site. Med-evac protocol.
	Equipment and tools are handled only by persons qualified in their use.	Contractor	Specialised training.
Burn injuries	Fire extinguishers strategically located on construction site and staff are trained in usage. Person trained in first aid is always on site and has access to the first aid kit.	Contractor	Fire extinguishers. First aid kit readily available on site. Med-evac protocol.

4.2.2 Operational phase

Management measures to prevent and/or mitigate any potential negative impacts during the operations of NR Family Hideout are given in Table 3. Tools referred to in this table: Res Mgt – Reserve Management and Development Plan; DarkSky – NamibRand International Dark Sky Reserve Lighting Management Plan.

Table 3. Management actions for the operational phase.

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
BIODIVERSITY			
Destruction of organisms and their habitat. Mortality of amphibians, reptiles, birds, mammals. Snakes are particularly vulnerable because they are usually killed on sight. Loss of terrestrial flora.	Avoid any nests, burrows, dens and roosting sites.	Dir.	Identify sites with nests, burrows, dens. Demarcate sensitive sites.
	Venomous snakes should be removed by a specialist, and other snakes should be avoided.		
	Educate staff in the ecological value of snakes and how to avoid them.		
	Keep within the NRNR speed limit at all times.	All	Speed limit. Res Mgt.
Disturbance of animals and interference with their behaviour, daily foraging and movements.	Game drives and walks are led by qualified guides who are trained in the appropriate way to interact with animals.	Dir. Guides.	Training.
Poaching of wildlife. Tortoises and small mammals are particularly vulnerable.	The greater area around the lodge should be searched for snares.	All	Training. Visual inspections
	Inspection of staff housing and transport to check for animal parts and/or products		
Damage to vegetation, leading to a loss of habitat integrity and disruption of ecosystem functions. Poaching of plants for trade.	Motorised access is limited to existing tracks and defined development areas.		
	No off-road driving is allowed under any circumstances.		
	No firewood may be collected.		
	Carry out regular inspections of the staff village and staff transport, looking for poached plants or animal parts.		
Damage to/removal of protected species	Continuous monitoring to ensure that no protected species are impacted.	Dir. Guides.	Demarcate sensitive sites.
Spread of invasive vegetation	Remove any invasive species as they occur.	Dir.	Visual inspections

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
Impacts associated with human-wildlife interaction	Guests and employees are made aware that they are in a sensitive environment, and are taught the appropriate way to interact with wildlife.	Dir. Guides.	Training. Visual inspections. Res Mgt.
Damage to animal habitats and plants	Trained guides escort guests at all times, no self-drive or walking other than in designated areas in the lodge footprint.	Guides	
	No harvesting of plants or collection of firewood is permitted. No plants or animals may be disturbed, violated, destroyed or removed.	All	
	Employees are educated to refrain from the destruction of plants and animals, indiscriminate defecation, waste disposal and pollution of soil and water.	Dir.	
Protected animal species are affected by operational activities.	Avoid areas containing nests, burrows or dens. Identify protected species and educate staff how to avoid them and why they are important.	Dir. Guides.	
Protected plant species are affected by operational activities.	Identify protected and rare species, educate staff why they are important. No protected, rare or endangered plants are disturbed, damaged or removed.	Dir. Guides.	
Damage to plants	Only permitted access roads and paths are used by employees, guest and vehicles at all times.	All	
	No off-road driving is allowed.	All	
SOLID WASTE			
Rubbish causes ecological damage including landfill, posing danger to animals, polluting the soil, increasing the risk of mortality to animals and plants.	Minimise waste by buying supplies in bulk and using re-usable packaging and transport options.	Dir	Eco Awards assessment
	All physical waste is either recycled or appropriately disposed.	Maint	The Family Hideout solid waste disposal system
	No waste is buried anywhere on the farm.	All	
	Appropriate waste bins are provided at the point of source. All waste bins are covered and secured to be animal proof.	All	
Hydrocarbons cause soil and groundwater contamination	Used hydrocarbons are collected at point of use and stored in sealed containers until it is despatched to an appropriate waste facility.	Maint	
ENERGY			
Excessive use of fossil fuels	Generator is used as back-up only.	All	Purchasing procedures.
	Geysers are solar powered.	Dir	Maintenance of appliances.
	All cooking is done with gas.	Dir.	
	All electrical appliances are energy-efficient models. Fridge and freezer doors seal tightly and are kept closed.	All	

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
Firewood collection affects ecosystems and denudes the landscape	Firewood is bought from renewable sources. No firewood is collected on the farm.	All	
WATER RETICULATION AND CONSUMPTION			
Loss of water through leaks in reticulation system	Maintenance programme for pipes and tanks is in place. Leaks and faults are repaired immediately upon detection.	Maint	Visual inspection
Water conservation measures	Water conservation is actively promoted among guests and staff. Guests are informed of water scarcity and encouraged to participate in water conservation.	Dir.	Written and verbal information
	Water usage is measured and recorded, then compared with targets to ensure optimum efficiency.	Dir.	Monthly or weekly records. Eco Awards assessment.
SEWAGE AND WASTEWATER			
Contamination of soil, as well as surface and groundwater, due to sewage and waste water discharge	Sewerage system is maintained.	Maint	Sewerage and fat trap systems
	Bio-degradable toilet cleaners are used to preserve bacteria in the septic system	Dir.	
Ecological impacts	Fat/grease traps are installed at kitchen outlets and maintained.	Maint	
	Septic tanks and soak-aways are maintained.	Maint	
Unpleasant odours	Qualitative monitoring of odours.	All	Odours
	The source of unpleasant odours is identified and remedied within 1 week of identification.	Maint	
SOIL AND GROUNDWATER			
Erosion, compaction of and damage to soils. Off-road driving damages the structure of the soil surface and causes soil compaction, which results in less water infiltration and availability, limited root penetration and less vegetation cover. Damaged soil crust makes the fine underlayer of soil vulnerable to wind erosion,	No off-road driving is allowed. Only permitted access roads and paths are used by employees, guests and vehicles at all times.	Dir.	Demarcation of sites of particular sensitivity with "Do not Disturb" signs.
	New roads or tracks may be made only with the written permission of the NRNR and the Director	Dir.	Written permission
	Making tracks next to a road is not allowed. Taking shortcuts is not allowed.	All	Visual inspections. Res Mgt.
	Regular road maintenance, erosion control and good drainage will prevent the need for off-road driving.	All	
	Vehicles are parked only in designated parking areas.	All	

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
the resulting dust settles on plants, interferes with photosynthesis, and causes a decline in habitat quality.	Implement measures to disperse concentrated water flow and repair erosion at such locations.	Maint	
Damage to roads and tracks	Low tyre pressure on all operational and guest vehicles.	All	
	Operational vehicles are 4-wheel drive and of standard width.	Dir.	
Soil and groundwater are contaminated by hydrocarbons, cement and other chemicals. Operational practices that cause this include fuel storage and vehicle refuelling, vehicle servicing, general maintenance and workshop activities.	The mixing and use of chemicals, concrete and hydrocarbons takes place in designated areas so as not to contaminate the sites in any way. All hydrocarbons and chemicals must be stored, handled and dispensed on and over an impermeable surface and in such a way as to avoid contamination. Any spillage must be contained and cleaned up with 24hrs of occurrence. The resulting waste must be sealed in an appropriate container and taken off site for disposal.	Maint	Designated mixing areas. Lined and bunded storage areas. Identify storage and dispensing protocols. Spill kits, drums with sealable lids, and training in how to use them.
OPERATIONAL ACTIVITIES			
Toiletries and cleaning chemicals cause contamination of the soil, as well as surface and ground water	Kitchen and housekeeping soaps and detergents are biodegradable and eco-friendly.	Dir.	Soaps, detergents, guest amenities.
Machinery use disturbs the natural quiet	Graders, tractors and power tools are used during daylight only.	Dir.	International Quiet Park guidelines
Exhaust emissions cause air pollution	Vehicles are serviced regularly and monitored for excessive exhaust emissions.	Maint	Vehicle maintenance schedule
DESIGN AND LANDSCAPING			
Light pollution at night	Only subdued or directional lighting is used. Follow the Reserve Lighting Plan. Maintain Dark Sky certification	Dir.	DarkSky
Towers, raised tanks, telecomms and other support infrastructure have negative visual impacts	Building and maintenance structures and equipment are out of sight of public roads, and below the skyline of ridges and koppies.	Dir.	Visual inspection. Res Mgt.
HEALTH AND SAFETY			
Labour policies	The company is in compliance with all national legislation and regulations governing workplace equity and diversity.	Dir	Legislation

NATURE OF IMPACT	MANAGEMENT MEASURE	RESPONSIBILITY	TOOLS
Staff and guest health and safety	The company is in compliance with all national legislation and regulations governing health and safety measures.	Dir	Legislation
	Protective clothing, as appropriate to operations, is provided to employees.	Dir	Personal Protective Equipment
	Adequate first aid kits are available and regularly maintained. A suitable number of employees is trained in first aid.	All	First aid kit. First aid training
	On-site staff housing is large enough, secure, clean, and provided with water, sanitation and energy.	Dir	Visual inspections
	Employees and guests are made aware of procedures to follow in the event of an emergency, e.g. which person to contact, how to contact him/her during the night; evacuation routes.	All	Emergency protocol
	Employees responsible for guest transport have valid licences and public driving permits.	Dir.	Driver's licences
Fire	All precautions are taken to prevent the outbreak and spread of fires. Employees are aware of the necessary precautions.	All	Fire protocols. Firefighting equipment. Training.
	Firefighting equipment is available, regularly maintained, and employees are trained in fire safety.	All	
	Gas canisters are stored in Bureau of Standards approved structures.	All	Gas storage
ECO AWARDS NAMIBIA			
Implementation of EMP and external monitoring of compliance	Eco Awards certificate is up to date and valid. Regular assessments are done according to the programme guidelines.	Dir	Valid Eco Awards certificate

4.2.3 Closure and decommissioning

Tourism is a non-consumptive activity with an indefinite projected lifespan. However, should closure and decommissioning be required in the future, a decommissioning plan will be drawn up and followed according to international environmental management best practices.

The priority for closure will be to return the land as closely as possible to the pre-construction condition. Measures will be taken to prevent soil erosion and provide protection for colonising vegetation. A site assessment will be carried out after closure to ensure that no structures remain, and that site rehabilitation has been fully achieved.

There would be four primary closure objectives.

1. Protect public health and safety, as well as health and safety of fauna and flora.
2. Alleviate or eliminate environmental damage.
3. Return the site to its original, pre-development condition.
4. Ensure that social and economic benefits are sustainable after closure.

Table 4. A concept level decommissioning plan

NATURE OF IMPACT	MITIGATION
Infrastructure	
Buildings and support infrastructure	The campsites will be completely removed. The farmhouse site will be excluded from decommissioning because it belongs to the Albis Arche Trust and was present on the site before the existence of the project.
Roads and tracks	As required by NRRR, roads and tracks will be rehabilitated.
Pathways	All pathways will be rehabilitated to a state as close as possible to the pre-construction condition.
Vegetation: destruction of & damage to plants; disturbance of soil	
Soil erosion	The site will be suitably re-vegetated. If this is not appropriate, then it will be covered with scrub to prevent soil erosion and to provide protection for colonising vegetation.
Alien plant invasion	Follow-ups will be done to ensure that alien or invasive plants and weeds have not flourished.
Damage to vegetation	Construction guidelines will apply to ensure limited impact.
Soil	
Compaction of and damage to soils, contamination	Construction guidelines will apply to ensure limited impact.
Hydrology	
Contamination of ground and surface water, erosion of river banks	Construction guidelines will apply to ensure limited impact.
Animals: habitat disturbance; death of animals	

NATURE OF IMPACT	MITIGATION
Death of animals, poaching, habitat or behaviour disturbance	Construction guidelines will apply to ensure limited impact.
Negative visual impact	
Sewerage system	Septic tanks will be drained and removed. The area (including soak-away) will be filled with rubble or with fill from an environmentally acceptable source.
Water pipes	All pipelines will be removed and trenches filled.
Electricity lines	All electricity infrastructure will be removed from the Reserve.
Foundations, concrete slabs, holes in ground	All structures in or on the ground will be removed. All holes, pits and depressions will be filled.
Ground surface retains signs of development	Ground surface will be raked, swept and levelled as appropriate. Rocks, stones and vegetable matter will be scattered as appropriate to return the ground to a state as close as possible to its original condition.
Construction structures and facilities	Construction site office, facilities and structures to be dismantled and removed once decommissioning is completed
Solid waste, sewage and waste water discharge	
Large volumes of rubble, materials and equipment	Everything will be removed from the reserve.
	Nothing will be burnt or buried on the reserve.
Ecological damage	Construction guidelines will be applied.
Machinery & vehicles: noise, contamination of soil and water by liquids, erosion of roads	
Noise, contamination of soil and water, erosion	Construction guidelines will apply.
Construction staff damage local environment	
Disruption of ecological processes through physical acts and/or pollution	Construction guidelines will apply.
Bush fires: destruction of habitat and death of animals	
Outbreak of fire	Construction guidelines will apply.
Health and Safety of staff	
Injury to persons	Construction guidelines will apply.

4.2.4 Heritage chance find procedure

When a heritage site or item of cultural significance is discovered during any phase of the development, it has to be reported to the National Heritage Council (NHC) to ensure compliance with the National Heritage Act (27 of 2004), section 55: “a person who discovers any archaeological object must as soon as practicable report the discovery to the Council”.

The process to follow when a potential heritage item is found, whether by a contractor, guest or staff member, is given in Table 5. The proponent will ensure all employees are aware of the procedure, and it will be included in induction training for contractor employees.

Table 5. Heritage chance find procedure

1. Responsibilities	
Finder	The person who discovers archaeological or heritage items
Supervisor	Secure site and advise management
Director	Report finding to NHC. Determine safe working boundaries
Archaeologist	Inspect, identify, advise management, and recover the items
2. Actions	
Person	Actions
Finder	If operating machinery or equipment, stop work
	Demarcate the site
	Take GPS coordinates if possible
	Report findings to supervisor
Supervisor	Report findings, site location and actions taken to superintendent.
	Cease any works in immediate vicinity
Director	Visit site and determine whether work can proceed without damage to findings
	Determine and mark exclusion boundary
	Site location and details to be added to Archaeological Heritage Geographical Information System (GIS) for field confirmation by archaeologist
Archaeologist	Inspect site and confirm addition to GIS
	Advise NHC and request written permission to remove findings from work area
	Recovery, packaging, and labelling of findings for transfer to National Museum
3. Discovery of human remains	
	Actions as above
	Advise and liaise with NHC and Police
	Recovery of remains and removal to National Museum or National Forensic Laboratory, as directed by the police and NHC

5 CONCLUSIONS AND RECOMMENDATIONS

This EMP describes the management measures that can prevent or mitigate negative environmental impacts that may result from the construction, maintenance and operation of the facility. It represents a commitment to MEFT by NamibRand Family Hideout that they will comply with the measures and procedures presented herein. The EMP will be implemented throughout the lifetime of the lodge, including closure and decommissioning should that become necessary.

No fatal flaw was identified, and sound sustainable practices are applied by the operation.

It is recommended that an Environmental Clearance Certificate be issued to the proponent.

APPENDIX I. NAMIBRAND MANAGEMENT PLAN

The Management and Development Plan of the NamibRand Nature Reserve is updated regularly by the reserve management, and it is a key component of the contract between the reserve and member farms. Only the title page and table of contents are given here since the document is confidential, but it would be made available to MEFT upon request.



NamibRand Nature Reserve

Management and Development Plan

23 November 2024

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APPENDIX II. Reserve Lighting Management Plan

Due to document size, the first 2 pages of the Plan are given here but the entire document would be made available on request from MEFT.



NamibRand International Dark Sky Reserve Lighting Management Plan

NamibRand International Dark Sky Reserve External Lighting Management Plan

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Appendix B – Exterior Lighting Inventory Before Improvements

Appendix C – Exterior Lighting Inventory After Improvements

Preamble

As recent measurements have demonstrated, the NamibRand Nature Reserve (NRNR) has some of the darkest skies in the world. Because of this, the views from the Reserve of celestial objects are superb and are a valuable resource for both the Reserve and Namibia. As development increases in Namibia, light pollution could threaten these skies.

The purpose of this Exterior Lighting Management Plan is to provide a foundation for the preservation of the night skies of the NamibRand Nature Reserve (NRNR) by outlining methods for mitigating light pollution originating from both within the Reserve and beyond its boundaries.

Keys to this effort are adoption of Exterior Lighting Guidelines for the Reserve, improvement in existing exterior lighting, development of public awareness of the issue, and application to the International Dark-Sky Association (IDA) for designation as an International Dark Sky Reserve (IDSR).

With a comprehensive and proactive plan, these pristine skies can be preserved and the NRNR's strategy can serve as a model for similar initiatives in the region.

APPENDIX III. Eco Awards Namibia

The Eco Awards certificate awarded in 2022. It is due to be re-assessed and renewed.



APPENDIX IV. OECM CERTIFICATE



MINISTRY OF ENVIRONMENT,
FORESTRY AND TOURISM

CERTIFICATE OF RECOGNITION

This certificate is awarded to

NAMIBRAND NATURE RESERVE

in acknowledgement of its designation as an Other Effective Area-Based Conservation Measure (OECM) site, advancing the Global Biodiversity Framework, and its vital contribution to biodiversity conservation and sustainable management in Namibia



Mr. Nils Odendaal

CEO of NamibRand Nature Reserve

Mr Sikongo Haihambo

Executive Director of the Ministry of Environment, Forestry and Tourism (MEFT)