



GONDWANA
DAMARA
MOPANE LODGE
NAMIBIA

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

March 2026 – February 2029



Reviewed: February 2026

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1. Damara Mopane Lodge Overview

Damara Mopane Lodge, located in Damaraland, is designed as a semi-circular complex of guest accommodation (figure 1) each with individual vegetable gardens within mopane woodland, with a central pool and a hilltop viewing deck offering panoramic sunset views over the surrounding semi-arid landscape. The lodge functions as a base for visits to nearby natural and cultural attractions such as Twyfelfontein and other Damaraland sites and offers activities including guided walks and sundowners that rely on maintaining the ecological integrity of the area.



Figure 1: View of the Lodge Area

1.1. Locality

Damara Mopane Lodge is located on privately owned land, Farm Witklip 68 Portion 1, in the Kunene region on the C39, 100km from Outjo and 20km from Khorixas (figure 2) and is situated amongst 434ha of Mopane woodland.

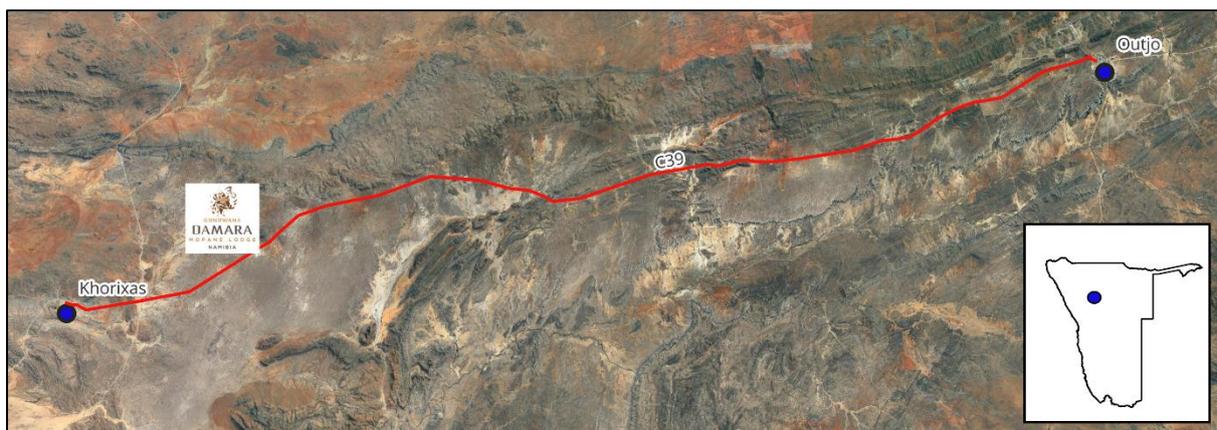


Figure 2: Location of Damara Mopane Lodge in proximity of Outjo and Khorixas



Figure 3: Entrance gate to Damara Mopane Lodge

1.2. Lodge Vision



“Hello Neighbour”

Damara Mopane Lodge is nestled in mopane woodland in the heart of Damaraland. From the stoep of each cottage style room, guests can relax in their own garden surrounded by fruit, herbs and vegetables that will be freshly harvested and served as part of the evening meal. The large pool is a place to refresh weary travellers before they sit and watch the sun sink into the mopane trees at the end of the day.

1.3. Infrastructure and Land Use

Total land use area for the lodge and its operations totals about 7 ha of the 434 ha farm area. Figure 4 shows the farm boundaries with main infrastructure points of the lodge.

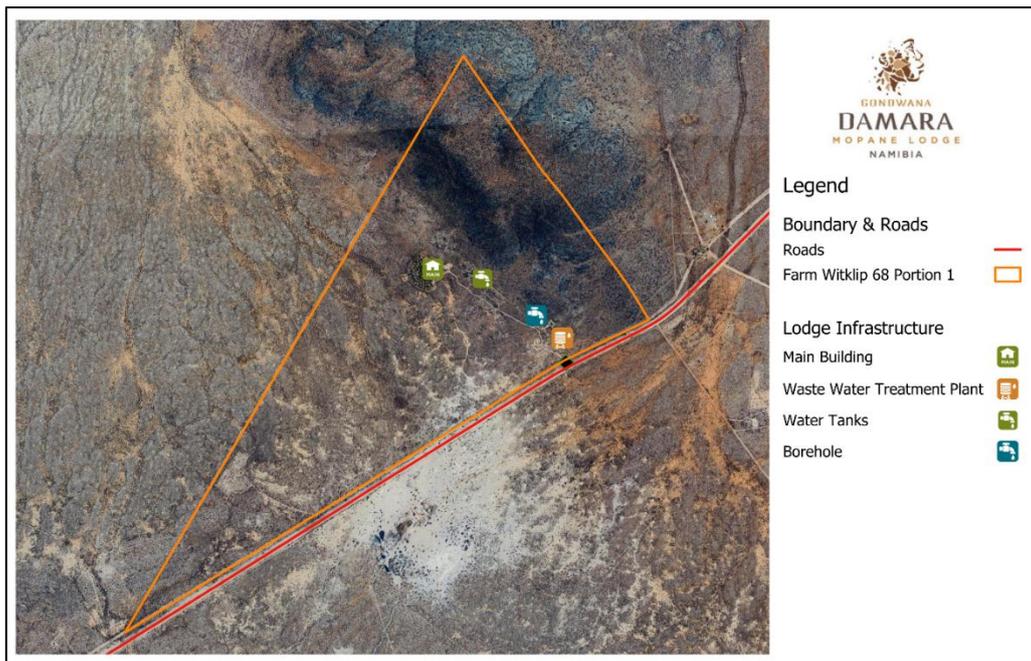


Figure 4: Farm Witklip 68 Portion 1 with main infrastructure points

Designed in a semi-circular complex, the lodge main infrastructure includes:

Main Building	Restaurant
	Bar
	Curio shop
	Reception
	Kitchen
	Offices
Guest accommodation and amenities	54 free standing rooms each with garden (figure 6)
	6 interconnected family rooms
	Large swimming pool (figure 7)
	Pump room and garden shed
Operational facilities and staff accommodation	3 Management houses
	4 Senior Staff rooms each with their own ablutions
	30 staff rooms each with an ablution block
	One free standing Menza (eating Hall) attached to a small kitchen
	Laundry room
	Generator room
	Workshop
	Small scale piggery (domestic use)
	Solar Plant
	Water Recycling Plant

Figure 5 indicates the operational infrastructure of the lodge:

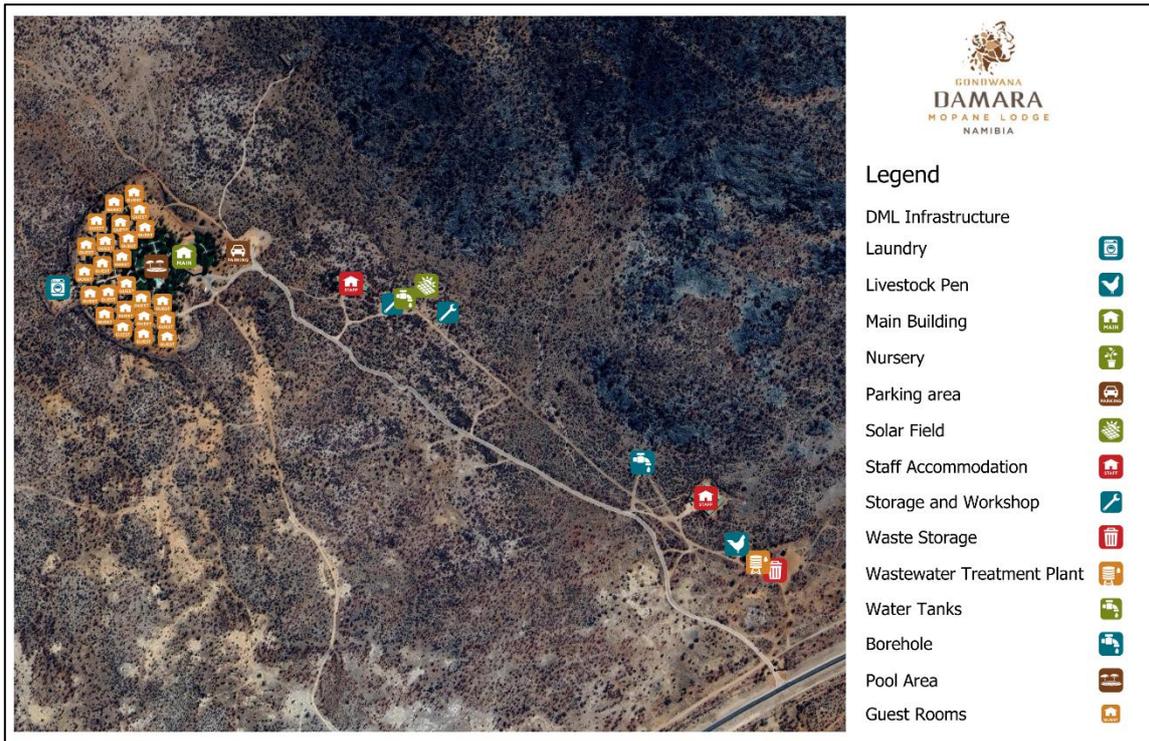


Figure 5: Damara Mopane Lodge Infrastructure Footprint



Figure 6: Guest Accommodation with Garden



Figure 7: Swimming Pool

All buildings are of solid brick and cement construction.

The lodge is connected to a solar plant and the national electricity grid, with one 200Kva diesel generator as back up.

Fresh water is supplied from two boreholes which are filtered through softeners to the lodge. Registration for the abstraction of water at the Ministry of Agriculture, Forestry, Water, and Land Reform is yet to be completed.

A wastewater treatment plant has been installed for the treatment of sewage and wastewater. The plant filters out solid waste which can be collected and discarded. Water is filtered through a trickling system which uses enzymes to treat used water. The treated water is re-used in the garden and lawns. The plant is pending application of water discharge from Ministry of Agriculture, Forestry, Water, and Land Reform.

Within the farm boundaries, approximately one hectare has been designated for the planting of non-reproducing Paulownia trees , internally known as the Kiri Tree Project (figure 8). This reforestation initiative aims to establish a sustainable source of timber with potential economic value. The harvested timber will be used for infrastructure maintenance (such as fencing) to reduce pressure on the existing mopane woodland and other indigenous trees, thereby supporting their conservation. The area selected will not be cleared of indigenous species but rather combined with the existing landscape. The water source for the trees will be recycled water. An internal monitoring plan has been developed to record impact of the planted trees which is included in the ESMP.



Figure 8: Location of Kiri Tree Project

Waste is managed by sorting into categories of general waste, paper, tins, glass and plastic (figure 9). Waste is transported to the Rent-a-Drum facility in Ombika.



Figure 9: Waste Sorting Drums in the Parking Area

1.4. Operations and Activities Offered

Damara Mopane Lodge offers the following activities to its guests:

- Bird walks (2 routes)
Guests can choose between a guided (sunrise and late afternoon) and non-guided (anytime) trail experience. The guided activity focuses on bird spotting. Guests are encouraged to stay on the trails by following the markers and respecting noise and viewing distances (figure 10).
- Elephant viewing activity
The activity takes place off-site to Twyfelfontein to view the desert adapted elephants and natural attractions. All external permissions and requirements are managed through the operations department.

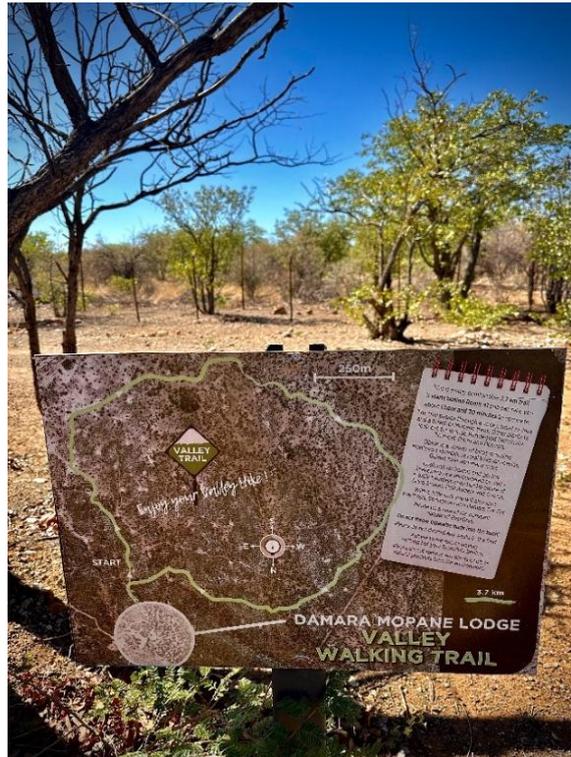


Figure 10: Walking Trail Information Board

1.5. Projects and Affiliations

Gondwana Collection through Damara Mopane Lodge supports multiple community initiatives under its Environmental and Social Impact (ESI) mandate:

Local vendor support: The lodge supports local farmers and entrepreneurs. Majority of fresh and natural products are sourced through farmers and locals in the area. This includes eggs and wood.

Education: school renovations, provision of learning materials, scholarships, and environmental education programs.

Eco-tourism promotion: facilitation of local craft markets, cultural tourism, and homestays linked to lodges.

Community development projects: clean water initiatives, agricultural support (e.g., conservation farming techniques), village electrification projects, and small enterprise development.

In addition to the above projects, Damara Mopane Lodge is a member of the Gondwana Care Trust. Proceeds of the trust are used to fund:

- Back2School project in which stationery and school bags are donated to school children every year.
- Meal4Two whereby daily meals are provided to food-insecure communities across Namibia.
- Eduvision, providing digital learning solutions to under resourced schools.

2. Environmental and Social Management Plan (ESMP)

2.1. ESMP Objectives

The objectives of this plan are to:

- a) Enhance the socio-economic and pro- biodiversity impacts of the operation.
- b) Identify, minimize and mitigate negative environmental impacts of the operation.
- c) Meet the requirements of relevant legislation.
- d) Initiate a process which ensures that successive managers have a consistent environmental approach to operating the Lodge into the future in conformity with Executive Management, Board guidelines and systems.
- e) Enable management to monitor and mitigate environmental impacts.
- f) Create awareness amongst all staff on the importance of maintaining sound environmental practices in all spheres of operation.
- g) Implement the environmental policies and philosophy of the Gondwana Collection.
- h) In close co-operation with the Environmental and Social Impact Department of Gondwana, promote and sustainably manage biodiversity conservation in the region, which in turn will increase the opportunities for ecotourism activities in the local area and create Employment opportunities (community development and engagement, botanical walks, bird watching cruises, fishing trips & Sundowner cruises.)

The strategies employed to achieve the above objectives include:

- a) Ensure that the ESMP becomes an integral part of the daily operating procedures for the Lodge via the Annual Work Plan, which includes environmental monitoring.
- b) Create environmental awareness among all staff and build environmental responsibility and authority into job descriptions and operation manuals.
- c) Expose guests to this awareness program through information materials and encourage their active participation where appropriate.
- d) Subject the lodge and its activities to independent, external assessments from time to time via Eco-awards Namibia.

2.2. ESMP Implementation

2.2.1. ESMP Administration

This ESMP has been reviewed by the Gondwana ESI Department and the Gondwana EXCO. Along with additional environmental policies and management procedures, it is the principal document guiding daily environmental operational activities at the Lodge.

The Collection and Lodge Managers shall carry overall responsibility for the implementation of the ESMP and the ESI Department will be responsible for monitoring the process.

The ESMP is, however, a dynamic document and needs to respond to changing conditions over time. All Lodge staff are encouraged to find ways to improve environmental standards and to test new approaches. Such a change shall be motivated by the lodge management and submitted to the ESI department for review. The ESI department and EXCO will look favorably at new innovative ideas that improve both environmental management and efficiency and will facilitate their sharing with other lodges in the Gondwana Collection.

The ESMP consists of two phases:

- Operational Phase (current phase)
- Decommissioning phase (future phase – not determined)

2.2.2. Company Organogram

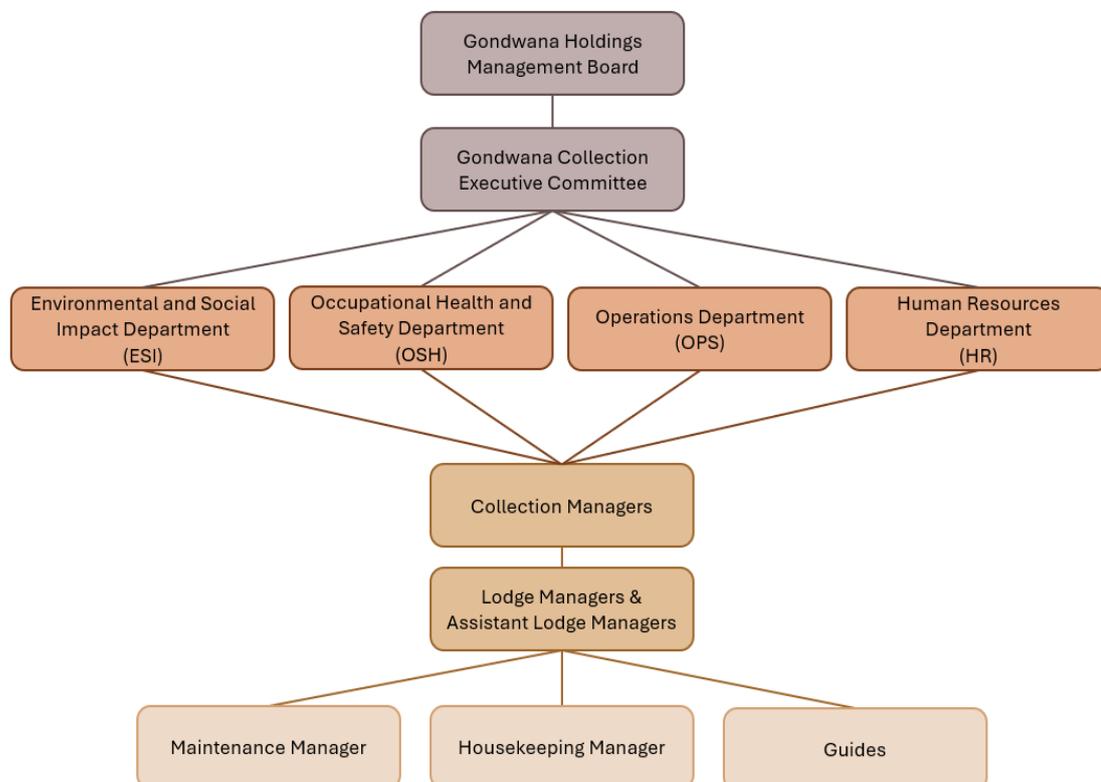


Figure 11: Company Organogram

2.2.3. Environmental Awareness Training

Once the ESMP has been approved all employees shall undergo an awareness training program, aimed at explaining the roles and responsibilities of all staff as well as the reasons and importance of good environmental management. Where appropriate, specific activities contained in the ESMP shall be included in job descriptions and be recognized as key performance areas against which staff should be evaluated.

2.2.4. Environmental Compliance Monitoring

The ESI department carries the responsibility of reviewing compliance and its management thereof. Regular checks and reporting as per requirement of the environmental clearance will be done on a bi-annual basis in accordance with the ESMP management and monitoring actions. Overall monitoring and evaluation reach beyond the ESMP. It is encouraged to continuously monitor environmental impacts and improvements. Non-compliances found shall be reported to the relevant department for correction and re-evaluation.

2.3. Operational Phase

2.3.1. Management Actions

2.3.1.1. Environmental Management System (EMS)

Objective	Management Measure	Monitoring Action & Method	Responsibility
To ensure that company Environmental policies & the EMP are understood by management & staff	Environmental policies & EMP incorporated into contract of Lodge employees	Contract which aligns Environmental policies & EMP	HR Department, Collection Management, Lodge Management
	Staff receive training and understand the implications and reasons for the EMP	Training held & roles and responsibilities of various staff members clearly spelt out and included in job descriptions	ESI Department, Lodge Management
	External monitoring of EMP process via Eco-Awards	Submit Lodge for Eco-Awards Certification	ESI Department, Lodge Management

2.3.1.2. Socio-Economic & Community Management

Objective	Management Measure	Monitoring Action & Method	Responsibility
Socio-economic benefits	Support local vendors as far as possible	Maintain good and fair relationship with local vendors. Purchase local products as far as possible.	Lodge Management
	Provide support to local initiatives in terms of projects and assistance	Consider each initiative and assistance required. Report to management for evaluation.	Lodge Management

	Maintain community outreach programmes as seen fit by the Care Trust	Ensure good relationship and support to beneficiaries of local out reach programmes as determined by the Care Trust	ESI Department, Lodge Management
	Prioritize local employment in the area	Review new applications to give opportunities to local job seekers and internal Gondwana staff. Ensure cross skills transfer.	HR Department, Lodge Management

2.3.1.3. Biodiversity & Landscape Management

Objective	Management Measure	Monitoring Action & Method	Responsibility
Minimise impacts on vegetation	Identify and remove existing invasive alien plants in Lodge area	Conduct regular inspections and keep staff informed when the need arises to remove invasive alien species	Lodge Management, Maintenance Manager
	Ensure introduced ornamental plants are indigenous to the area or non-invasive (e.g. for screening of walls, unsightly fences etc.)	Ask Environmental Committee for list of suitable plants, if required	Lodge Management, Maintenance Manager
	Conduct activities with due regard for vegetation	Guide training in offroad driving & monitoring	Lodge management, Guides
Minimize impact on wildlife	Ensure staff do not have an impact on wildlife	Staff to be aware of the legal implications and company policy in catching, trapping or killing wild animals	Lodge Management
	No wild or domesticated wild animals will be kept	Including mammals, birds, reptiles and amphibians	Lodge Management
	Implement company domestic animal/pet policy	Especially, no non-neutered domestic cats will be kept	Lodge Management

Capitalize on presence of Lodge for biodiversity and environmental management	Game drives and other activities do not unduly disturb wildlife and cause them to move out of the area	Guides to be trained on not causing disturbance to wildlife, especially key and sensitive species	Lodge management, Guides
	Maximize wildlife viewing opportunities for guests	Encourage guests to go on game viewing activities or botanical walks	Lodge Management, Reception, Guides
	Participate in specialist monitoring as recommended by ESI Department	As per requirements of programme	ESI Department, Lodge Management, Guides
	Maintain integrity of area	Report any suspicious behaviour to management and MEFT and other relevant authorities	Lodge Management
Minimise land degradation & erosion	Minimize potential impact of wildfires and reduce risk of fire damage to property	Maintain clear areas around all accommodation. Maintain 'Fire-fighter' on weekly basis.	Lodge Management, Maintenance Manager
	Minimize potential impact of wildfires and reduce risk of fire damage to property	Store gas bottles outside kitchen in a closed off cage	OSH Department, Lodge Management, Maintenance Manager
	Ensure that tracks used exclusively for Lodge activities and are not subjected to erosion	Undertake inspections twice per year and, if required, install additional drainage or undertake repairs as required to rehabilitate and reduce erosion	Lodge Management, Maintenance Manager
To preserve scenic quality & "sense of place"	Ensure that all buildings/structures and/or renovations are in accordance with the best practice of minimizing visual impact	Regular inspections of screens, pipelines etc. hiding services & installations are functional and repair if required	OPS Department, Lodge Management, Maintenance Manager

Road maintenance & erosion control	Ensure roads remain free of obstacles. Maintain road infrastructure.	Fix as required	Lodge Management, Maintenance Manager
Capitalize on presence of Lodge for biodiversity and environmental management	Maintain strict anti-poaching policy on fauna and flora	No fauna or flora may be removed from the property by means of poaching	Lodge management, Guides
	Maintain conservation of the natural area	Keep record and report any significant impacts to the area.	ESI Department, Lodge Management, Guides

2.3.1.4. Natural Resources Management

Objective	Management Measure	Monitoring Action & Method	Responsibility
Minimise impact on water resources	Staff are aware of the need to use water wisely	Undertake staff training	ESI Department, Lodge Management
	Water Recycling System	Monitor water recycling plant / system. Maintain where needed.	Lodge Management, Maintenance Manager
	Water usage & consumption is within the “best practice guidelines”	Monitor water usage monthly and calculate usage per guest and for staff members and compare against targets	ESI Department, Lodge Management
	Water for gardens managed to reduce unnecessary waste	Provide training to gardeners. Water gardens as best identified in seasonal climate.	Lodge Management, Maintenance Manager
	Ensure there is no leakage from water systems	Undertake regular inspections of all water pipes	Lodge Management, Maintenance Manager
	Maintain low water usage installations	Maintain dual flush, low flow systems	Lodge Management, Maintenance Manager

Minimise energy use & wastage	Guests are aware of the need to use water wisely	Place appropriate information in rooms emphasizing the need for wise water use	Lodge Management
	Staff are aware of the need to save energy	Undertake staff training	Lodge Management
	Energy use is within the “best practice guidelines”	Install electricity meters. Monitor energy usage on a monthly basis.	Lodge Management, Maintenance Manager
	Wood for fires is from invasive wood eradication projects, or is from a sustainable source	Investigate sources of wood from a sustainable source. Ensure wood has a permit from Dept. of Forestry	Lodge Management
	Guests are aware of the need to save energy	Place appropriate information in rooms emphasizing the need for energy saving	Lodge Management
	Electrical cables are intact	Undertake regular inspections of all electrical cables	Lodge Management, Maintenance Manager
	Use low energy bulbs where appropriate	Ensure bulbs which need replacement are done with LED bulbs	Lodge Management, Maintenance Manager
Minimise light pollution	Use yellow bulbs & orientate them downwards	Check functioning regularly	Lodge Management, Maintenance Manager
Solar installations	Inspect solar installations for malfunction or damages.	Inspect and clean regularly, report issues to management	Lodge Manager, Maintenance Manager

2.3.1.5. Pollution Control & Waste Management

Objective	Management Measure	Monitoring Action & Method	Responsibility
Minimise soil, water & air pollution	Disposal procedure for FOG (fats, oils, and grease) in place	Old engine oil used to weatherproof/termite proof poles or sending it to partnered entities specialising in recycling of FOGs.	Lodge Management, Maintenance Manager
	Spillages of potentially harmful substances must be cleared	Inspection and follow-up clean-ups if required	Lodge Management, Maintenance Manager

Manage solid waste according to best practice standards	immediately and disposed of at appropriate site		
	Functional fat traps	Inspect & clean regularly	Lodge Management, Kitchen Staff
	Functional soak-away	Inspect on a regular basis	Lodge Management, Maintenance Manager
	Functional & leak free covered drains	Inspect on a regular basis	Lodge Management, Maintenance Manager
	Functional and leak-free wastewater pipes	Inspect on a regular basis on repair if required	Lodge Management, Maintenance Manager
	Use of environment-friendly soaps & detergents	Ensure that procurement specifies this need	Lodge Management, Housekeeping Manager
	Consistent water quality	Test water quality once a year	Lodge Management
	No contamination of soil or water by fuels or oil	Ensure that all fuels stored and managed to reduce risk of spillages	Lodge Management, Maintenance Manager
	Poisons or pesticides only used when absolutely necessary	Ensure pesticides are only used when absolutely necessary. Environmentally friendly options researched first before utilizing poisons / pesticides.	Ops Department, Lodge Management, Housekeeping Manager
	Separate organics, metal, glass, paper and plastic waste	Monitor the units of waste produced. Ensure waste (by type) is sent to an appropriate waste management facility.	Lodge Management, Maintenance Manager
	Dispose of garden and organic waste in compost heap	Implement a compost heap. Inspect on a regular basis	Lodge Management, Maintenance Manager

2.3.1.6. Environmental Emergency Preparedness & Response

Objective	Management Measure	Monitoring Action & Method	Responsibility
Maintain fire response plan and equipment	Ensure staff are trained in fire emergency response	Keep record of staff trainings	OHS department, Lodge Management
	Regular inspections and maintenance on fire response equipment (including extinguishers and fire fighter)	Ensure fire extinguishers are within the appropriate range of pressure and serviced on a regular basis. Report faulty fire extinguishers.	OHS Department, Lodge Management, All staff concerned
	Maintain fire breaks along borders of Lodge	Ensure clear fire breaks are maintained regularly	Lodge Management, Maintenance Manager

2.3.1.7. Protection and Preservation of Heritage Resources

Objective	Management Measure	Monitoring Action & Method	Responsibility
Protection of heritage resources	Prevent disturbance or damage to known physical heritage features in the area	Inform staff and guests of sensitive heritage areas	ESI department, Lodge Management, All staff concerned
Implementation of chance finds procedure	Ensure legal compliance if heritage material is discovered	In the event of finding heritage material, all activities in the area is to be halted. Area should be demarcated and NHC, police and other relevant authorities are to be informed.	ESI department, Lodge Management, Guides
Heritage awareness and compliance	Ensure ongoing heritage awareness and staff compliance	Heritage awareness in inductions; incident recording; restrict access during operation	ESI department, Lodge Management
Traditional heritage preservation	Ensure respect towards traditional heritage and traditions	Raise awareness of and encourage traditional inclusivity and heritage	Lodge Management

2.3.2. Environmental Monitoring

The following actions form the basis of the primary monitoring activities that shall be executed regularly in order to function within the environmental and operational parameters as prescribed. Overall monitoring and evaluation of the actions and objectives fall to the Lodge management in collaboration with the ESI department. The actions below must be undertaken within the context of the measures and monitoring in section 2.3 of this ESMP.

Category	Aspect to be monitored	Specific monitoring	Frequency	Responsibility
Water Management	Water consumption	Liters used /guest/staff and gardens	Daily readings	Lodge Management, Maintenance Manager
	Wastewater Treatment Plant	System is functioning correctly	Daily readings	Lodge Management, Maintenance Manager
		Volume of water used	Calculated monthly	ESI Department
	Ground water	Water quality	Annually	Lodge Management, Maintenance Manager
		Volume of water used	Calculated monthly	ESI Department
	Water reticulation systems	Irrigation pipes/ taps/ sprayers etc	Daily / weekly on-going	Lodge Management, Maintenance Manager, All staff concerned
	Swimming pool	Clean and correct chlorine levels	Daily/weekly	Lodge Management, Maintenance Manager
Energy & Fuel Management	Energy consumption	kWh used	Monthly readings - Calculated monthly	Lodge Management, Maintenance Manager
	Gas installations	Correct functioning	Weekly	Lodge Management, Maintenance Manager, All staff concerned
	Fuel consumption	Km driven by Lodge vehicles/ boats	Monthly odometer & pump readings	Lodge Management, Maintenance Manager

Pollution Control & Waste Management		Litres of petrol per vehicle/boat per week		OPS Department
	Fuel and gas storage facilities	Correct storage of fuel and gas to prevent leakage, spillage and fire	Daily/ Weekly	Lodge Management, Maintenance Manager, All staff concerned
	Fuel leakages in car parks	Check car parks for any fuel/oil spillages. Remove & replace contaminated gravel	Daily/Weekly	Lodge Management, Maintenance Manager
	Drainage system, fat traps & soak away	Leakage, effectiveness of bacteria	Daily	Lodge Management, Maintenance Manager
	Appropriate soaps, detergents etc.	All soaps, detergents comply with specifications of being bio-degradable & are suitable for use in septic tanks	Monthly	Lodge Management, Housekeeping Manager
	Solid Waste Management	Correct sorting, storage and disposal of inorganic and organic material.	Daily / Weekly	Lodge Management, Maintenance Manager, All staff concerned
		Units of waste produced	As required	ESI Department, Lodge Management
	Rainfall	Check & empty rain-gauges	Monthly, or after heavy rains	Lodge Management, Maintenance Manager
Lodge surrounds	Fences	Check & repair holes, breakages	Weekly	Lodge Management, Maintenance Manager
	Waterhole	Check that it is functioning & is clean. Pump maintenance	Weekly	Lodge Management, Maintenance Manager
	Road maintenance	Check for signs of erosion	As required	Lodge Management, Maintenance Manager
	Walking trail maintenance	Ensure signs are upright & in correct positions. Clear/cut away any obstructions	Monthly	Lodge Management, Maintenance Manager

2.3.3. Kiri Tree Project Monitoring

Overall monitoring and evaluation of the actions and objectives of the Kiri Tree Project monitoring plan falls to the ESI Department and maintenance team in collaboration with the lodge management. The below monitoring plan extends to the Kiri Tree Project site and the surrounding areas, taking consideration of both the introduced Paulownia tree and indigenous flora in the area and surrounds. The Kiri Tree Project is monitored with the following aspects, supported by a separate internal Kiri Tree Project Monitoring Plan

Aspect to be monitored	Specific Monitoring Action	Frequency	Responsibility
Tree Survival	Record survival rate of trees	Quarterly	ESI Department, Maintenance team
Tree Growth	Tree height and stem diameter	Quarterly for year 1, then annually	ESI Department, Maintenance team
Plant health	Inspect selected Kiri & Mopane trees for plant health	Quarterly for year 1, then bi-annually	ESI Department, Maintenance team
Irrigation & Water Monitoring	Record liters of water used for irrigation	Daily	Maintenance team Lodge management
	Monitor usage of water for plantation	Daily	ESI Department
	Test and monitor water quality	Bi-annually	Lodge management ESI Department
Potential Ecological impacts	Inspect existing species for changes in appearance or presence/absence after introduction of Kiri trees	Bi-annually	ESI Department Maintenance team
Flora Pests and diseases	Note pests or plant diseases present in the area and surrounds	Monthly	ESI Department Maintenance team
Maintaining Kiri trees within the plantation	Inspect for presence of new sprouts of Kiri trees	Bi-annually	ESI Department Maintenance team

2.4. Decommissioning Phase

Gondwana Collection, currently does not foresee closure of the lodge. However, should there be an eventual closure, a site-specific decommissioning and rehabilitation plan may be prepared and submitted to the Gondwana Board and relevant stakeholders of the entity including any competent authorities for approval prior to closure. This should include but is not limited to:

- Infrastructure removal: All temporary and permanent lodge infrastructure, including buildings, services and access structures, will be dismantled and removed as far as practicable, unless otherwise agreed with the landowner and competent authority.
- Waste removal: All demolition materials, hazardous substances and general waste will be collected, stored and disposed of at approved waste disposal facilities.
- Site closure: The site will be secured during closure activities to prevent unauthorized access. All services will be safely disconnected, and any potential sources of contamination will be identified and managed.
- Rehabilitation: All disturbed areas will be rehabilitated to a stable condition as far as practicable, using locally appropriate materials and vegetation. Erosion control measures will be implemented where necessary, and any heritage resources encountered during closure will be managed in accordance with applicable procedures.

3. Conclusion

The ESMP acts as workable tool that is integrated into daily lodge operations without undermining guest experience or operational efficiency. The management actions, monitoring schedule and assigned responsibilities give lodge management and staff practical guidance on how to protect biodiversity, use water and energy efficiently, manage waste, and uphold community and heritage commitments in a consistent manner. With ongoing training, routine monitoring and periodic review of procedures, the plan will enable the Damara Mopane Lodge team to identify issues early, correct non-compliances, and progressively improve environmental performance over the lifetime of the operation.

4. Annexures

Annexure 1: Declaration of Authorship