

UPDATED ENVIRONMENTAL MANAGEMENT PLAN
FOR THE CONSTRUCTION AND OPERATION OF A FUEL RETAIL FACILITY,
COENVIRONMENTALNVENIENT SHOP & ASSOCIATED FACILITIES AT GIBEON
DISTRICT, HARDAP REGION



June 2026



Naftal Trading Enterprises

ABBREVIATION

DEA	Directorate of Environmental Affairs
DESR	Draft Environmental Scoping Report
EA	Environmental Assessment
EAP	Environmental Assessment Practitioner
ECC	Environmental Clearance Certificate
ECO	Environmental Compliance Officer
ECS	EnvironClim Consulting Services
EIA	Environmental Impact Assessment
EMA	Environmental Management Act
EMP	Environmental Management Plan
GPS	Global Positioning System
Ha	Hectare
I&APs	Interested and Affected Parties
KM	Kilometres
MEFT	Ministry of Environment, Forestry and Tourism
NHC	National Heritage Council
PPEs	Personal Protective Equipment's
SME	Small Medium Enterprise

TABLES OF CONTENTS

1. INTRODUCTION	3
2. THE IMPORTANCE OF THE EMP.....	5
3. SCOPE AND APPLICABLE PHASES	5
4. POST REHABILITATION AND ALTERNATIVE LAND USE.....	5
5. PROJECT LOCATION.....	6
6. PURPOSE OF THE EMP	6
7. COMPLIANCE TO THE EMP	7
8. LEGAL AND POLICY FRAMEWORK.....	8
9. ROLES & RESPONSIBILITIES.....	13
9.1 Environmental Compliance Officer (ECO)	13
9.2 The Proponent.....	13
9.3 Environmental Officer	14
9.4 Employees and Contractors.....	14
10. DISCIPLINARY ACTION.....	14
11. DECOMMISSIONING/REHABILITATION OF THE SITE	15
12. THE ENVIRONMENTAL MANAGEMENT PLAN	15
SECTION A: STAFF INDUCTION DURING CONSTRUCTION AND OPERATION	16
SECTION B: HEALTH AND SAFETY DURING CONSTRUCTION AND OPERATION	19
SECTION C: POLLUTION CONTROL AND WASTE MANAGEMENT DURING CONSTRUCTION AND OPERATION	27
SECTION D: ENVIRONMENT	37
SECTION E: HERITAGE AND ARCHEOLOGICAL SITES DURING CONSTRUCTION	39
SECTION F: SOCIO - ECONOMIC DURING CONSTRUCTION AND OPERATION.....	41
SECTION G: DECOMMISSIONING/CLOSURE	44
10. CONCLUSION AND RECOMMENDATIONS.....	46

List of Figures

Figure 1: Location of the proposed new filling station and adjacent land-use at Greenwell Matongo, Katima-Mulilo, Zambezi Region (GPS coordinates: -17.305200S, 24.17872E).....	5
Figure 2: Location of the proposed new filling station at Greenwell Matongo, Katima-Mulilo, Zambezi Region.....	5

List of Tables

Table 1: List of triggered activities identified in the EA process which apply to the proposed project...	3
Table 2. Legal requirements for the construction and operation of the new filling station at Greenwell-Matongo Class A, Police Station in Katima-Mulilo.....	7
Table 3. Staff Induction Mitigation Measures.....	15
Table 4. Health and Safety Measures to be implemented.....	18
Table 5. Pollution and Waste Management Mitigation Measures.....	26
Table 6. Environmental Mitigation Measures to be implemented.....	35
Table 7. Archaeology and Heritage Mitigation Measures.....	38
Table 8. Social Economic Mitigation Measures.....	40
Table 9. Decommissioning/closure Mitigation Measures to be implemented.....	43

1. INTRODUCTION

Naftal Trading Enterprises is of the intention to establish and operate a filling station to construct a fuel facility, a convenience shop and associated outlets such as accommodation on a portion of Farm Hobby Garten, situated at the corner of M0032 and B1 roads at Gibeon in Hardap Region. Portion of Farm Hobby Garten belongs to Naftal Trading Enterprises and is zoned for business purposes. Negotiations have been initiated with the Shell company to establish a joint venture on the installation of the fuel facility.

EnvironClim Consulting Services (ECS) has been appointed by Naftal Trading Enterprises to carry out the Environmental Impact Assessment (EIA) for the proposed construction and operation of the fuel facility and associated facility. The objective of the Environmental Impact Assessment was to assess the potential social and environmental impacts associated with the establishment and operation of a new fuel retail facility on a portion of Farm Hobby Garten and formulate the Environmental Management Plan (EMP) (see Appendix A) for the establishment and operation of the proposed fuel filling station.

Gibeon is a home village to prominent politicians such as the late Hendrik Witbooi, the first Vice-Prime Minister of Namibia. Additionally, the current Vice-President, Mrs Lucia Wibooi was born in Gibeon. The is also surrounded by farmers and business personnel. It is situated about 176 km and 70 km from Keetmanshoop and Mariental, respectively. Due to an increasing number of motorists in the area, especially during high-peak events and holiday periods, a fuel shortage is experienced. There are currently no existing fuel facilities in Gibeon, forcing motorists to drive all the way to Mariental, with most residents purchasing fuel in storage containers such as Jerry Cans

The proposed fuel facility will alleviate the fuel shortage experienced in the area and provide the much-needed modern fuel facility that will guarantee constant and reliable fuel supplies in the area. This will project will further provide employment opportunities to the locals during the construction and operational phase. The construction phase can accommodate about 40 temporary jobs and another 20 permanent jobs during the operational phase. Due to several economic opportunities, Gibeon has a severe lack of economic opportunities; more than 90% of the youth population in the area is unemployed (Namibia Population and Housing Census, 2023). Both the construction and operational phases will provide the much-needed employment opportunity to the youth in Gibeon.

The process was done to comply with the Environmental Management Act (EMA) (No. 7 of 2007) and Environmental Impact Assessment Regulations (Government Notice No. 30 of 2012) because the construction and operation of the filling station is one of the listed activities in the EMA No.7 of 2007.

Naftal Trading Enterprises hereinafter referred to as the proponent intends to carry out the following activity:

- **Environmental Impact Assessment (EIA) for the construction and operation of a fuel retail facility, a convenience shop & associated facilities at Gibeon district, Hardap region.**

The proposed project is a listed activity in terms of the Environmental Management Act (No. 7 of 2007) and Environmental Impact Assessment Regulations (Government Notice No. 30 of 2012).

In terms of the Environmental Management Act (No. 7 of 2007) and Environmental Impact Assessment Regulations (Government Notice No. 30 of 2012). The activities outlined in **Table 1** below have triggered the assessment:

Table 1: List of triggered activities identified in the EA process which apply to the proposed project.

Listed Activities	Applicability
2.1 The construction of facilities for waste sites, treatment of waste and disposal of waste	The Retail Outlets shall have ablution facilities.
9.1 The manufacturing, storage, handling or processing of a hazardous substance defined in the Hazardous Substance Ordinance, 1974.	Fuel is a hazardous product that requires special handling.
9.3 The bulk transportation of dangerous goods using pipelines, funiculars or conveyors with a capacity of 50 tons or 50 cubic meters or more per day.	Fuel dispensing shall be through the installation of underground pipes
9.4 The storage and handling of dangerous goods, including petrol, diesel, liquid petroleum gas or paraffin in containers with a combined	

Listed Activities	Applicability
<p>capacity of more than 30 cubic meters at any one location.</p> <p>9.5 Construction of filling stations or any other facility for the underground and aboveground storage of dangerous goods including petrol, liquid petroleum, gas or paraffin.</p>	<p>The project would include handling of diesel and petrol</p> <p>The main project is the construction of the filling station, with underground fuel storage tanks</p>

2. THE IMPORTANCE OF THE EMP

The Environmental Management Plan (EMP) is the key output of the environmental assessment process. It outlines all the proposed mitigation and monitoring actions, initiates a through implementation schedule, and assigns explicit responsibility to individuals to ensure liability throughout the project lifecycle.

3. SCOPE AND APPLICABLE PHASES

This EMP details definite mitigation and monitoring procedures to be applied during the following key project phases:

- **Pre-construction Phases:** The period during which the appointed contractor commences with the construction of the new filling station. The construction materials will be transported to the site in order to execute the project.
- **Operational Phases:** The period involves the operation of the new filling station at Greenwell-Matongo filling station.
- **Decommissioning Phase:** The period during which the filling station can be decommission and rehabilitated.

4. POST REHABILITATION AND ALTERNATIVE LAND USE

The rehabilitation of the site upon ceasing the operation of the filling station is a mandatory requirement. The essence is to ensure that the site is rezoned to accommodate an economically productive alternative land use that poses no threat to residents or environment. Detailed recommendations for the alternative utilisation of the site post its initial intended purposes are provided within this EMP.

5. PROJECT LOCATION

The proposed new police station is situated at Greenwell Matongo, within the townland of Katima-Mulilo, along the Mafuta Road, adjacent to Greenwell Matongo Primary School. The site is approximately 2 kilometres south-east of the Central Business District (CBD) (see **Figure 1** and **Figure 2** below). The total project area, including the proposed new Class A police station covers an area of 3.2 hectares.

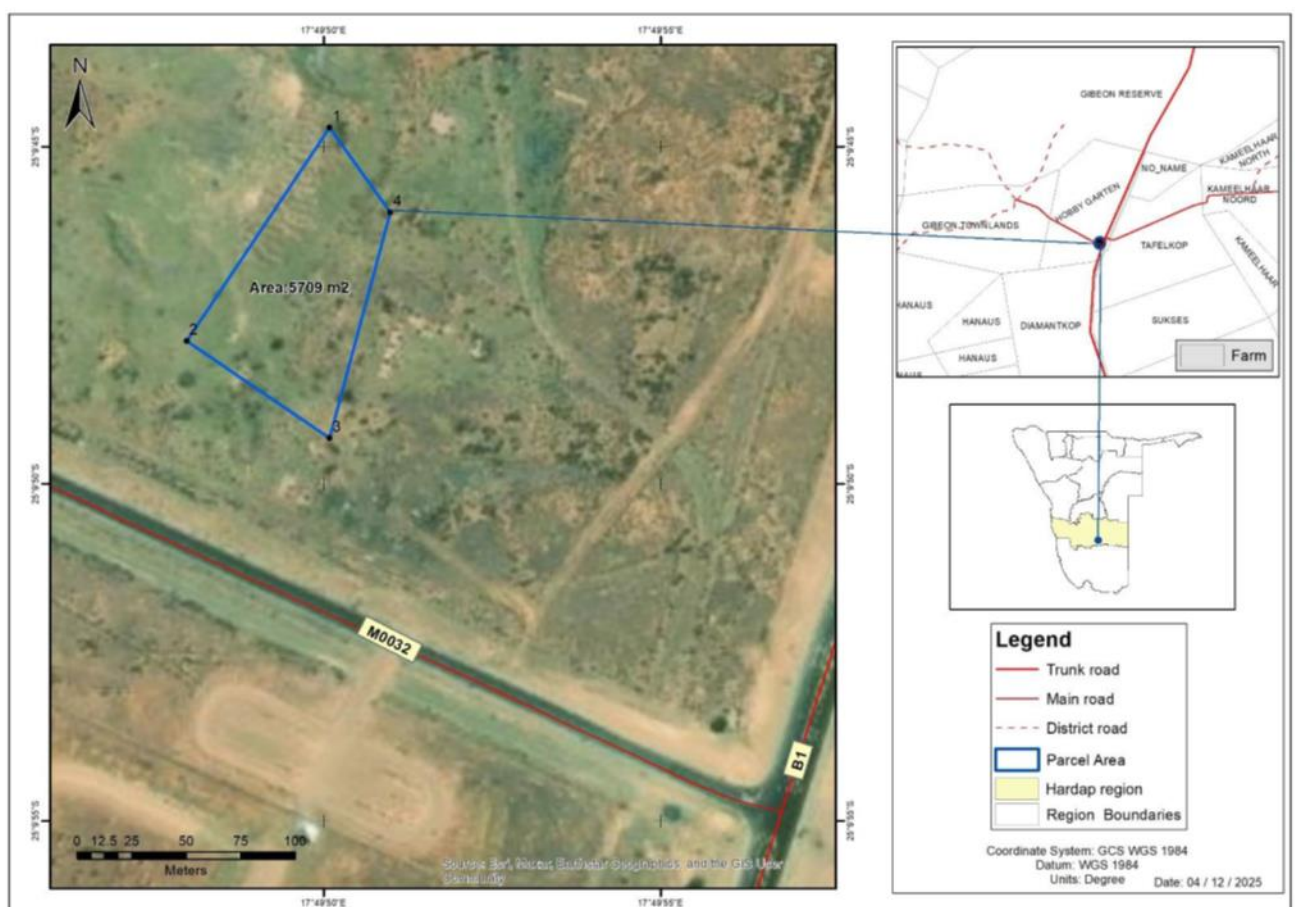


Figure 3: Project location of Portion of Farm Hobby Garten at Gibeon Settlement, Hardap Region.

6. PURPOSE OF THE EMP

This Environmental Management Plan (EMP) explains the empirical procedures, mitigation approaches, and monitoring actions required to manage the environmental and social impacts associated with the proposed construction and operation of the new filling station.

Specifically, the EMP details:

- **Mitigation Measures:** Practical procedures and management control designated to condenses potential impacts to negligible levels.
- **Monitoring Protocols:** Measures to monitor environmental performance and compliance during the entire project lifecycle.
- **Roles and Responsibility:** Plainly outlines duties for all individuals and entities involved in the proposed development.

This EMP serves as the key basis for ensuring responsible environmental stewardship and regulatory compliance during the construction and operation of the filling station at the Greenwell-Matongo Class A police station in Katima-Mulilo.

7. COMPLIANCE TO THE EMP

This EMP constitute a legally bidding document as established under the Environmental Management Act, 2007 (Act No. 7 of 2007). Accordingly, **Naftal Trading Enterprises** and all associated contractors are required to comply fully with its provisions.

It is imperative to take note that this EMP is a living document, and changes can be made if there are any alterations encountered during the construction and operation of the filling station. Any modifications to this EMP must be made in accordance with the procedures stipulated in the Environmental Management Act.

8. LEGAL AND POLICY FRAMEWORK

The proposed project shall be established and operated in full compliance with the relevant statutory framework of Namibia as well as applicable international laws and agreements to which Namibia is a signatory.

8.1 Applicable and relevant statutory framework of Namibia

Table 2. Legal requirements for the construction and operation of the new filling station at Greenwell-Matongo Class A, Police Station in Katima-Mulilo.

Legislation	Summary	Applicability
The Namibian Constitution	<p>The Namibian constitution is the supreme law of the country which is committed to sustainable development. Article 95(1) of the Constitution of Namibia states that: -</p> <p>“The State shall actively promote and maintain the welfare of the people by adopting policies aimed at ... The maintenance of ecosystems, essential ecological processes and biological diversity of Namibia and utilization of living natural resources on a sustainable basis for the benefit of all Namibians, both present and future”.</p>	<p>To undertake the EIA in order to maintain the ecological process and diversity of ecosystem.</p>
The Environmental Management Act (No. 7 of 2007)	<p>The Environmental Management Act No 7 of 2007 aims to promote the sustainable management of the environment and the use of natural resources and to provide for a process of assessment and control of activities which may have significant effects on the environment; and to provide for incidental matters. The acts provide a list of activities that may not be undertake without an environmental clearance certificate.</p> <p>Further, the Act ensures that;</p> <p>(a) Potential threats are considered timeously</p>	<p>Legal requirement to undertake an EIA</p>

Legislation	Summary	Applicability
	<p>(b) A comprehensive stakeholder’s consultation is conducted, and all Interested and affected parties are given an opportunity to comment on the project</p> <p>(c) Decision are robust by considering the above-mentioned activities</p>	
Atmospheric Pollution Prevention Ordinance Act (No.11 of 1976)	<p>This Ordinance serves to control air pollution from point sources, but it does not consider ambient air quality. This ordinance is being repealed by the proposed Pollution Control and Waste Management Bill. Any person carrying out a ‘scheduled process’ which are processes resulting in noxious or offensive gases typically pertaining to point source emissions have to obtain a registration certificate from the Department of Health.</p>	<p>Generation of greenhouse gases by the filling station.</p>
Draft Pollution Control and Waste Management Bill	<p>This Bill serves to regulate and prevent the discharge of pollutants to air and water as well as providing for general waste management. The Bill will repeal the Atmospheric Pollution Prevention Ordinance (11 of 1976) when it comes into force. The Bill also provides for noise, dust or odour control that may be considered a nuisance. Further, the Bill advocates for duty of care with respect to waste management affecting humans and the environment and calls for a waste management licence for any activity relating to waste or hazardous waste management.</p>	<p>Possible fuel spill and leakages may pollute ground and surface water.</p>
Environmental Policy framework (1995)	<p>This policy subjects all developments and project to environmental assessment and provides guideline for the Environmental Assessment. Its provision mandate that Environmental Assessment take due consideration of all possible impacts and incorporate them in the development or planning stages.</p>	<p>Provision of the EIA and guidelines</p>

Legislation	Summary	Applicability
<p>The Occupational Safety and Health Act No. 11 of 2007;</p>	<p>Safety: A safety risk is a statistical concept representing the potential of an accident occurring, owing to unsafe operation and/or environment. In the working context “SAFETY” is regarded as “free from danger” to the health injury and to properties.</p> <p>Health: Occupational Health is aimed at the promotion and maintenance of the highest degree of physical, mental and social wellbeing of workers in all occupations. This is done by ensuring that all work-related hazards are prevented and where they occur, managed.</p>	<p>Construction and operation of the filling station has the potential risk of injuries.</p> <p>Provision of clean ablution facility, routine health check-ups for employees, occupational health awareness etc.</p>
<p>Public Health Act No. 36 of 1919</p>	<p>The Act serves to protect the public from nuisance and states that no person shall cause a nuisance or shall suffer to exist on any land or premises owned or occupied by him/her or of which he/she is in charge of any nuisance or other condition liable to be injurious or dangerous to health.</p>	<p>Ensure public safety from noise, dusts, and air pollution.</p>
<p>Water Resources Management Act (2004)</p>	<p>This Act provides a framework for managing water resources based on the principles of integrated water resources management. It provides for the management, development, protection, conservation, and use of water resources. Furthermore, any watercourse on/or in close proximity to the site and associated ecosystems should be protected in alignment with the listed principles.</p>	<p>Ensure that the natural water courses in the area are not polluted and implement pollution control mechanism to avoid water pollution</p>

Legislation	Summary	Applicability
Petroleum Product and Energy Act No, 13 of 1990	This Act provides a framework for handling and distribution of petroleum products which may include purchase, sale, supply, acquisition, possession, disposal, storage or transportation thereof.	Safe handling of the petroleum products such as fuel and lubricants.
Labour Act No. 11 of 2007	This Act aims to regulate labour in general and includes the protection of the health, safety and welfare of employees. The 1997 regulations relating to the Health and Safety of employees at work sets out the duties of the employer, welfare and facilities at the workplace, safety of machinery, hazardous substances, physical hazards, medical provisions, construction safety and electrical safety.	Follow legal labour requirements such as safety, remuneration etc
Regional Council Act, 1992 (Act No. 22 of 1992)	The Regional Councils Act legislates the establishment of Regional Councils that are responsible for the planning and coordination of regional policies and development. The main objective of this Act is to initiate, supervise, manage and evaluate development at regional level.	Observe the Katima Mulilo Town Council by-laws.
Soil Conservation Act No. 76 of 1969	This act promotes the conservation of soil, prevention of soil erosion.	Coordinate movement fuel delivery trucks to prevent soil erosion and ensure conservation of topsoil.
Hazardous Substances Ordinance No. 14 of 1974	This ordinance gives provision to control the handling of hazardous substance in all circumstances, such as manufacturing, imports and exporting of these to ensure human and environmental safety.	Handling of chemicals, fire and explosion risks.
National Heritage Act No. 27 of 2004	The Act makes provision for the protection and conservation of places and objects of heritage significance and the registration of such places and objects. Part V Section 46 of the Act prohibits removal, damage, alteration or excavation of heritage sites or	The construction of the filling station may unearth archaeological material.

Legislation	Summary	Applicability
	remains, while Section 48 sets out the procedure for application and granting of permits such as	
Word's Best Practises	<p><i>Precautionary Approach Principle</i></p> <p>This principle is worldwide accepted when there is a lack of sufficient knowledge and information about the possible threats to the environment. Hence if the anticipated impacts are greater, then precautionary approach is applied. In this project, there are no eminent uncertainty however in cases when they arise, this approach should be applied.</p> <p><i>Polluter Pays Principle</i></p> <p>This principle ensures that proponents takes responsibility of their actions. Hence in cases of pollution, the proponent bears the full responsibility to clean up the environment.</p>	<p>The construction and operation of the filling station particularly in the area with biodiversity and underground water can be detrimental to the ecosystem and water resource. Therefore, precaution must be taken into consideration when refilling underground storage tank at the filling station is taking place.</p> <p>In the event of any damage of biodiversity and pollution of underground water, the proponent must be held accountable to compensate for the damages.</p>

9. ROLES & RESPONSIBILITIES

9.1 Environmental Compliance Officer (ECO)

The Ministry of Environment, Forestry and Tourism (MEFT) serves as the national custodian of environmental protection. An Environmental Compliance Officer (ECO) shall be appointed from the Directorate of Environmental Affairs, vested with the authority and responsibility to administer and enforce compliance in accordance with the Environmental Management Act, 2007 (Act No. 7 of 2007). The ECO is authorised to undertake spontaneous inspections at any time to verify and enforce compliance. Environmental inspections and monitoring site visits will be conducted according to the ECO's operational schedule or as deemed necessary to fulfil statutory obligations.

9.2 The Proponent

Naftal Trading Enterprises shall bear full accountability for all environmental management aspects and is responsible for effective implementation of this Environmental Management Plan (EMP). Furthermore, the proponent is comprehensively obligated to undertake the following key activities: Furthermore, the Ministry through NAMPOL is comprehensively obligated to undertake the following key activities:

- ❖ Appoint a qualified Environmental Officer with the authority to enforce environmental compliance and performance.
- ❖ Train all personnel by introducing workers and contractors to the EMP and providing mandatory safety inductions specific to filling station construction and operations.
- ❖ Maintain a safe workplace by identifying, assessing, and controlling hazards.
- ❖ Supply appropriate Personal Protective Equipment (PPE) and ensure its correct use based on hazard assessments.
- ❖ Monitor work practices continuously to ensure compliance with safety protocols.
- ❖ Meet all regulatory requirements and EMP commitments to ensure environmental performance and compliance.
- ❖ Engage independent environmental consultants or specialists' periodic environmental audits and review as required.

9.3 Environmental Officer

The Environmental Officer shall serve as the official representative of the proponent and shall be responsible for monitoring all daily activities during both the construction and operation phases of the filling station, as well as ensuring full compliance with the EMP by all employees and contractors.

9.4 Employees and Contractors

All employees and contractors are required to comply with the following obligations;

- ❖ Adhere strictly all company rules, policies and procedures. Ensure full compliance with the EMP.
- ❖ Always wear appropriate PPE while on duty.
- ❖ Immediately report any damaged or defective PPE and request a replacement.
- ❖ Strictly follow all company rules, policies, and procedures.

10. DISCIPLINARY ACTION

The EMP constitutes a legally binding document. Accordingly, any breach or non-compliance with its provisions shall result in serious disciplinary and/or legal consequences for the proponent, including but not limited to:

- ❖ Suspension or cessation of operations;
- ❖ Financial penalties.

The specific disciplinary measures shall be determined in accordance with the Environmental Management Act (Act No. 7 of 2007) and other relevant statutory frameworks. As stipulated in Section 27(4) of the Act, any person found in contravention of these regulations is liable upon conviction to a fine not exceeding N\$500,000, or imprisonment not exceeding 25 years, or to both such fine and such imprisonment.

11. DECOMMISSIONING/REHABILITATION OF THE SITE

The construction of the new filling station is expected to be completed within 9 months. Thereafter, the facility will become operational to serve the community of Gibeon. General maintenance will occur periodically, with eventual revamping once equipment reaches the end of its lifespan. However, if the filling station ceases operations, all correct decommissioning procedures must be followed. The proponent is therefore fully liable for implementing all provisions of the EMP.

The proponent retains overall responsibility for executing this EMP, including any work outsourced to subcontractors. This responsibility extends to all contractors engaged during construction, operation, and any subsequent rehabilitation or decommissioning phases.

To ensure effective environmental management, all contracts for outsourced work must include the environmental preservation clauses specified in this EMP.

12. THE ENVIRONMENTAL MANAGEMENT PLAN

This Environmental Management Plan (EMP) should be read in conjunction with the Environmental Scoping Report for the proposed construction, operation, and decommissioning of the new filling station at Gibeon. The tables below present management actions to address likely impacts, organised by project stage and covering social, environmental, safety, and occupational health aspects. These actions are organised temporally according to project stages and cover the following aspects: social, environmental, safety, and occupational health.

SECTION A: STAFF INDUCTION DURING CONSTRUCTION AND OPERATION

Table 3. Staff Induction Mitigation Measures

Environmental or Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Responsibility
Staff Induction	Ensure that all employees are fully acquainted with the EMP requirements, including the environmental policy and procedures.	<p>All employees and contractors are required to complete a rigorous induction course on all provisions of this Environmental Management Plan (EMP), including the environmental policy and associated procedures.</p> <ul style="list-style-type: none"> • An annual induction course shall be conducted for all workers. • No new employee shall be permitted to commence work without first completing the induction course. 	<p>Induction minutes and attendance register signed by each staff member.</p> <p>Induction report</p>	Proponent representative or Environmental Officer

Environmental or Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Responsibility
	Disciplinary	<ul style="list-style-type: none"> The proponent shall adopt a formal disciplinary system to address staff non-compliance, including but not limited to offences such as failure to wear appropriate Personal Protective Equipment (PPE) while working onsite. Stringent measures must be put in place for any employee found contravening provisions of the EMP, must be granted a warning letter. 	<p>Disciplinary meetings and actions.</p> <p>Disciplinary letters / Warnings</p>	Proponent representative or Environmental Officer
	Availability of the EMP and Environmental Policy Statement at the site for ease of reference.	<ul style="list-style-type: none"> Ensure that a copy of the EMP and Environmental Policy Statement are kept at the site at all time and it should be readily accessible. 	Physical view of the EMP and Environmental Policy Statement.	Proponent representative or Environmental Officer

Environmental or Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Responsibility
Communication	To ensure effective communication and improve environmental management and awareness.	<ul style="list-style-type: none"> • All official correspondence relating to environmental matters must be documented in writing. • The contact numbers of the Environmental Officer must be readily available and clearly displayed at key areas on the site and filling station for use in case of emergencies. • A clearly designated assembly point must be established to facilitate effective emergency communication and coordination. • All employees who are in a position to make or take actions that will influence the conservation and management of the environment must be vested with a good knowledge 	<p>Communication Strategy</p> <p>Letters, e-mail, notices, minutes</p> <p>Display of Environmental Officer and emergency numbers at key areas on the vessel.</p>	Proponent representative or Environmental Officer

Environmental or Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Responsibility
		of their respective responsibilities for the in order to ensure accurate implementation of the EMP, and Environmental Policy Statement.		

SECTION B: HEALTH AND SAFETY DURING CONSTRUCTION AND OPERATION

Table 4. Health and Safety Measures to be implemented

Environmental / Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Management Indicators	Responsibility
Health & Safety	Adhere to the Health and Safety Regulations, Government Notice 156/1997 (GG 1617).	<ul style="list-style-type: none"> The proponent must develop a health and safety plan; A compulsory safety induction course must be given to all employees. Each employee must be provided with personal 	Health and safety included and reflected in the induction minutes Visual Inspection	Approved certification of completion. Visual Inspection	Proponent representative or Environmental Officer

Environmental / Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Management Indicators	Responsibility
		<p>protective equipment (PPE) and must be worn at all time during working and when onsite during construction and operation phases of the filling station.</p> <ul style="list-style-type: none"> • Ensure all employees are inducted on the dangers of the risks associated with working at the construction sites and filling station as well as available emergency response; • There must, clear and legible health and safety signage must be installed at all designated areas on site; such signage shall include, but not be limited to ASSEMBLY AREA, NO 	Visual Signs available	<p>Availability of fire extinguishers at the site /strategic locations at the filling station as well as evidence of training received (e.g. minutes, training pictures etc).</p> <p>Visible signages</p>	

Environmental / Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Management Indicators	Responsibility
		<p>SMOKING “DANGER”, “ENTRANCE PROHIBITED” etc.</p> <ul style="list-style-type: none"> • Employees must NOT be exposed to noise levels above the required 85 dB(A) limit over a period of 8 hours. Should noise levels be higher than 85 dB(A), the proponent must implement a hearing conservation program, including noise monitoring; • All employees shall be provided with suitable Personal Protective Equipment (PPE), including but not limited to industrial earmuffs. 	Record of hearing loss	Report of health check ups	

Environmental / Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Management Indicators	Responsibility
		<ul style="list-style-type: none"> • All employees and contractors must have access to a sufficient supply of safe drinking water at all times while on site during construction and operations phases. • Ensure adequate, hygienic and user-friendly ablution facilities for all employees at the site during construction and operation of the filling station; • Inspect ablution facilities at the site regularly. • Supervisors must undertake an occupational health and first aid course. 	<p>Clean water</p> <p>Clean toilets at all time</p> <p>Proof of Certification</p>	<p>Laboratory analysis report</p> <p>Clean toilets at all time</p>	

Environmental / Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Management Indicators	Responsibility
Fires	To prevent fire	<ul style="list-style-type: none"> No open fires may be made anywhere at the site during construction and operational phases. Erect warning signs prohibiting open fires and smoking. Designate smoking areas away from flammable materials. Ensure fire extinguishers are readily available. 	<p>Visual Inspection</p> <p>Danger warning signs</p> <p>Fire extinguishers</p>	<p>Visual Inspection</p> <p>Erected warning signs</p> <p>Functional and serviced fire extinguishers.</p>	Proponent representative or Environmental Officer
Road Safety		<ul style="list-style-type: none"> Erect road signs to the site and depicts clearly traffic warning signs. 	Road signs	Erected road signs	Proponent representative or Environmental Officer

Environmental / Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Management Indicators	Responsibility
		<ul style="list-style-type: none"> • All vehicles that transport materials as well as fuel to and from the site during construction and operation must be roadworthy. • Drivers that transport materials and fuel during construction and operation of the filling station should have a valid driver's license and should adhere to all traffic rules. • Loads upon vehicles should be properly secured to avoid items falling off the vehicle during transport. • Limit and control the number of access points to the construction site as well as the filling station. 			

Environmental / Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Management Indicators	Responsibility
		<ul style="list-style-type: none"> The road leading to the site/filling should be properly maintained. 			
Occupational Health and Safety	Improved occupational health and safety at work place	<ul style="list-style-type: none"> Maintain high safety standards at the site both during construction and operational phases and arrange annual audits by credible consultants. There should be full compliance with the Labour Act (Act No 11 of 2007), Health and Safety Regulations, and Social Security Act (Act 34 of 1994). Designate an emergency area at the site as well as the filling station. 	Accident records Good standings certificates from Employment Equity Commission from Social Security Commission.	High standards of occupational health and safety ratings is maintained.	Proponent representative or Environmental Officer

Environmental / Social Aspects	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicators	Management Indicators	Responsibility
		<ul style="list-style-type: none"> • Ensure emergency areas are clearly marked and accessible. • Display emergency procedures and toll-free numbers and at site both during construction and operations. • Train employees on environmental awareness, occupational health and safety policy and EMP. 			

SECTION C: POLLUTION CONTROL AND WASTE MANAGEMENT DURING CONSTRUCTION AND OPERATION

Table 5. Pollution and Waste Management Mitigation Measures

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
Vehicle Emissions	Reduce greenhouse gas (GHG) emissions from vehicles / machinery	<ul style="list-style-type: none"> • All equipment and vehicles that will be used during the construction and operation phases must be kept in good working condition and serviced frequently to prevent emission of noxious smoke etc. • Switch off engines when vehicle is not operations. • Vehicle engines must be switch -off when fuelling at the filling station. 	<p>Vehicle service records books</p> <p>Reports of smoke emissions from machinery</p>	Endorsement by the management	Proponent representative or Environmental Officer

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
		<ul style="list-style-type: none"> Ensure that surface water accumulating on-site are channelled and captured through a proper municipal storm water system to be treated in an appropriate manner before disposal into the environment. 	Storm water pipes connected to municipal storm water drainage system.		
Oil Spillages	To prevent oil spill from tanks and during re-fuelling	<ul style="list-style-type: none"> Oils, lubricants and hydrocarbons must be stored in a proper storage facility with concrete bunds or impermeable lined materials. Refuel vehicles at designated areas that has 	Visible drip trays	Site inspection and record keeping	Proponent representatives / Environmental Officer

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
		<p>protected surface covering /geomembrane lining. Use drip trays for stationary equipment and vehicle particularly during construction phase.</p> <ul style="list-style-type: none"> Engage suppliers of consumables (e.g., grease, lubricants) to collect and dispose of used waste in an environmentally friendly manner. This applies during both construction and operation phases. 	Place warning signs		
Oil leakage	To prevent fuel leakages during construction and	<ul style="list-style-type: none"> All stationary vehicles and construction equipment must have drip trays to 	Visible monitoring		Proponent representatives / Environmental Officer

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
	operation of the filling station.	<p>collect leakages of oils and lubricants.</p> <ul style="list-style-type: none"> • All vehicles and machinery to be used on site must be maintained in good working condition and regularly serviced to avoid leakages of oils, lubricants, and other fluids; • Any spillage must be contained and cleaned up with 24 hours of occurrence. The resulting waste must be sealed in an appropriate container and taken off site for responsible disposal at legitimate landfill with a 			

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
		<p>valid EEC in Katima-Mulilo.</p> <ul style="list-style-type: none"> While significant spills are not anticipated, any oil contamination of soil for example, spills of less than 500ml must be promptly collected and treated using bio-remediation techniques. 			
Waste Generation	To prevent littering	<ul style="list-style-type: none"> The site shall be kept clean and free of litter and no litter from the site shall be allowed to disperse to surrounding areas. All personnel shall be instructed to dispose of all waste in the proper manner. 	Waste management plan	Waste management plan	Proponent representatives / Environmental Officer

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
		<ul style="list-style-type: none"> The construction site and ultimately the filling station must be equipped with adequate wheelie bins and skip containers at strategic locations for waste disposal. Sufficient weather-proof and scavenger-proof bins with lids must be provided at strategic locations where waste is generated. These bins must be easily accessible and prevent litter from escaping. 	Waste bins and skip containers at strategic locations.	Waste bins and skip containers	

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
		<ul style="list-style-type: none"> • The proponent shall identify and separate all materials that can be reused or recycled, including but not limited to metals, packaging, and plastics. To facilitate this, separate, clearly marked bins shall be provided for each category of recyclable material to minimise waste sent to landfill. • Employees should be sensitised to dispose of waste in a responsible manner and not to litter. 			

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
		<ul style="list-style-type: none"> • General waste is to be collected either by the Katima-Mulilo Town Council or the legitimate contractor contracted removed by the waste by the proponent or the local municipality. • Building rubble must be disposed at municipal landfill with a valid ECC. • The frequency of collections will be such that waste containment receptacles do not unduly accumulate at the site or overflow. 			

Environmental / Social Aspect	Objectives	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Management Indicator	Responsibility
		<ul style="list-style-type: none"> • Ensure that Namibian National Solid Waste Management Strategy of 2017 is in place and enforce. 			
Dust		<ul style="list-style-type: none"> • Dust protection masks should be provided to employees if they complain about dust. • During periods of high wind conditions, the project manager shall make the decision to cease all works and shall only resume operations once wind speeds have subsided to safe levels. 	Dust monitoring	Dust monitoring	Proponent representatives / Environmental Officer

SECTION D: ENVIRONMENT

Table 6. Environmental Mitigation Measures to be implemented

Aspect	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Responsibility
Biodiversity	Maintain the ecosystem services and protect the fauna and flora.	<ul style="list-style-type: none"> • No worker is permitted to intentionally remove, injure or kill insects, birds and possibly reptiles. • No workers should be permitted to disturb, remove or collect any plant or its materials. • Pick, uproot, fell or damage any plant materials growing at the site without a permit. • Prevent the destruction of tree species incorporated in the architectural design of the facility. • Encourage the afforestation initiative and participate in Arbour days and other environmental commemoration event. • Foster the planting of indigenous trees at the site and filling station. 	Disciplinary records Vegetation management plan	Proponent representatives / Environmental Officer

Aspect	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Responsibility
		<ul style="list-style-type: none"> Appoint a landscaper to enhance the aesthetical value of the filling station. 		
Water Conservation	Conservation of water resource	<ul style="list-style-type: none"> Recycle water and foster the re-use of water. Monitor and control water usage and minimise if possible. Promote and implement water harvesting initiatives to conserve water. Implement rainwater collection systems. Minimise unnecessary water use During the operational phase install contemporary water saving technology such as water-efficient appliances, and automated monitoring systems to minimise water wastage and promote sustainable water management. 		Proponent representatives / Environmental Officer
Soil Erosion		<ul style="list-style-type: none"> Appropriate erosion control structures must be put in place where soil may be prone to erosion. Checks must be carried out at regular intervals to identify areas at the site where erosion is 		

Aspect	Objective	Construction and Operation Phases Mitigation Measures	Monitoring Indicator	Responsibility
		<p>occurring. Appropriate remedial actions are to be undertaken wherever erosion is evident.</p> <ul style="list-style-type: none"> It is recommended that the majority of construction activities for the filling station be scheduled outside the rainy season to minimise the risk of flooding and to prevent runoff of loose soil, which could lead to erosion. 		
Alien Invasive	Maintain natural ecosystem	<ul style="list-style-type: none"> No alien plant species is permitted to be planted at the site/filling station. No pets are allowed to stay on the construction site as well as the filling station. 	Alien invasive species record.	Proponent representatives / Environmental Officer

SECTION E: HERITAGE AND ARCHEOLOGICAL SITES DURING CONSTRUCTION

Table 7. Archaeology and Heritage Mitigation Measures

Environment / Social Aspect	Objectives	Construction and Operation Phase Mitigation Measures	Monitoring Indicator	Responsibility
Heritage Resources / Artefacts	Preserve Heritage and Archaeological materials	<ul style="list-style-type: none"> • The management should be made aware of the provision of the National Heritage Act regarding prompt reporting of any archaeological findings. • Immediately inform the Environmental Officer or management, who will inform the NHC. • Retain all the artefacts recovered and where feasible; maintain a photographic record, take note of the date, time, location and type of artefacts found in the logbook; • The proponent shall contract a qualified archaeologist, in consultation with the National Heritage Council (NHC), to conduct a heritage survey of the area. • Construction shall be avoided within a 500-metre radius of the centre following the completion of baseline surveys. A baseline data collection period of 2 to 3 years is recommended to establish adequate reference conditions. 	Sighting report/s of heritage resources / artefacts	Proponent representatives / Environmental Officer

SECTION F: SOCIO - ECONOMIC DURING CONSTRUCTION AND OPERATION

Table 8. Social Economic Mitigation Measures

Environmental / Social Aspects	Objectives	Construction and Operation Phase Mitigation Measures	Monitoring Indicator	Responsibility
Employment	Promote benefits to the local resident	<ul style="list-style-type: none"> • The proponent and contractors shall adopt a local first policy, ensuring that all general work is reserved for local people from Katima-Mulilo and the surrounding villages, except in circumstances where specialised skills are not available locally available. • The proponent and contractors shall ensure that the workplace wellness program is inclusive and accessible to all employees. • Employ local contractors e.g. SMEs • The proponent and contractors shall, where feasible, extend wellness programs to include employees of contracted Small and Medium Enterprises (SMEs). 	Employee structure and proportion of local employment	Proponent representatives / Environmental Officer

Environmental / Social Aspects	Objectives	Construction and Operation Phase Mitigation Measures	Monitoring Indicator	Responsibility
		<ul style="list-style-type: none"> Fair compensation and labour practise as per Namibian Labour Laws must be followed. 		
Corporate Social Responsibility	Enhance the livelihood of the local residents.	<ul style="list-style-type: none"> The proponent and contractors shall, within available resources, support appropriate initiatives aimed at improving the welfare of local residents where feasible. 	Undertaking corporate social responsibility activities.	
HIV/AIDS	To prevent the spread of HIV/AIDS	<ul style="list-style-type: none"> HIV/AIDS awareness shall be included as a mandatory component of the employee induction programme. 	HIV/AIDS awareness campaigns.	
Alcohol and Drug use	Prevent alcohol and drug use	<ul style="list-style-type: none"> The use of alcohol and illicit drugs is strictly prohibited on the construction site, at the filling station, and within all project-related areas. Employees shall be educated on the dangers and risks associated with alcohol and substance abuse. This training should be part of the induction or regular safety training. 	Drunk / Misbehaving employees	Proponent representatives / Environmental Officer

Environmental / Social Aspects	Objectives	Construction and Operation Phase Mitigation Measures	Monitoring Indicator	Responsibility
		<ul style="list-style-type: none"> Employees showing signs of intoxication are strictly prohibited from entering the site. 		
Working hours	Adhere to the Labour Act No. 11 of 2007	<ul style="list-style-type: none"> All operations shall be conducted within the prescribed working days and hours as set out in the Namibian Labour Act, 2007 (Act No. 11 of 2007) and any applicable sectoral regulations. 	Labour unrest / Demonstration	Proponent representatives / Environmental Officer
Builders risk insurance, comprehensive business insurance	Fuel station general insurances	<ul style="list-style-type: none"> Ensure that the filling station is covered by a comprehensive petroleum station insurance policy that specifically addresses high-risk liabilities, including pollution legal liability for environmental clean-up and remediation. 	Insurance coverage	Proponent representatives / Environmental Officer

SECTION G: DECOMMISSIONING/CLOSURE

Table 9. Decommissioning/closure Mitigation Measures to be implemented

Aspect	Objective	Construction and Operation Phase Mitigation Measures	Monitoring Indicator	Responsibility
Decommissioning/ Closure Plan	To ensure and attain the decommission/closure targets.	<ul style="list-style-type: none"> • The decommissioning and closure plan shall be maintained as a living document and continuously reviewed and updated throughout all phases of the project lifecycle • All relevant environmental information shall be collected throughout the lifecycle of the project to ensure that environmental risks are properly quantified, managed, and mitigated. • Update risk registers and management plans accordingly. • Maintain records for regulatory review and auditing. • Submit the decommissioning/closure plan to the office of the Environmental Commissioner for approval and outlining conditions. 	Updated decommissioning/closure plan.	Proponent representatives / Environmental Officer

Aspect	Objective	Construction and Operation Phase Mitigation Measures	Monitoring Indicator	Responsibility
Financial provision for the decommissioning/closure activities and rehabilitation.	Enhance decommissioning/closure and rehabilitation	<ul style="list-style-type: none"> • The decommissioning and closure plan shall be submitted to the Office of the Environmental Commissioner for review and formal approval prior to implementation • The proponent shall maintain sufficient Protection and Indemnity (P&I) insurance cover to adequately address all liabilities associated with decommissioning, closure, and rehabilitation of the site. • The proponent shall reserve adequate funds to cover specialist assessments in the event that the natural recovery process takes longer than anticipated, as well as to support continuous monitoring activities. • Funds must also cover continuous monitoring requirements. 	Protection and Indemnity (P&I) Insurance Cover.	Proponent representatives / Environmental Officer

10. CONCLUSION AND RECOMMENDATIONS

A comprehensive evaluation has been conducted on the potential environmental, social, and economic impacts associated with the proposed construction and operation of the filling station at Gibeon. This assessment forms the basis for the management measures outlined in this report.

The assessment concludes that most potential adverse impacts can be mitigated to negligible levels through the rigorous implementation of measures outlined in this Environmental Management Plan (EMP). Furthermore, impacts are expected to be localized, occurring primarily within the proposed site boundary, with limited off-site effects

A closure and decommissioning plan shall be developed in consultation with the residents of Gibeon. The plan will ensure that the site is fully rehabilitated and that any remaining infrastructure is repurposed for economically viable alternative land use, such as community facilities or commercial development, in alignment with local needs

The information and mitigation measures presented in this Environmental Impact Assessment and Environmental Management Plan are considered adequate. Accordingly, it is recommended that the Environmental Commissioner issue an Environmental Clearance Certificate (ECC) to authorise the commencement of construction and operation of the proposed filling station at the Gibeon.

To ensure ongoing compliance and environmental stewardship, the following conditions are stipulated: continuous environmental monitoring must be implemented. Additionally, the proponent must appoint an Independent Environmental Consultant, supported by relevant specialists, to conduct regular audits and to submit specialist reports to the Office of the Environmental Commissioner.