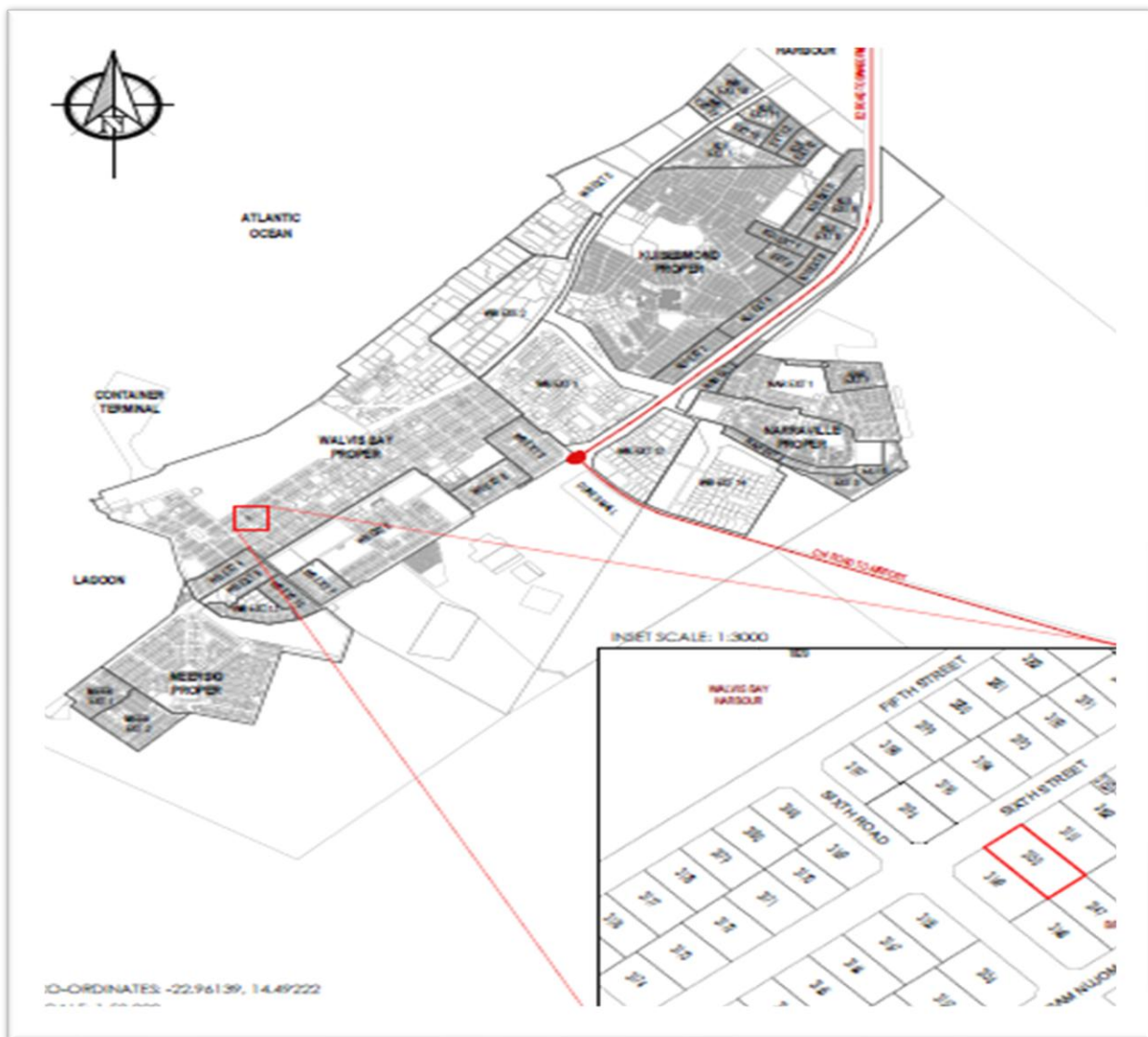


ENVIRONMENTAL MANAGEMENT PLAN FOR THE REZONING OF PORTION X (A PORTION OF ERF 3150 WALVIS BAY) WALVIS BAY FROM “SINGLE RESIDENTIAL” WITH A DENSITY OF 1 DWELLING UNIT PER 300M<sup>2</sup> TO “LOCAL BUSINESS” WITH A BULK FACTOR OF 2.0 FOR THE DEVELOPMENT OF AN OFFICE BUILDING.

# ENVIRONMENTAL MANAGEMENT PLAN<sup>.v1</sup>

23 JANUARY 2026





## STEWART PLANNING

TOWN & REGIONAL PLANNERS

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### 1. Environmental Management Plan

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

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

- Phase 1: Planning Phase
- Phase 2: Construction Phase
- Phase 3: Operational Phase
- Phase 4: Decommissioning Phase

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

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

#### 1.1. Role-players and Responsibilities

##### *Proponent:*

Means Mr Etienne Labuschagne (100% shareholder of Misty Bay Investments 146 CC) who is responsible for the development proposal and successful implementation of this EMP and any other conditions as determined by the Local Authority.

The Proponent needs to ensure that other role players also adhere to the EMP and needs to notify the Local Authority and the project team of any changes to the development proposal.

*Staff:*

Means a group of persons who are employed by the Proponent to help with the day-to-day management of the business during the operational phase which includes, but is not limited to, running the business, providing goods and/or services to customers, and the general upkeep of the business premises.

*Architect:*

Means the person or company, whether an architect, engineer or draughtsman which is appointed by the Proponent to design the alteration/modification/upgrading to the existing building or designs to the new building for submission to the Local Authority for approval. The Architect is responsible to ensure the building plans are approved as part of the Building Plan Approval process and to provide input and assistance to the Contractor during the construction phase.

*Contractor:*

Means the person or company which are appointed by the Proponent to renovate the existing buildings and/or construct new buildings after receiving building plan approval from the Local Authority. Contractor should raise any deviations from the building plan with the Architect/Proponent and ensure a safe and equitable work environment is provided to all employees.

The Contractor must appoint and nominate a Safety Officer and adhere to the mitigations set out in the EMP.

*Safety Officer:*

A person appointed or nominated by the Contractor who is responsible for planning, implementing, and monitoring safety at work to ensure compliance with occupational health and safety guidelines. This person is also responsible to adhere to the proposed mitigations set out during the construction phase of the project.

*EAP:*

Means the Environmental Assessment Practitioner who shall be responsible for conducting the environmental process, consulting Interested and Affected Parties, compilation, and submission of the EIA/EMP reports to the Relevant Authority. The EAP should help inform/train the relevant stakeholders to implement their duties as provided in the EMP.

*Competent Authority:*

Means the Ministry of Environment, Forestry and Tourism (MEFT) and its various departments. MEFT provides checks and balances to ensure the proposed development complies with local regulations and national legislation. In addition, MEFT will issue statutory approvals which include, but are not limited to, an environmental clearance certificate.

*Organ of State:*

Means the Municipality of Walvis Bay (The Council) and its various departments. The Council also provides checks and balances to ensure the proposed development complies with local regulations and national legislation. In addition, the Council will issue statutory approvals which include, but are not limited to, rezoning approval, a building permit, a completion certificate, a business registration certificate, and a fitness certificate.

*Government:*

Means the Government of Namibia. In the land use and development context the Government will be represented by the Ministry of Environment, Forestry and Tourism and the Ministry of Urban and Rural Development.



## 1.2. Planning Phase

Table 1: Proposed mitigation measures for the Planning Phase

| PROPOSED MITIGATIONS: PLANNING PHASE |                                                                          |                                                                  |                                                                                                                                                                                                |                                                                                                                                                                                                                               |                      |                             |                                     |
|--------------------------------------|--------------------------------------------------------------------------|------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------------|-------------------------------------|
| Impact No.                           | Activity                                                                 | Receptor                                                         | Potential Impact                                                                                                                                                                               | Proposed Mitigation                                                                                                                                                                                                           | Monitoring Action    | Responsible Role-player     | Significance level after mitigation |
| P1                                   | Proposed building height of one storey. No changes to the current.       | Surrounding single storey residential houses.                    | <b>Land Use Compatibility</b><br><b>Positive:</b> The proposed business use and height are considered compatible with existing residential and business land uses along Sam Nujoma Avenue.     | [1] No mitigations are proposed.                                                                                                                                                                                              | None                 | None                        | Remains<br><b>+MEDIUM</b>           |
| P2                                   | Notification of proposed rezoning and land use and public participation. | General public and neighbouring properties.                      | <b>Public Input</b><br><b>Positive:</b> General public or neighbours did not raise any objections or concerns to the proposed development. Redevelopment of the site was considered desirable. | [1] Any new complaints should be lodged with the Proponent and then the Local Authority to resolve such matters on an ad-hoc basis.                                                                                           | Neighbour Complaints | Proponent & Local Authority | Remains<br><b>+LOW</b>              |
| P3                                   | Appointment of subcontractor(s) for demolition activity.                 | High unemployment rates in Walvis Bay.                           | <b>Employment Creation</b><br><b>Positive:</b> Creates short-term employment opportunities for local contractors and workers. Employment indirectly reduces poverty and crime in general.      | [1] Aim to use local labour, companies, and suppliers to boost the local economy.                                                                                                                                             | None                 | Proponent                   | Remains<br><b>+MEDIUM</b>           |
| P4                                   | Payment of compensation fee and monthly payments.                        | Poor Council revenue sources for general upkeep and maintenance. | <b>Council Revenue Generation</b><br><b>Positive:</b> Increase in Council revenue due to payment of compensation fees and increased business rates, taxes, and service charges.                | [1] Proponent to pay betterment fee before rezoning is submitted to the Urban and Regional Planning Board.<br>[2] Council should aim to use the revenue generated through rezonings to upgrade bulk services across the town. | None                 | Proponent & Local Authority | Remains<br><b>+MEDIUM</b>           |

| PROPOSED MITIGATIONS: PLANNING PHASE |                                          |                                                                            |                                                                                                                                                                      |                                  |                   |                         |                                     |
|--------------------------------------|------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------------|-------------------------|-------------------------------------|
| Impact No.                           | Activity                                 | Receptor                                                                   | Potential Impact                                                                                                                                                     | Proposed Mitigation              | Monitoring Action | Responsible Role-player | Significance level after mitigation |
| P5                                   | Short term alteration of existing flats. | No heritage or architectural status or cultural value of building or site. | <b>Cultural Impacts</b><br><b>Positive:</b> No heritage, architectural or cultural significance.                                                                     | [1] No mitigations are proposed. | None              | None                    | Remains<br><b>+MEDIUM</b>           |
| P6                                   | Loss of dwelling house and outbuilding.  | The current owner has purchased the site for the proposed activity         | <b>Promote Mixed-Use Developments</b><br><b>Positive:</b> redevelopment of the site into an office/business building will create a much-needed service in proximity. | [1] No mitigations are proposed. | None              | Proponent               | Remains<br><b>+LOW</b>              |

### 1.3. Construction Phase

Table 2: Proposed mitigation measures for the Construction Phase.

| PROPOSED MITIGATIONS: CONSTRUCTION PHASE |                                                                             |                                                          |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                 |                                                                        |                              |                                           |
|------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------|-------------------------------------------|
| Impact No.                               | Activity                                                                    | Receptor                                                 | Potential Impact                                                                                                                                                        | Proposed Mitigation                                                                                                                                                                                                                                                                                             | Monitoring Action                                                      | Responsible Role-player      | Significance level after mitigation       |
| C1                                       | Loud noise is generated from vehicles, machinery, drilling, and compactors. | Adjacent residents and construction workers without PPE. | <b>Construction Noise Impacts</b><br><b>Negative:</b> Construction activity will generate noise and potentially disturb residents and can be harmful to persons working | [1] Construction activities should be limited between 07:00 to 18:00 during weekdays, including Saturdays from 07:00 to 13:00. No activity is to occur on Sundays.<br>[2] Construction workers must be provided with the appropriate PPE gear (earmuffs and/or earplugs) to prevent noise-induced hearing loss. | Monitor PPE gear, noise levels with an audiometer, and time limits per | Contractor or Safety Officer | From<br><b>-HIGH</b><br>to<br><b>-LOW</b> |

| PROPOSED MITIGATIONS: CONSTRUCTION PHASE |                                                                           |                                                    |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                           |                              |                                       |
|------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------|---------------------------------------|
| Impact No.                               | Activity                                                                  | Receptor                                           | Potential Impact                                                                                                                                                                                                                     | Proposed Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                          | Monitoring Action                                         | Responsible Role-player      | Significance level after mitigation   |
|                                          |                                                                           |                                                    | with heavy machinery and equipment without PPE.                                                                                                                                                                                      | [3] Equipment/tools must be well maintained and be operated with a limited time to limit potential noise-induced hearing loss and disturbance.<br>[4] Noise levels may not exceed the safety threshold of 90 decibels for 8 hours per worker or as determined otherwise by the Safety Officer.                                                                                                                                                               | day for each worker.                                      |                              |                                       |
| C2                                       | Improper disposal of building waste and rubble.                           | Site, street, and neighbourhood.                   | <b>Solid Waste Management</b><br><b>Negative:</b> Generation of construction waste (cement, plastics, ceramics, bricks, and wood) can pollute the urban environment.                                                                 | [1] Illegal dumping and littering shall not be permitted.<br>[2] No waste may be buried or burned on site.<br>[3] All general building waste is to be disposed of in wheelie and skip bins.<br>[4] Construction employees are to be taught how to dispose of waste and to keep the site clean.<br>[5] No waste may remain on the pavement or on-site after the completion of all work.<br>[6] All waste shall be disposed of at the municipal landfill site. | Check if all waste management requirements are met daily. | Contractor or Safety Officer | From <b>-HIGH</b> to <b>-VERY LOW</b> |
| C3                                       | Accidental spillage of hazardous waste such as oil, paint, or wet cement. | Site, street, and neighbourhood.                   | <b>Hazardous Waste Management</b><br><b>Negative:</b> Water paint, oil leakages from heavy vehicles or equipment, and spillage of wet cement can pollute the environment and be a health risk to construction workers and residents. | [1] Separate waste containers must be provided for hazardous (paint, varnish, petroleum-based products) and general waste.<br>[2] All construction employees are to be taught how to properly dispose of hazardous waste.<br>[3] Contaminated topsoil must be removed and stored in an appropriate waste bin.<br>[4] All waste shall be disposed of at the municipal landfill site.                                                                          | Check if all waste management requirements are met daily. | Contractor or Safety Officer | From <b>-HIGH</b> to <b>-VERY LOW</b> |
| C4                                       | Lack of ablution facilities,                                              | Construction workers and visitors from the public. | <b>Health and Safety Impacts</b><br><b>Negative:</b> Lack of sanitation and clean drinking water can create a health risk.                                                                                                           | [1] Temporary toilets must be provided for construction workers as well as clean drinking water.                                                                                                                                                                                                                                                                                                                                                             | Check if all safety requirements are                      | Contractor or Safety Officer | From <b>+MEDIUM</b> to                |

| PROPOSED MITIGATIONS: CONSTRUCTION PHASE |                                                                                  |                                                 |                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                            |                              |                                     |
|------------------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------|-------------------------------------|
| Impact No.                               | Activity                                                                         | Receptor                                        | Potential Impact                                                                                                                                                                                         | Proposed Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                       | Monitoring Action                                                                          | Responsible Role-player      | Significance level after mitigation |
|                                          | clean drinking water, warning signs, and safety training.                        |                                                 | Lack of first aid training and awareness of potential injuries can create a safety risk.                                                                                                                 | [2] Construction employees must be taught about basic safety risks and first aid training.<br>[3] Appropriate safety signs must be provided to caution employees and the public about safety risks.<br>[4] No person from the public is allowed to enter the construction site without the appropriate safety gear.<br>[5] Limit extended working hours and exhaustion. No employee is allowed to work under the influence of alcohol or any other drugs. | met before construction starts daily.                                                      |                              | <b>-LOW</b>                         |
| C5                                       | Generation of dust particles from compaction or release of dry cement.           | Construction workers without PPE.               | <b>Dust Impacts</b><br><b>Negative:</b> Generation of dust during compaction and/or particles from cement or other related construction activity can negatively impact the health and safety of workers. | [1] Dust generation activities must stop during excessive dust levels and must be suppressed with water for suppression.<br>[2] Construction workers must be provided with the appropriate PPE gear (safety goggles and dust masks) when handling dry cement.<br>[3] Clean any surfaces polluted with dust or cement particles.                                                                                                                           | Monitor PPE gear and hourly dust levels during construction.                               | Contractor or Safety Officer | From <b>-HIGH</b> to <b>-LOW</b>    |
| C6                                       | Labour disputes, fair wages, gender discrimination unsafe working environments . | Construction workers especially female workers. | <b>Socio-economic Impacts</b><br><b>Negative:</b> Lack of proper compensation and/or unsafe working sites, unfair gender recruitment, can be harmful to the well-being and health of employees.          | [1] The employer must provide suitable compensation to construction workers.<br>[2] The employer must adhere to the provisions of the Labour Act (Act No.11 of 2007).<br>[3] The employer must provide a safe, fair, and equitable work environment to promote the health and well-being of employees.                                                                                                                                                    | Ensure a good work environment is provided and address negative socio-economic complaints. | Proponent and Contractor     | From <b>-HIGH</b> to <b>-LOW</b>    |
| C7                                       | Movement of heavy vehicles to                                                    | Busy urban environment.                         | <b>Construction Traffic Impacts</b>                                                                                                                                                                      | [1] No mitigations are proposed.                                                                                                                                                                                                                                                                                                                                                                                                                          | None                                                                                       | None                         | Remains <b>+MEDIUM</b>              |

| PROPOSED MITIGATIONS: CONSTRUCTION PHASE |                                                   |          |                                                                                                                                                                                                                                      |                     |                   |                         |                                     |
|------------------------------------------|---------------------------------------------------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-------------------|-------------------------|-------------------------------------|
| Impact No.                               | Activity                                          | Receptor | Potential Impact                                                                                                                                                                                                                     | Proposed Mitigation | Monitoring Action | Responsible Role-player | Significance level after mitigation |
|                                          | and from the site. Delivery of building material. |          | <b>Positive:</b> Nangolo Mbumba Drive is a wide enough and thus traffic is unlikely to disturb the neighbourhood who already experience higher levels of traffic and noise. No diversion of traffic or street closures are required. |                     |                   |                         |                                     |

#### 1.4. Operational Phase

Table 3: Proposed mitigation measures for the Operational Phase.

| PROPOSED MITIGATIONS: OPERATIONAL PHASE |                                            |                                         |                                                                                                                                                        |                                  |                   |                         |                                     |
|-----------------------------------------|--------------------------------------------|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------------|-------------------------|-------------------------------------|
| Impact No.                              | Activity                                   | Receptor                                | Potential Impact                                                                                                                                       | Proposed Mitigation              | Monitoring Action | Responsible Role-player | Significance level after mitigation |
| O1                                      | Operation of an office/ business premises. | Adjacent residents.                     | <b>Operational Noise Impacts</b><br><b>Positive:</b> The business land use is not expected to create a disturbance for neighbours or other businesses. | [1] No mitigations are proposed. | None              | None                    | Remains <b>+MEDIUM</b>              |
| O2                                      | Appointment of permanent employees to      | High un-employment rates in Walvis Bay. | <b>Employment Creation</b><br><b>Positive:</b> Creates long-term employment opportunities in the local area.                                           | [1] No mitigations are proposed. | None              | None                    | Remains <b>+HIGH</b>                |

| PROPOSED MITIGATIONS: OPERATIONAL PHASE |                                                                      |                                        |                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                          |                             |                                                |
|-----------------------------------------|----------------------------------------------------------------------|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-----------------------------|------------------------------------------------|
| Impact No.                              | Activity                                                             | Receptor                               | Potential Impact                                                                                                                                                               | Proposed Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                  | Monitoring Action                                                                        | Responsible Role-player     | Significance level after mitigation            |
|                                         | operate the business.                                                |                                        | Employment indirectly reduces poverty and crime in general.                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                          |                             |                                                |
| O3                                      | Increase in water and electrical consumption.                        | Scarce water and energy resources.     | <b>Water and Energy Management</b><br><b>Negative:</b> The proposed development will increase electrical and water consumption which are scarce resources in Namibia.          | [1] Ensure the use of energy-efficient heating elements, appliances, and lighting are used.<br>[2] The use of solar geysers or panel panels is encouraged.<br>[3] Ensure the use of water-efficient faucets, urinals, showers, and toilets (low dual flush cistern).<br>[4] Implement a grey-water system for the wash bay and reuse water for the garden.<br>[5] Implement water and energy conservation signs in public restrooms. | Check if water and energy are effectively managed daily.                                 | Proponent & Staff           | From <b>-MEDIUM</b><br><br>To <b>-VERY LOW</b> |
| O4                                      | Lack of proper toilet facilities or lack of cleaning/maintenance.    | General public health and convenience. | <b>Public Sanitation Impact</b><br><b>Negative:</b> A potential lack of clean toilets within the proposed building can create a public health risk for occupants and visitors. | [1] Provide toilets in accordance with General Health Regulations.<br>[2] Ensure bathrooms are kept clean, neat, and tidy.                                                                                                                                                                                                                                                                                                           | Sanitation requirements are to be checked as part of the Building Plan Approval process. | Architect & Local Authority | From <b>-LOW</b><br><br>to <b>+VERY LOW</b>    |
| O5                                      | Increase in traffic due to office use generating more vehicle trips. |                                        | <b>Increased Traffic Impacts</b><br><b>Negative.</b> Potential increase in local traffic, but local roads can cope with additional load.                                       | [1] Regular traffic counts and regular site inspections.                                                                                                                                                                                                                                                                                                                                                                             | Regular traffic counts and regular site inspections.                                     | Local Authority.            | Remains <b>+MEDIUM</b>                         |
| O6                                      | Property access and sight lines.                                     | Busy Nangolo Mbumba Drive              | <b>Access and Traffic Impacts</b><br><b>Positive:</b> The site has only one access from Nangolo                                                                                | [1] Access to the property will be provided to the satisfaction of the Municipality of Walvis Bay.<br>[2] Access to be provided in terms of the Walvis Bay Zoning Scheme apply.                                                                                                                                                                                                                                                      | Access is to be dealt with as part of the Building Plan                                  | Architect & Local Authority | Remains <b>+MEDIUM</b>                         |

| PROPOSED MITIGATIONS: OPERATIONAL PHASE |                                          |                                  |                                                                                                                                                                               |                                                                                                                                                                             |                                                                            |                             |                                     |
|-----------------------------------------|------------------------------------------|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------------|-------------------------------------|
| Impact No.                              | Activity                                 | Receptor                         | Potential Impact                                                                                                                                                              | Proposed Mitigation                                                                                                                                                         | Monitoring Action                                                          | Responsible Role-player     | Significance level after mitigation |
|                                         |                                          | associated traffic risks.        | Mbumba Drive which is a wide enough street.                                                                                                                                   |                                                                                                                                                                             | Approval process.                                                          |                             |                                     |
| O7                                      | Employee and client parking requirements | Large erf size and road reserves | <b>Parking Impacts</b><br><b>Positive:</b> All parking can be provided on-site. In addition, there is sufficient space within the road reserve for on-street parking as well. | [1] On-site and on-street parking is to be provided by the proponent to the satisfaction of the Municipality of Walvis Bay in accordance with the Walvis Bay Zoning Scheme. | Parking is to be dealt with as part of the Building Plan Approval process. | Architect & Local Authority | Remains <b>-HIGH</b>                |

## 1.5. Decommissioning Phase

Table 4: Proposed mitigation measures for the Decommission Phase

| PROPOSED MITIGATIONS: DECOMMISSION PHASE |                                                                                              |                                                           |                                                                                                                       |                                                                                          |                                |                         |                                     |
|------------------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|--------------------------------|-------------------------|-------------------------------------|
| Impact No.                               | Activity                                                                                     | Receptor                                                  | Potential Impact                                                                                                      | Proposed Mitigation                                                                      | Monitoring Action              | Responsible Role-player | Significance level after mitigation |
| D1                                       | Potential long-term alterations or structural changes to the dwelling house and outbuildings | No heritage status or cultural value of building or site. | <b>Cultural Impacts</b><br><b>Positive:</b> No heritage or cultural significance will be destroyed.                   | [1] No mitigations are proposed.                                                         | None                           | None                    | Remains <b>+MEDIUM</b>              |
| D2                                       | Future decommissioning of the building by the proponent or new owner.                        | Neighbouring properties and residents.                    | <b>Decommission Impacts</b><br><b>Negative:</b> Similar construction-related impacts have been identified in Table 2. | [1] Proponent (existing or future) to follow general mitigations as provided in Table 2. | Monitor as proposed in Table 2 | Proponent               | Remains <b>+MEDIUM</b>              |