ENVIRONMENTAL & SOCIAL MANAGEMENT PLAN:

FOR THE ALIGNMENT AND CONSTRUCTION OF PUBLIC ROADS AND THE CONSTRUCTION OF INFRASTRUCTURE AS A RESULT OF TOWNSHIP ESTABLISHMENT ON PORTION NO. 180, GOBABIS

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Title	For the alignment and construction of public roads and the construction of infrastructure as a result of township establishment on Portion no. 180, Gobabis
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EXECUTIVE SUMMARY

This Environmental and Social Management Plan (ESMP) has been prepared for the proposed township establishment on Portion 180 of the Farm Gobabis Townlands No. 114 in Gobabis, Omaheke Region.

The project, implemented by Development Workshop Namibia (DW) in partnership with the Gobabis Municipality, involves the development of a new township on a greenfield site, including the construction of roads, water supply, and electricity infrastructure. The site is currently undeveloped and lacks existing services.

The ESMP outlines measures to manage environmental and social impacts associated with the construction phase of the project.

Key potential impacts include:

- Dust and noise from construction activities
- Increased traffic and safety risks
- Soil disturbance and erosion
- Waste generation and pollution risks
- Occupational and community health and safety risks

These impacts are typical of township developments and are temporary, localised, and can be effectively managed through the implementation of mitigation measures.

The ESMP provides:

- Mitigation measures to reduce environmental and social risks
- Roles and responsibilities for implementation
- Monitoring and reporting requirements

The project is expected to generate positive long-term benefits, including improved access to serviced land, enhanced living conditions, and economic opportunities.

The proposed development is considered environmentally and socially acceptable, provided that the mitigation measures outlined in this ESMP are properly implemented.

ABBREVIATIONS

AoI –	Area of Influence
C1 –	Component 1 (Land Delivery Programme)
DW –	Development Workshop
ECC –	Environmental Clearance Certificate
EHS –	Environmental, Health and Safety
ESF –	Environmental and Social Framework
ESHS –	Environmental, Social, Health and Safety
ESIA –	Environmental and Social Impact Assessment
ESMP –	Environmental and Social Management Plan
ESS –	Environmental and Social Standard
ILO –	International Labour Organization
KP –	Knight Piésold Consulting (Pty) Ltd
KfW –	Kreditanstalt für Wiederaufbau
MEFT –	Ministry of Environment, Forestry and Tourism
MURD –	Ministry of Urban and Rural Development
OHS –	Occupational Health and Safety
PPE –	Personal Protective Equipment
UDA –	Urban Dynamics Africa (Pty) Ltd
WRMA –	Water Resources Management Act

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1 INTRODUCTION

Development Workshop Namibia (DW), in partnership with the Gobabis Municipality, is implementing the Gobabis Nossobville Extension 2 Township Establishment Project, located in Gobabis, Omaheke Region, Namibia.

The Project involves the development of approximately 15.2 hectares of land for residential and associated land uses on Portion 180 of the Farm Gobabis Townlands No. 114. The development includes the construction of internal roads and municipal service infrastructure such as water supply, sewer infrastructure, electricity distribution, and stormwater management systems.

Construction activities will be executed by [insert name of Contractor], under the supervision of Knight Piésold Consulting (Pty) Ltd, appointed as the Implementation Consultant.

Urban Dynamics Africa (UDA) has been appointed as the Environmental Assessment Practitioner to prepare the Environmental and Social Management Plan (ESMP) and to support the Environmental Clearance Certificate (ECC) process.

The purpose of this ESMP is to provide a consolidated summary of all environmental and social commitments relevant to the construction phase of the Project. The ESMP outlines mitigation measures to manage environmental, social, occupational health and safety, and community-related risks associated with the Project.

This ESMP may be updated as the Project progresses to reflect changes in design, stakeholder engagement outcomes, or additional environmental and social requirements.

2 PROJECT DESCRIPTION

The Gobabis Nossobville Extension 2 Infrastructure Project forms part of DW's Component 1: Land Delivery Programme and is implemented in partnership with the Gobabis Municipality. The project involves the installation of internal public roads and associated municipal bulk and internal infrastructure required to service the approved township layout on Portion 180 of the Remainder of Farm Gobabis Townlands No. 114, located in the Omaheke Region.

This section is informed by the approved township layout, the Environmental Scoping Assessment, planning documentation prepared by Urban Dynamics Africa, and site investigations undertaken as part of the environmental assessment process. The description provides an overview of the site characteristics, surrounding land uses, and the nature of the proposed development.

The Environmental Clearance application relates specifically to the construction and installation of infrastructure necessary to service the approved township layout. Construction of residential, commercial, or institutional buildings does not form part of this Environmental and Social Management Plan (ESMP).

2.1 DESCRIPTION OF THE SITE

2.1.1 Location and Extent

The project site is located on Portion 180 of the Remainder of Farm Gobabis Townlands No. 114 within the municipal boundaries of Gobabis in the Omaheke Region. The site forms part of the planned expansion of the Nossobville area and is situated east of Nossobville Proper and Nossobville Extension 1, and south of the B6 Trans-Kalahari Corridor.

The development footprint measures approximately 152,000 m² (15.2 hectares) and is located at approximately 22.451444° South and 18.996828° East.

The site is currently vacant and undeveloped (greenfield), with informal access tracks present.

Figure 1 illustrates the local context of Proposed Portion 180 in relation to the B6 road and surrounding town area.

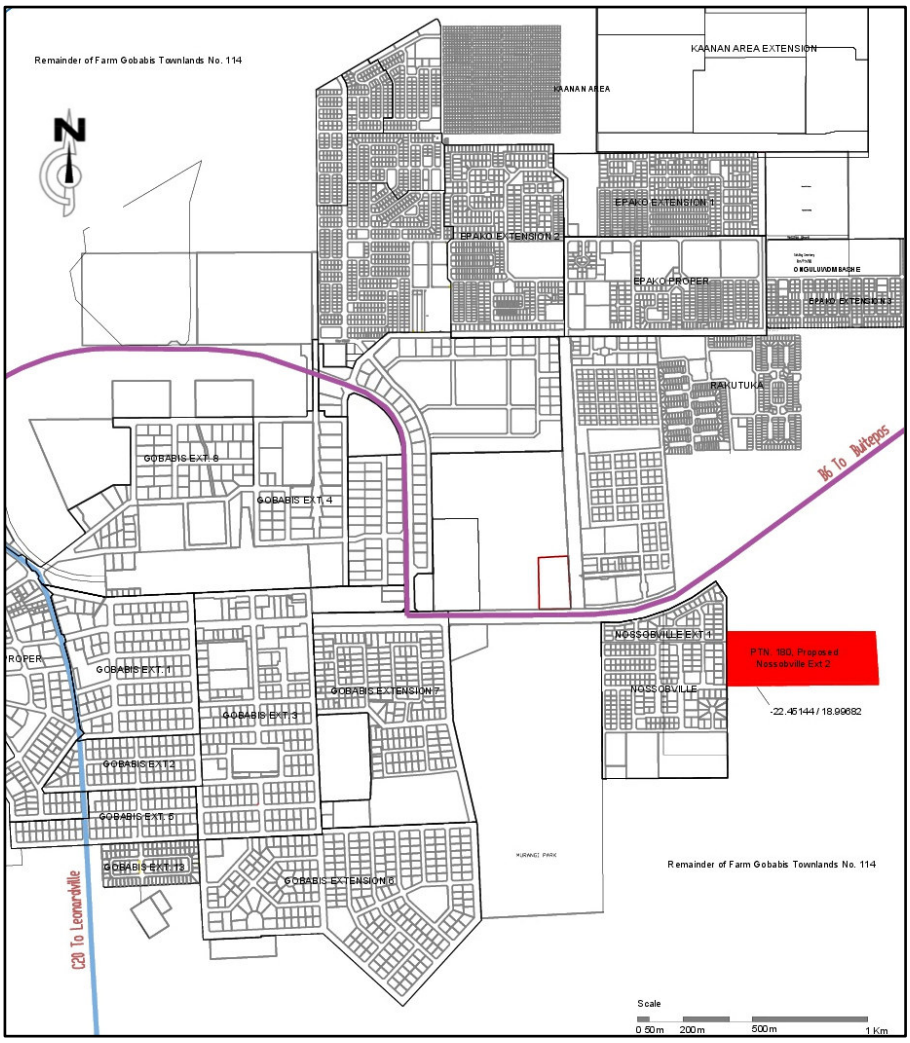

Figure 1: Locality of Portion 180, Gobabis

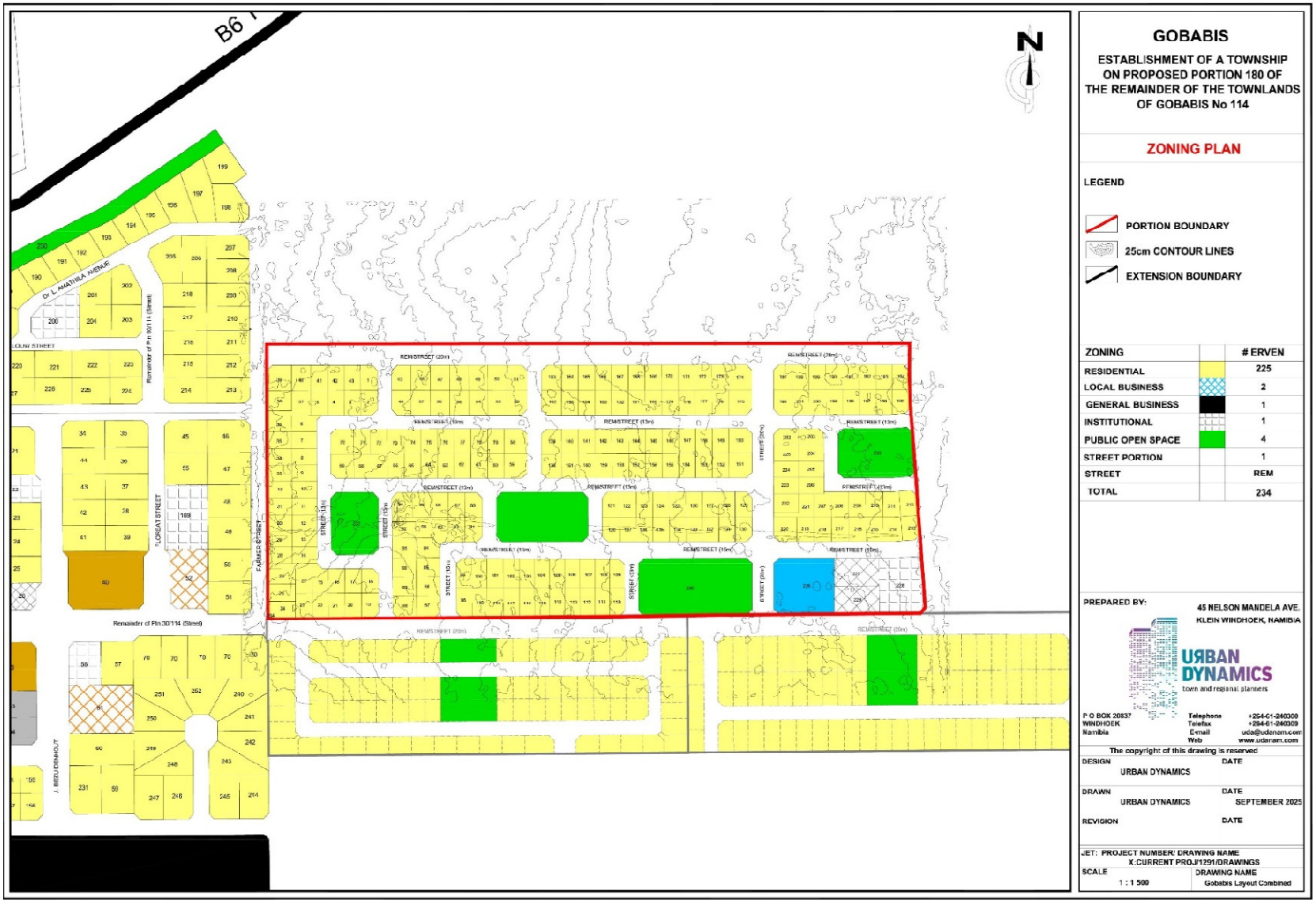

Figure 2: Nossobville Extension 2 Layout

2.1.2 Environmental Baseline

Current land use activities are limited to informal access tracks and minor grazing, with no permanent structures or settlements within the development footprint. The site is unoccupied and classified as a greenfield area, and therefore no physical displacement or involuntary resettlement is required.

Vegetation consists of Kalahari thornbush savanna, including species such as Acacia, Terminalia, and Searsia species and associated shrubs. The ecological condition of the site is moderately disturbed but not of conservation significance.

Certain indigenous tree species may be protected under the Forest Act (Act No. 12 of 2001). Any removal or disturbance of protected trees will require the necessary permits from the Directorate of Forestry.

No known cultural heritage sites, graves or archaeological features were identified within the development footprint. A Chance Finds Procedure will apply during construction.

The nearest residential areas are located within Nossobville Proper and Nossobville Extension 1.

Informal harvesting of firewood was observed in the surrounding area, indicating pressure on woody vegetation. The Contractor shall not utilise firewood as a fuel source and must ensure that vegetation clearing is strictly limited to approved areas.

2.1.3 Natural Features and Flood Risk

The project area is generally flat and underlain by sandy soils characteristic of Kalahari Sand formations. These soils are typically well-drained and highly permeable, allowing for natural infiltration of rainfall under normal conditions.

The topography is predominantly flat to gently sloping, with no defined drainage lines, rivers, or watercourses occurring within the development footprint. Surface runoff occurs as diffuse overland flow, with limited potential for water accumulation under typical rainfall conditions.

Based on the findings of the Environmental Scoping Assessment, no significant flood risk has been identified within the project area**.**

The climate of the area is semi-arid, characterised by low and variable rainfall occurring mainly between November and April, high evaporation rates, and dry conditions for most of the year. These climatic conditions contribute to an increased potential for dust generation during construction, which must be appropriately managed.

2.1.4 Adjacent Activities and Infrastructure

The surrounding area consists primarily of established residential developments within Nossobville Proper and Nossobville Extension 1, as well as adjacent undeveloped land earmarked for future urban expansion.

The site is accessed via existing gravel roads connecting to the Nossobville road network, which links to the B6 Trans-Kalahari Corridor, a major transport route in the region.

No internal municipal infrastructure currently exists within the development footprint. However, bulk services, including water, sewer, and electricity networks, are available in adjacent areas and will be extended to service the proposed development.

2.1.5 Project Area of Influence

The Project Area of Influence (AoI) includes:

- The 15.2-hectare development footprint;
- Internal road reserves and service corridors;
- Bulk service connection points to municipal water, sewer, and electricity networks;
- Adjacent residential areas, particularly Nossobville Proper and Nossobville Extension 1, which may experience indirect construction-related impacts such as dust, noise, vibration, and increased traffic;
- Construction access routes and surrounding areas where project-related environmental and social impacts may reasonably occur.

In addition to temporary construction-related impacts, the Project is expected to generate positive socio-economic benefits within the AoI, including the provision of serviced land for housing development and short-term employment opportunities during construction. The development supports planned urban expansion within Gobabis and contributes to broader regional development objectives.

2.2 PLANNED INFRASTRUCTURE

The development includes the installation of bulk and internal infrastructure required to service all erven within the approved township layout. Infrastructure will be installed primarily within designated road reserves and in accordance with approved engineering designs. A summary of the infrastructure components is provided in Table 1.

Table 1: Summary of Infrastructure Components

COMPONENT	DESCRIPTION	CONNECTION
ROADS	Internal gravel roads including formation, compaction and side drains	Connection to council's road network
WATER	Extension of bulk supply and internal reticulation network	Connection to council's water network
SEWER	Gravity pipelines, manholes and associated sewer infrastructure	Connection to council's sewer network
ELECTRICITY	Underground distribution cables and transformers	Integration with council's network
STORMWATER	Side drains, culverts and defined drainage channels	Integration with natural drainage

All services will connect to existing or planned municipal bulk networks**,** subject to final engineering design approvals. No wastewater treatment plant forms part of the proposed development.

2.3 CONSTRUCTION ACTIVITIES

Construction activities will be undertaken in phases and confined to the approved development footprint. Works will be implemented in accordance with approved engineering designs and this ESMP. A summary of construction activities is within Table 2 below.

Table 2: Summary of Construction Activities

PHASE	KEY ACTIVITIES
SITE PREPARATION	Demarcation, vegetation clearing, stripping and stockpiling of topsoil
EARTHWORKS	Excavation, grading, trenching for services, compaction
FILLING WORKS	Controlled placement of engineered fill in site levelling where required
INFRASTRUCTURE INSTALLATION	Installation of pipelines, manholes, cables and transformers
ROAD CONSTRUCTION	Formation of road layers, surfacing, side drains and culverts
REHABILITATION	Backfilling, reinstatement of disturbed areas and site clean-up

Construction will be sequenced to maintain stormwater flow and minimise erosion. Temporary erosion and drainage control measures will be implemented where necessary.

2.4 SITE ESTABLISHMENT AND PREPARATION

Construction will commence with site establishment activities, including demarcation of work areas and setting out of infrastructure alignments.

Vegetation clearing will be limited to areas required for road reserves and service trenches. Topsoil will be stripped and stockpiled separately for later use in rehabilitation.

Temporary construction areas may include:

- Material stockpile areas;
- Equipment parking;
- Temporary storage areas;
- Site office (if required).

All temporary areas must remain within the approved footprint.

2.5 EARTHWORKS AND FILLING

Earthworks will include excavation, grading, and trenching for service installation.

Where required, controlled filling will be undertaken to achieve suitable platform levels in accordance with approved engineering requirements.

Compaction will be carried out to meet engineering specifications. Excavated material suitable for reuse will be reused where possible, while unsuitable material will be removed to an approved disposal site.

2.6 REHABILITATION

Upon completion of works:

- Service trenches will be backfilled and compacted;
- Disturbed areas will be levelled;
- Stockpiled topsoil will be reused where appropriate;
- All construction waste will be removed;
- Temporary facilities will be dismantled.

The site will be left in a stable and safe condition.

2.7 FLOOD AND DRAINAGE CONTEXT

The project site is characterised by generally flat terrain with no defined drainage lines, rivers, or watercourses within the development footprint.

Surface runoff occurs as diffuse overland flow due to sandy soil conditions, which promote natural infiltration.

Based on the Environmental Scoping Assessment, no significant flood risk has been identified within the project area.

2.8 DEVELOPMENT STAKEHOLDERS AND INSTITUTIONAL ARRANGEMENTS

This section summarises the key institutions involved in the Nossobville Extension 2 Infrastructure Project and their respective roles.

Table 3: Institutional Roles and Responsibilities

STAKEHOLDER	ROLE	KEY RESPONSIBILITIES	PROJECT PHASE
Development Workshop Namibia (DW)	Project Proponent	Overall project implementation; funding coordination; oversight of infrastructure delivery; ensuring ESMP compliance	Entire project lifecycle
Gobabis Municipality Council	Landowner & Local Authority Partner	Land ownership; statutory coordination; community liaison; acceptance and operation of infrastructure post-construction	Planning to operational phase
Urban Dynamics Africa (UDA)	Planning & Environmental Consultant	Preparation of township layout; environmental assessment; ECC application; facilitation of public consultation; statutory submissions	Planning & pre-construction
Knight Piésold Consulting (KP)	Consulting Engineer	Engineering design considerations; preparation of construction drawings; supervision and technical approval of works	Design & construction
Ministry of Urban and Rural Development (MURD)	Statutory Authority	Township establishment approval and registration	Statutory approval phase
Ministry of Environment, Forestry and Tourism (MEFT)	Environmental Authority	Review and approval of Environmental Clearance Certificate; environmental compliance oversight	Pre-construction & monitoring
Gobabis Municipality	Electricity Service Provider	Integration of electrical infrastructure into regional network	Design & construction

STAKEHOLDER	ROLE	KEY RESPONSIBILITIES	PROJECT PHASE
Land Surveyor	Cadastral Surveyor	Surveying and pegging of layout; confirmation of boundaries	Planning & pre-construction
Conveyancer (To be appointed)	Legal Registration	Registration of township and individual erven at Deeds Office	Post-approval
Contractor (To be appointed)	Construction Entity	Execution of infrastructure works; implementation of ESMP; health and safety compliance	Construction phase
Local Communities & Residents	Affected and Beneficiary Stakeholders	Participation in consultation; use of grievance mechanism	Throughout project

3 ROLES AND RESPONSIBILITIES

This section defines the roles and responsibilities of key stakeholders responsible for implementing and monitoring this ESMP during the construction phase of the Nossobville Extension 2 Infrastructure Project.

Effective ESMP implementation requires clear allocation of responsibilities between the Proponent, Consulting Engineer, Contractor and Local Authority.

3.1 DEVELOPMENT WORKSHOP NAMIBIA – PROJECT PROPONENT

DW is the Project Proponent and holds overall responsibility for ensuring compliance with the Environmental Clearance Certificate and this ESMP.

DW's responsibilities include:

- Ensuring that the ESMP forms part of the construction contract documentation;
- Ensuring that the appointed Contractor implements all ESMP requirements;
- Reviewing environmental monitoring reports;
- Coordinating communication with MEFT where required;
- Ensuring that environmental and social commitments are met.

The Programme Manager holds overall accountability for ESMP compliance. The Environmental / E&S Manager provides oversight and support to the Contractor.

3.2 CONSULTING ENGINEER – KNIGHT PIÉSOLD (KP)

The Consulting Engineer is responsible for technical oversight and ensuring that construction works comply with approved engineering designs.

Responsibilities include:

- Review and approval of construction method statements;
- Periodic site inspections;
- Verification that works align with approved design drawings;
- Sign-off on key construction milestones;
- Advising DW on technical compliance matters.

3.3 CONTRACTOR (TO BE APPOINTED)

The Contractor is responsible for day-to-day implementation of this ESMP on site.

The Contractor shall:

- Implement all mitigation measures contained in this ESMP;
- Appoint a Site Environmental Officer (or designate a responsible person);
- Conduct regular site inspections and internal compliance checks;
- Maintain environmental records and monitoring logs;
- Report environmental incidents immediately to DW and the Engineer;
- Implement corrective actions where non-compliance is identified;
- Ensure all subcontractors comply with ESMP requirements.

The Contractor remains fully responsible for compliance by all subcontractors.

3.4 GOBABIS MUNICIPAL COUNCIL

As landowner and Local Authority partner, the Gobabis Municipal Council will:

- Be kept informed of construction progress;
- Coordinate integration with municipal service networks;
- Participate in inspections where necessary;
- Accept infrastructure upon completion.

3.5 MINISTRY OF ENVIRONMENT, FORESTRY AND TOURISM (MEFT)

MEFT is the environmental regulatory authority responsible for:

- Issuing the Environmental Clearance Certificate;
- Conducting compliance monitoring inspections where required;
- Enforcing compliance with environmental legislation.

3.6 TRAINING AND AWARENESS

Environmental induction training shall be provided to all site personnel prior to commencement of works and to new personnel joining the project.

Training shall include:

- ESMP requirements and mitigation measures;
- Site environmental sensitivities;
- Occupational health and safety requirements;
- Grievance mechanism procedures;
- Code of conduct;
- Emergency response procedures.

The Contractor shall maintain training attendance records. Refresher training shall be provided where necessary.

4 PROJECT STANDARDS AND LEGAL FRAMEWORK

The project has undergone a Scoping Assessment to identify environmental and social risks associated with the construction of council infrastructure.

This development will comply with applicable Namibian legislation and regulatory requirements governing environmental protection, infrastructure development, occupational health and safety, land use planning, labour conditions and heritage conservation.

Compliance with this framework ensures that construction activities are undertaken in accordance with national legal requirements and recognised good practice.

4.1 NATIONAL AND LOCAL LEGISLATION

The project will comply with relevant Namibian legislation and the Gobabis Town Planning Scheme. The Project has been designed to avoid physical displacement and land acquisition. The C1 Site Assessment confirmed that no resettlement is required. Key legislative instruments applicable to the construction phase are summarised below.

Table 4: Environmental and Planning Legislation

THEME	LEGISLATION	KEY PROVISION	PROJECT IMPLICATION
CONSTITUTIONAL	Constitution of the Republic of Namibia	Article 95(l): Sustainable use of natural resources	Project must promote environmental sustainability
ENVIRONMENTAL	Environmental Management Act, 7 of 2007	Requires environmental clearance for listed activities	Environmental Clearance Certificate (ECC) required prior to construction
ENVIRONMENTAL	EIA Regulations GN 57 of 2007	Lists activities such as road construction and pipelines	Infrastructure installation requires ECC compliance
WATER	Water Resources Management Act, No. 11 of 2013 and Water Resources Management Regulations, 2023	Regulates protection, use, pollution control and sustainable management of surface and groundwater resources. Prohibits discharge of untreated effluent into water resources without authorisation	Construction activities must prevent pollution of surface runoff and groundwater. No untreated effluent or contaminated runoff may be discharged. Spill prevention and wastewater containment measures required
PLANNING	Township and Division of Land Ordinance, 11 of 1963	Regulates township establishment	Layout subject to statutory approval

Table 5: Infrastructure and Hazardous Materials

THEME	LEGISLATION	KEY PROVISION	PROJECT IMPLICATION
INFRASTRUCTURE	EIA Regulations GN 57/2007	Road and pipeline construction listed activities	Environmental compliance required
HAZARDOUS SUBSTANCES	Hazardous Substances Ordinance 14 of 1974	Regulates storage and handling of hazardous materials	Safe storage of fuel and chemicals
WASTE	Waste Management and Pollution Control Act, 2007	Regulates solid and hazardous waste disposal	Approved waste disposal required

Table 6: Health, Safety and Labour

THEME	LEGISLATION	KEY PROVISION	PROJECT IMPLICATION
LABOUR	Labour Act, 11 of 2007	Regulates employment conditions and prohibits child labour	Contractor must comply with labour standards
HEALTH & SAFETY	Regulations Relating to the Health and Safety of Employees at Work (2011)	Workplace safety requirements	PPE, safe working conditions, incident reporting
PUBLIC HEALTH	Public and Environmental Health Act, 2015	Sanitation and health standards	Proper waste handling and site hygiene

Table 7: Natural and Cultural Resources

THEME	LEGISLATION	KEY PROVISION	PROJECT IMPLICATION
FORESTRY	Forestry Act, 12 of 2001	Protection of certain tree species	Permit required for removal of protected trees
SOIL CONSERVATION	Soil Conservation Act, 76 of 1969	Prevents erosion and land degradation	Implement erosion control measures
HERITAGE	National Heritage Act, 27 of 2004	Protection of heritage resources and graves	Chance-find procedure must be followed

4.2 INTERNATIONAL STANDARDS AND GOOD PRACTICE

In addition to national legislation, the project aligns with recognised international environmental and social standards applicable to infrastructure development projects.

The following World Bank Environmental and Social Standards (ESS) are considered relevant to the construction phase:

- **ESS1 – Assessment and Management of Environmental and Social Risks and Impacts**
  Risk identification and implementation of mitigation measures through this ESMP.
- **ESS2 – Labour and Working Conditions**
  Fair labour practices, worker health and safety, prohibition of child and forced labour.
- **ESS3 – Resource Efficiency and Pollution Prevention and Management**
  Waste management, dust suppression, fuel handling and pollution control.
- **ESS4 – Community Health and Safety**
  Traffic management, public safety, emergency response planning.
- **ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources**
  Protection of vegetation and drainage features.
- **ESS8 – Cultural Heritage**
  Chance-find procedures in the event of archaeological discoveries.
- **ESS10 – Stakeholder Engagement and Information Disclosure**
  Ongoing engagement and grievance management during construction.

Where applicable, the project will also adhere to International Labour Organization (ILO) conventions relating to:

- Forced labour (Convention 29)
- Freedom of association (Convention 87)
- Collective bargaining (Convention 98)
- Equal remuneration (Convention 100)
- Non-discrimination (Convention 111)

5 STAKEHOLDER ENGAGEMENT AND GRIEVANCE MECHANISM

Stakeholder engagement is an integral component of the Nossobville Extension 2 Infrastructure Project and supports transparent communication, responsible implementation and effective management of environmental and social risks.

Engagement activities were undertaken during the Scoping Assessment phase in accordance with statutory requirements. Engagement will continue throughout the construction phase to ensure that affected parties are informed and that concerns are addressed in a timely manner.

5.1 STAKEHOLDER ENGAGEMENT STRUCTURE

Development Workshop Namibia (DW), in partnership with the Gobabis Municipality, is responsible for stakeholder engagement for the project.

DW maintains a stakeholder register which includes:

- Adjacent landowners;
- Interested and affected parties;
- Intended beneficiaries registered for erven allocation;
- Relevant authorities and service providers.

A Community Liaison Representative is designated to:

- Maintain communication with local residents and stakeholders;
- Receive and record feedback and concerns;
- Facilitate coordination between the Contractor, DW and the Municipality;
- Support resolution of community-related issues during construction.

Stakeholder communication will include advance notice of major construction activities, traffic disruptions and service interruptions where applicable.

5.2 CONSTRUCTION-PHASE ENGAGEMENT

During construction, the Contractor shall support stakeholder engagement by:

- Providing advance notice of works that may affect surrounding residents;
- Displaying site contact details at the site entrance;
- Coordinating with the Community Liaison Representative regarding public enquiries;
- Ensuring respectful conduct of workers in line with the Code of Conduct.

Regular updates may be provided through the Municipality or DW communication channels where required.

5.3 GRIEVANCE MECHANISM

A formal grievance mechanism shall operate for the duration of the construction phase.

Grievances may be submitted through:

- The DW Community Liaison Representative;
- The Gobabis Municipality office;
- The Contractor's site office.

All grievances shall:

- Be recorded in a grievance register;
- Be acknowledged within 48 hours;
- Receive a response within 7 working days;
- Be escalated to DW and the Consulting Engineer if unresolved.

Serious environmental, safety or social incidents shall be reported immediately to DW and the Consulting Engineer.

A grievance register template is provided in Annexure 2.

A summary of grievances and corrective actions shall be included in monthly environmental monitoring reports.

6 REGISTER OF ENVIRONMENTAL AND SOCIAL ASPECTS (E&S ASPECTS)

This section summarises the key environmental and social aspects identified for the Nossobville Extension 2 Infrastructure Project and outlines the management approach adopted to minimise potential impacts during implementation.

The aspects identified are informed by the Environmental Scoping Assessment and further refined through engineering design.

This register provides the basis for the mitigation and monitoring measures detailed in Section 9 (ESMP Action Tables).

6.1 PLANNING AND DESIGN PHASE CONSIDERATIONS

During the planning and design phase, environmental and social risks were identified and addressed through the following measures:

- Cadastral and aerial surveys to optimise the township layout and avoid sensitive natural and community areas;

- Compliance with applicable national legislation and relevant international standards;
- Integration of stakeholder feedback into infrastructure planning and service alignment;
- Provision of public open space and defined service corridors to support long-term accessibility and community use.

These measures were incorporated into the proposed layout and detailed engineering design considerations to reduce construction and long-term risks.

6.2 CONSTRUCTION PHASE ENVIRONMENTAL AND SOCIAL ASPECTS

The primary environmental and social risks during construction include:

- Dust emissions from earthworks and vehicle movement;
- Noise and vibration from construction equipment;
- Solid and hazardous waste generation;
- Risk of fuel and oil spills;
- Vegetation disturbance within the approved development footprint;
- Occupational health and safety risks;
- Community health and safety risks;
- Traffic-related impacts.

This register provides the basis for the mitigation and monitoring measures detailed in Section 7 (ESMP Monitoring and Action Tables).

Supporting implementation tools, including the Code of Conduct, Grievance Register Template, Incident Reporting Form and Health and Safety requirements, are provided in the Annexures.

7 ESMP MONITORING

Monitoring is essential to ensure compliance with mitigation measures and continuous improvement. Contractors and DW will conduct ongoing monitoring and report to the Gobabis Municipality and funding partners.

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.1 A. GENERAL REQUIREMENTS FOR ESHS MANAGEMENT				
A1. Responsibilities and Liabilities	Ensure that all workers, suppliers and possible subcontractors are familiar and comply with the ESHS requirements and specifications of this EMP.	Induction training performed and recorded. Contracts with subcontractors and suppliers	Contractor (implementation) DW (oversight)	Review of induction training records – Prior to mobilization and Monthly. Review of contracts for ESHS clauses – Prior to contract finalization,
	Adjust this ESMP template to be project specific, define the frequency of the monitoring procedure and share it with DW and KfW. Identify if further Management Plans are required and prepare these.	Final Project-specific ESMP Requisite Management Plans	Contractor (preparation); DW (review and approval)	Review and approval of final ESMP and Management Plans – Prior to commencement of works
A2. Resources allocated to ESHS Management	Assign ESHS responsible staff[1] and define the requirements and responsibilities. Define person(s) responsible for contact with stakeholders (Relations officer or Community Liaison officer)	Document assigned responsibilities. Inform the relevant authorities/stakeholders about the ESHS responsible staff.	Contractor (appointment); DW (verification)	Verification of appointments – Prior to mobilization. Review of ESHS staffing and contact records – Monthly

[1] Note: in many legislations an ESHS manager is required on sites employing 50 workers or more

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.1 A. GENERAL REQUIREMENTS FOR ESHS MANAGEMENT				
A3. Reporting	Reporting of progress and incidents, accidents, observations, near misses.	Final Project-specific ESMP (note monitoring and reporting requirements) Records of ESHS and incident reporting	Contractor (preparation); DW (review)	Review of incident register – Monthly Review of ESHS monitoring reports – Monthly Immediate review of serious incidents – As they occur ESHS audits – Quarterly or as required
A4. Code of Conduct	Establish a Code of Conduct taking into consideration legislation, safety rules, substance abuse, environmental sensitivity, communicable diseases, gender issues (sexual harassment), respect for local beliefs and customs, community interactions etc.	Code of Conduct in place and rules shared with personnel (see Annex 1)	Contractor (implementation) DW (oversight)	Review of incident register – Monthly Review of ESHS monitoring reports – Monthly Immediate review of serious incidents – As they occur ESHS audits – Quarterly or as required
A5. ESHS Training	Provide induction, training, and awareness to the workforce regarding ESHS risks and mitigation measures (including indirect workers) tailored to Project scope.	Training performed and recorded	Contractor (implementation) DW (verification)	Verification of induction training prior to site access – Once per employee Review of training records – Monthly Toolbox talks – Weekly

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.2 B. PROTECTION OF THE ENVIRONMENT:				
B1. Protection of adjacent areas	Ensure to keep the buffer distances from sensitive urban services and buildings (school, water supply for populations (borehole); any housing.	Marking the borders of works site boundaries in line with given limits and usage of warning signs	Contractor (implementation) DW (oversight)	Site inspection prior to commencement of activities.
	Ensure that work site boundaries and limits are in accordance with plans agreed upon in advance. All construction activities should be carried out within boundaries.	Marking the borders of works site boundaries and usage of warning signs	Contractor (implementation) DW (oversight)	Site inspection prior to commencement of activities.
	Ensure that means of protection are in place to avoid or minimise adverse effects on vegetation, soils, groundwater and surface water, biodiversity, natural drainage and the water quality in areas within the works area. Construction methods to minimise impacts to the extent possible.	No impacts identified in the adjacent environment	Contractor (implementation) DW (oversight)	Site assessment prior to site selection. Site inspection prior to commencement of activities. Regular monitoring of adjacent natural resources.
	Minimise visual impacts by good house-keeping and erecting screens if required.	Visual inspection and comparison with adjacent undisturbed areas.	Contractor (implementation) DW (oversight)	Site inspection Review of grievance records
B2. Selection of borrow areas, backfill material	All sand, gravel and fill material must be sourced from council-approved or licensed borrow pits/quarries. No new borrow pits may be opened without prior approval and environmental authorization.	Delivery notes; Proof of licensed source	Contractor (implementation); DW (verification)	Verification prior to first delivery; Review of delivery documentation – Monthly

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.2 B. PROTECTION OF THE ENVIRONMENT:				
stockpile sites and access road	Locate stockpiles within the approved site footprint and away from natural drainage pathways or runoff areas. Ensure stockpiles do not obstruct access roads or stormwater flow.	Approved stockpile area; No blocked drainage	Contractor (implementation); DW (oversight)	Inspection during site establishment; Monthly site inspection
	Use existing access roads where possible. Temporary access routes must be clearly defined and rehabilitated after construction.	Defined access routes; No unnecessary disturbance outside footprint	Contractor (implementation); DW (oversight)	Inspection during site establishment; Inspection at completion
B3. Pollution prevention	Store fuels, oils and chemicals in bunded areas. Refueling must take place in designated areas using drip trays. Spill kits must be available on site	Bunded storage area; Spill kits available; No visible contamination	Contractor (implementation); DW (oversight)	Monthly site inspection; Review of incident register – Monthly
B4. Effluents	Ensure appropriate containment and storage of construction wastewater, including sanitary water. No untreated effluent is discharged.	No untreated wastewater discharge	Contractor (implementation); DW (oversight)	Regular site inspection Review of grievance records
B5. Emissions and dust	Best practice to ensure minimisation of dust emissions (e.g. proper stockpiling, watering etc.) during dry and windy conditions and transportation.	Watering conducted, no dust emissions are observed, no workers' grievances	Contractor (implementation); DW (oversight)	Regular site inspection Review of grievance records
	Ensure speed limits on site and when passing local receptor areas. Sensitise drivers.	Speed signs installed Training performed and recorded Accident/incident reports	Contractor (implementation); DW (oversight)	Random site inspection Review of grievance records Review of accident/incident records Review of training records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.2 B. PROTECTION OF THE ENVIRONMENT:				
B6. Noise	Construction activities shall take place between 08:00–17:00 (Monday–Friday) and 08:00–13:00 (Saturday). No work on Sundays or public holidays unless approved. Nearby residents must be informed in advance of any exceptional activities. Maintain equipment in good working condition.	Work schedule; Community notification records; No substantiated complaints	Contractor (implementation); DW (oversight)	Random site inspection Review of grievance records Review of accident/incident records Review of training records
	Locate stationary equipment (such as power generators) as far as possible from nearby receptors (e.g. worker resting areas, populated areas and environmentally sensitive areas).	Distances between equipment and receptors are kept	Contractor (implementation); DW (oversight)	Review of grievance records Monitor noise levels in case of complaints
B7. Waste Management	Identify waste management facilities and waste management contractors. Ensure disposal through waste contractors licensed for treatment/removal/recycling of each of the waste types.	Waste management through licensed contractors, if feasible Waste management contracts Waste transfer notes	Contractor (implementation); DW (oversight)	Inspect waste management facilities Proof of contractors' certifications Review of waste transfer records
	Ensure that all wastes produced are properly collected, segregated, stored, transported and treated	Waste collection areas existent, waste inventories Waste transfer notes	Contractor (implementation); DW (oversight)	Regular site inspection Review of waste inventories Review of waste transfer records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.2 B. PROTECTION OF THE ENVIRONMENT:				
	Minimise the waste production to the extent possible.	Records of waste production are kept Waste Management Plan Training performed and recorded	Contractor (implementation); DW (oversight)	Monitor (e.g. monthly) the amount of waste produced Review of training records
	Document all waste related operations (type of wastes, quantities produced etc.).	Storage, transport and treatment of waste is documented	Contractor (implementation); DW (oversight)	Review of waste transfer records
	Appropriate and safe storage of fuels, construction materials, wastes and any materials that can cause spills (e.g. batteries from energy generators).	Safe storage of materials Spill response procedure Spill response and remediation equipment in place.	Contractor (implementation); DW (oversight)	Regular site inspection
B8. Vegetation clearing	Limit vegetation clearing to areas within the site boundary where it is strictly necessary.	Vegetation clearing minimal Marking the borders of works site boundaries	Contractor (implementation); DW (oversight)	Site inspection prior to commencement of activities.

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

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.3 C. HEALTH AND SAFETY				
	Maintain high standard in housekeeping on site. Construction materials and equipment should be stored properly.	Visual verification of good housekeeping on-site	Contractor (implementation); DW (oversight)	Random site inspection
C5. First-aid	Ensure minimum first aid provisions on site (suitably stocked first-aid kits; a person, respectively an adequate number of first-aid helpers and ensure that staff and workers are informed about first-aid arrangements)	Suitable first aid kits on site Ensure the presence of first aid helpers in all shifts First aid certificates	Contractor (implementation); DW (oversight)	Regular monitoring of first aid kits Review of first aider certificates Review of number of first aiders required by local legislation
C6. Access to health care	Ensure the workforce has access to primary healthcare services and emergency medical support.	Healthcare available on site Medical surveillance records	Contractor (implementation); DW (oversight)	Random site inspection Review of grievance records Review of medical records (in case not confidential)
	In case more than 35 workers are present on site, ensure that a hospital, medical clinic or a health centre can be reached within a period of 45 minutes.	Medical centres in the proximity of the site.	Contractor (implementation); DW (oversight)	Medical centres in the proximity of the site identified once prior the commencement of works
C7. Hygiene, accommodation and food	Ensure provision of Health and Safety (H&S) and hygienic and sanitary facilities at the site, including shaded welfare areas, bathrooms, changing rooms and potable water. Ensure toilets and changing rooms are separated between male and female employees.	Appropriate H&S and sanitary facilities provided at site	Contractor (implementation); DW (oversight)	Campsite inspection prior to accommodation of the workers. Regular inspection Review of grievance records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.3 C. HEALTH AND SAFETY				
	Ensure the provision of adequate space, supply of water, adequate sewage and garbage disposal system, appropriate protection against heat, cold, damp, fire and disease-carrying animals, adequate sanitary and washing facilities, adequate lighting, and basic medical services, in accordance with all applicable health and safety regulations and norms.	Appropriate conditions for workers on site	Contractor (implementation); DW (oversight)	Campsite inspection prior to accommodation of the workers. Regular inspection Review of grievance records
	Report any occurrence of any communicable diseases amongst the workforce (STD, HIV/AIDS, TB, malaria and Hepatitis B and C). Sensitise workers.	Communicable Diseases Register Training performed and recorded	Contractor (implementation); DW (oversight)	Review of diseases register and disease prevention programme if available. Review of training records

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.4 D. LABOUR AND RELATIONS WITH LOCAL COMMUNITIES				
D1. Labour conditions	Ensure minimum legal labour standards are met in accordance with Namibian labour legislation and ILO conventions. No child labour or forced labour permitted. Equal employment opportunities must be provided regardless of gender, disability, ethnicity, religion or background. Women and persons with disabilities shall not be discriminated against in recruitment, wages or working conditions.	Employment records; Non-discrimination policy; Grievance Mechanism records	Contractor (implementation); DW (oversight)	Review of employment records – Quarterly; Review of grievance register – Monthly
	Ensure that all direct and indirect workers have access to and are aware about the Grievance Mechanism were they can raise workplace relevant complaints anonymously. (See Annex 2 – Grievance Mechanism)	Grievance Mechanism in place and grievances recorded Training performed and recorded	Contractor (implementation); DW (oversight)	Review of grievance register Review of training records
	Ensure all workers have the same rights and are treated equally.	Non-discrimination policy in place	Contractor (implementation); DW (oversight)	Random site inspection Review of grievance register
D2. Local recruitment	Local communities should be given preference for unskilled and semi-skilled labour where possible.	Local Procurement and Employment Records	Contractor (implementation); DW (oversight)	Review procurement and employment rules and records Review of grievance register

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

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

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
7.4 D. LABOUR AND RELATIONS WITH LOCAL COMMUNITIES				
D6 Fossils/ Archaeological Chance Finds	Establish and implement a Chance Finds Procedure for the protection of archaeological, historical and cultural heritage resources. In the event that any cultural heritage material is discovered (including graves, human remains, pottery, artefacts, fossils, or structural remains), works in the immediate vicinity shall cease immediately. The area shall be secured and fenced off, and the find shall be reported without delay to the relevant authority. No further excavation or disturbance may occur until written clearance is provided by the competent authority.	Chance Finds Procedure Notification records to relevant authority Training records, Records about chance finds	Contractor (implementation); DW (oversight)	Site inspection Review records of chance finds

8 CONCLUSION:

This Environmental and Social Management Plan provides the framework for managing environmental and social risks associated with the Nossobville Extension 2 Infrastructure Project.

The ESMP integrates findings from the Environmental Scoping Assessment, engineering design and stakeholder engagement processes into practical mitigation and monitoring measures.

The plan assigns clear responsibilities to the Contractor, DW, the Consulting Engineer and the Gobabis Municipality to ensure compliance with national legislation and applicable international standards.

Through structured monitoring, reporting and stakeholder engagement, the ESMP supports responsible infrastructure development while safeguarding environmental resources and promoting community wellbeing.