



### PROJECT DETAILS

<b>Title</b>	ENVIRONMENTAL MANAGEMENT PLAN FOR THE PROPOSED SELECTIVE LOGGING AT N#A-JAQNA COMMUNITY FOREST, TSUMKWE CONSTITUENCY, OTJOZNDJUPA REGION		
<b>APP Number</b>	260406007271		
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<b>Report date</b>	06 April 2026		
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## CONTENTS PAGE

CONTENTS PAGE .....	II
LIST OF FIGURES .....	II
LIST OF TABLES .....	II
ABBREVIATIONS .....	III
1. INTRODUCTION .....	1
2. ROLES AND RESPONSIBILITIES .....	5
3. PROPONENT'S REPRESENTATIVE .....	6
4. FOREST STEWARDSHIP OFFICER (FSO) .....	7
6. SELECTIVE LOGGING CONTRACTOR .....	8
7. MANAGEMENT ACTIONS .....	9
8. ASSUMPTIONS AND LIMITATIONS .....	10
9. APPLICABLE LEGISLATION .....	10
10. PROJECT LOCATION .....	15
11. SELECTIVE LOGGING PHASE .....	16
12. REHABILITATION/RESTORATION PHASE .....	38
13. DECOMMISSIONING PHASE .....	39
14. CONCLUSION AND RECOMMENDATIONS .....	40

## LIST OF FIGURES

Figure 1: Locality map showing the location of N#a-Jaqna Community Forest (blue polygon) and targeted sites (black dots) at Tsumkwe Constituency, Otjozondjupa Region (OTAH, 2026)... 15

## LIST OF TABLES

Table 1: Listed Activities triggered under the EIA Regulations .....	4
Table 2: Legal provisions relevant to these activities .....	10
Table 3: Selective Logging Management Actions .....	17
Table 4: Rehabilitation/Restoration Phase Management Actions .....	38
Table 5: Decommissioning phase management actions .....	39

## LIST OF ANNEXURES

Annexure A: Site notices displayed on notice boards at Tsumkwe .....	42
Annexure B: Proof of the key stakeholder's engagement at Tsumkwe .....	43
Annexure C: Attendance registry for the engagement at Tsumkwe .....	44
Annexure D: Proof of consent letter from the community forest .....	45
Annexure E: Proof of the community forest management plan .....	46
Annexure F: Endorsement letter in support of the application for ECC from the Directorate of Forestry ..	47
Annexure G: Curriculum Vitae for the consultant .....	48

**ABBREVIATIONS**

AIDS	Acquired Immuno-Deficiency Syndrome
CC	Close Cooperation
DoF	Directorate of Forestry
EA	Environmental Assessment
ECC	Environmental Clearance Certificate
FSO	Forest Stewardship Officer
EIA	Environmental Impact Assessment
EMA	Environmental Management Act
EMP	Environmental Management Plan
GG	Government Gazette
GIS	Geographic Information System
GN	Government Notice
GPS	Global Positioning System
HIV	Human Immuno-deficiency Virus
I&AP	Interested and Affected Parties
MEFT	Ministry of Environment, Forestry and Tourism
OTAH	Omapipi Tageya Archaeological and Heritage Consultants
PR	Proponent's Representative
Reg.	Regulation
S	Section
TB	Tuberculosis

## 1. Introduction

**Mr. Leroy Diocotlhe** (hereinafter referred to as "the Proponent") intends to undertake an environmental assessment and obtain an Environmental Clearance Certificate (ECC) for proposed selective logging activities within the N#a-Jaqna Community Forest, Tsumkwe Constituency, Otjozondjupa Region. The proposed selective logging constitutes a listed activity under the Environmental Management Act (No. 7 of 2007) and Environmental Impact Assessment Regulations (2012). Therefore, an Environmental Clearance Certificate (ECC) from the Office of the Environmental Commissioner is mandatory prior to the commencement of any operations. The Proponent has appointed Omapipi Tageya Archaeological and Heritage Consultants CC (OTAH) to develop an Environmental Management Plan (EMP) for the proposed selective loggings activities within the N#a-Jaqna Community Forest, Tsumkwe Constituency, Otjozondjupa Region.

The N#a-Jaqna Community Forest is situated in the communal area within the Tsumkwe Constituency in Otjozondjupa Region. Although the area had been designated as a conservancy since 2003, the status of a community forest was only integrated in 2008. The integration of a community forest allowed the community to legitimately control tourism as well as wildlife and forest resources. The community forest protects significant savanna ecosystems and is home to a variety of fauna and flora. The community forest covers an area of 83 4250 Ha and it borders Kavango-West Region on the north, the Red – line cordon fence on the west and Nyae Nyae Community Forest on the east. However, the target area for the proposed selective loggings covers only a total area of 52 7744 Ha. The community forest is managed by the! Kung San (Ju/'hoansi) community. The N#a-Jaqna Community Forest represents a successful example of community-led conservation initiative in southern Africa. This conservation initiative demonstrated how indigenous communities managed and protect large area of ecological significant land through regulated natural resources and at the same time generate sustainable livelihoods as well as maintaining cultural identity. The community forest has abundant forest resources that can potentially be optimized to benefit the

local community through employment opportunities and income diversification. The community forest has entered into an agreement with Mr. Leroy Diocotlhe to carry out selective logging on *Pterocarpus angolensis* (Kiaat) plant species with trunk sizes of minimum diameter of 45 centimetres upwards.

The main aim of the proposed selective logging is to supply wooden planks at the existing factory located at erf 1281 in Rundu Industrial area, Kavango-East Region as known as the National Youth Service Sawmill (NYS samill). The factory is locally owned and it manufactures a variety of wooden products such as; home and office furniture's, school chairs, desks, wardrobes and shelves. The office furniture will be supplied to different government offices in the country, while the school chairs and desks will be supplied to a number of government schools in the region. The agreement has been endorsed by the community forest management committee after following all correct procedures.

The proponent will only be issued with a forest harvesting permit once the ECC is issued and a quota with stringent conditions will then be allocated. The proponent will use 2x chain saws, a tractor and a WoodMizer bandsaw sawmill to cut the intended trees into planks. These machines are considered for these purposes due to the fact that they emit limited noise. The planks will be transported by a truck from N#a-Jaqna Community Forest using the existing tracks that connect with the C44 main road from Tsumkwe to Grootfontein then link up with the B8 road to Rundu and then proceed to the factory.

The remaining pieces of logs which does not meet the factory requirement after converting the wood into planks will be used by the local people as building materials for houses. The proposed preliminary investment in the project is estimated to be in the of range of NAD 1 million Namibia Dollars, which includes acquisition of the new equipment as well as transportation of the wood logs and value addition. The proponent will secure funding through a blended finance initiative. The factory has in the interim secured commercial contracts and an offtake agreement will only be endorsed once all

the necessary statutory requirements are met. The income generated from the sales of wood timber products will enable the community forest to:

- Assist the community forest in managing community forest.
- Assisting the community member financially.
- Maintain existing water infrastructure such as borehole, which supplies water to the livestock and wild animals in the area.

This integrated approach aims to enhance the community forest economic resilience while contributing to local employment, education, and rural development.

The assessment will also propose appropriate rehabilitation and restoration methods to be implemented once the approved harvesting quota has been met and operations cease. To solicit input on the proposed selective logging activities within the N#a-Jaqna Community Forest, Tsumkwe Constituency, Otjozondjupa Region, a key stakeholder's engagement was conducted in accordance with Section 21 of the EIA Regulations. The process was designed to facilitate public engagement with all key stakeholders in the area. Site notices to call for inputs towards the proposed project was placed at the notice board in Tsumkwe (see Annexure A) and a key stakeholder engagement was held on 24 January 2026 to obtain inputs towards the proposed project (see Annexures B and C). Furthermore, the project was consented by the community forest as reflected in (Annexure D) and the application for the ECC had been endorsed by the Directorate of Forestry (DoF) as reflected in (see Annexures F).

**Mr. Leroy Diocotlhe**, hereinafter referred to as "the Proponent," intends to undertake the following activity:

- **Selective logging within the N#a-Jaqna Community Forest, Tsumkwe Constituency, Otjozondjupa Region.**

In accordance with the provisions of the Environmental Management Act (No. 7 of 2007) and the Environmental Impact Assessment Regulations (Government Notice No. 30 of

2012), the proposed project gives rise to the following listed activities, which are presented in Table 1.

*Table 1: Listed Activities Triggered under the EIA Regulations*

<b>Activity description and No(s):</b>	<b>Description of relevant Activity</b>	<b>The portion of the development as per the project description that relates to the applicable listed activity</b>
Activity 4.1 (Forest Activities)	The clearance of area, deforestation, afforestation, timber harvesting or any other related activities that requires authorization in terms of Forest Act, 2001 (Act No. 12 of 2001) or any other related law.	The proposed project includes the harvesting of timber.

An Environmental Management Plan (EMP) has been formulated and must complement the existing, site-specific Forest Management Plan (FMP) for the N#a-Jaqna Community Forest. The FMP is a critical complementary document to the EMP. Non-adherence to the FMP, including any illegal harvesting of timber, constitutes a violation of the Forest Act, 2001 (Act No. 12 of 2001) and may result in legal penalties, including the suspension of operations and the withdrawal of permits. The Proponent is required to maintain and update the EMP and FMP to ensure that they remain current and effective. A primary environmental and regulatory concern is the potential for over-exploitation of forest resources for commercial gain without corresponding investment in afforestation and sustainable forest management. Extracting timber without a committed, long-term strategy for regeneration and reforestation poses a significant threat to ecosystem health, biodiversity, and the long-term viability of the resource itself.

Therefore, this Environmental Management Plan (EMP) must explicitly integrate and enforce a compensatory afforestation and forest management programme. This programme shall ensure that the commercial use of the forest is balanced by proactive measures to restore and maintain forest cover, in alignment with the principles of

sustainable forest management as mandated by the Forest Act, 2001 (Act No. 12 of 2001).

The Environmental Management Plan (EMP) constitutes a primary output of the Environmental Assessment process. It consolidates all proposed mitigation and monitoring actions, establishes a clear implementation timeline, and assigns specific responsibilities to ensure accountability throughout the project lifecycle:

This EMP details the mitigation and monitoring protocols for the following key project phases:

- **Selective Logging Phase:** The period during which the appointed contractor undertakes timber harvesting activities at the project site, commencing only upon the satisfactory completion of all relevant legislative and administrative requirements.
- **Logs Transportation Phase:** This phase encompasses the transport of harvested timber from the project site to the processing factory, as well as the onward distribution of finished products to various market destinations.
- **Post - Harvest Rehabilitation:** Rehabilitation of harvested forest blocks is essential once logging activities cease. The primary objective is to restore the affected areas to a stable, natural state in order to prevent any long-term environmental threat to the ecosystem, water resources, and surrounding communities. Recommended rehabilitation strategies, including site preparation, restoration using indigenous tree species, and monitoring protocols, are detailed in **Table 5**.

## 2. ROLES AND RESPONSIBILITIES

The Proponent, **Mr. Leroy Diocotthe**, retains ultimate responsibility for the full implementation of this Environmental Management Plan (EMP), from the selective logging phase through to decommissioning. While specific duties may be delegated to qualified personnel as the project progresses through its lifecycle, the Proponent remains ultimately accountable for compliance with all EMP provisions.

The key daily responsibilities during the implementation of this EMP is delegated to the following individuals:

- **Proponent's Representative:** Mr. Leroy Diocotthe (or a formally appointed nominee).
- **Contractor:** The appointed logging contractor, who must ensure all on-site operations comply with the EMP.

Specific roles, duties, and reporting lines for each party will be detailed in the contractual agreement.

### 3. PROPONENT'S REPRESENTATIVE

The Proponent shall appoint an employee as the Proponent's Representative (PR) to manage all project aspects throughout all phases, including oversight of outsourced contracts. The Proponent may appoint one PR for the entire project or assign different representatives for specific phases (e.g., one for selective logging and another for transport).

The PR's responsibilities are as follows:

Responsibility	Project Phase
Enforce compliance with the Environmental Management Plan (EMP) and ensuring full compliance with all the necessary approvals and permissions laid out below are obtained/adhered to.	Throughout the lifecycle of this project.
Overseeing all on-site activities and contract performance.	Throughout the lifecycle of this project.
Serving as the primary point of contact for regulatory and stakeholder communications.	Throughout the lifecycle of this project.
Monitoring environmental and forestry management measures.	Throughout the lifecycle of this project.

<p>Append or authorize the addition of new personnel or equipment only upon verification of their compliance with the EMP.</p> <p>Remove any individual or piece of equipment found to be in non-compliance with the EMP, until such time as the deficiency is formally rectified.</p>	<ul style="list-style-type: none"> <li>• Selective logging activities</li> <li>• Transportation of wood blocks.</li> <li>• Rehabilitations/restoration of the forest.</li> </ul>
<p>Issuing fines or imposing financial penalties for any contravention of the EMP's provisions, in accordance with the established compliance framework and contractual agreements.</p>	<ul style="list-style-type: none"> <li>• Selective logging activities</li> <li>• Transportation of wood blocks.</li> <li>• Rehabilitations/restoration of the forest.</li> </ul>
<p>Reporting directly to the proponent on project progress and any deviations from the plan.</p>	<p>Throughout the lifecycle of this project.</p>

#### 4. FOREST STEWARDSHIP OFFICER (FSO)

The Proponent shall appoint a designated staff member as the Forest Stewardship Officer (FSO) to oversee on-ground implementation of the EMP during the selective logging and transportation phases. The Proponent may assign one person for both phases or different stewards for each phase:

##### **Key responsibilities of the Forest Stewardship Officer comprise:**

- **Communication and Liaison:** The designated individual shall serve as the primary liaison between the Proponent, the Proponent's Representative (PR), contractors, and Interested and Affected Parties (I&APs) on all matters relating to the implementation of this Environmental Management Plan (EMP).
- **Problem-Solving Support:** The designated individual shall assist the Proponent in identifying and resolving any issues that arise in relation to the implementation of this Environmental Management Plan (EMP).
- **Compliance Oversight:** The designated individual shall advise the Proponent's Representative (PR) on the removal of any person(s) or equipment found to be

non-compliant with the provisions of this Environmental Management Plan (EMP).

- **Enforcement Recommendations:** The designated individual shall recommend to the Proponent's Representative (PR) the issuing of fines for contraventions of this EMP, with particular emphasis on issues pertaining illegal timber cutting by households.
- **Annual Review and Reporting:** The designated individual shall conduct an annual review of this Environmental Management Plan (EMP) to verify that harvested wood block volumes remain within the permitted annual quota for each tree species. Based on the findings, the individual shall propose any necessary amendments or updates to this document.

## 6. SELECTIVE LOGGING CONTRACTOR

The Proponent, who in this case appear to be the contractor, bears direct responsibility for implementing all provisions outlined in the relevant chapters of this Environmental Management Plan (EMP) and for assigning the necessary roles to ensure compliance. Furthermore, the contractor is responsible for ensuring that any work outsourced to subcontractors fully adheres to the applicable sections of this EMP.

To ensure effective environmental management, the relevant sections of this Environmental Management Plan (EMP) shall be explicitly incorporated into all contracts for outsourced work related to the intended activities.

The specific responsibilities applicable to contractors are detailed as follows:

- **Table 3:** Responsibilities for contractors appointed during the selective logging phase.
- **Table 4:** Responsibilities for contractors appointed during the block's transportation phase.

The responsible persons from the Proponent's team have assessed the commitments outlined in this document in detail and have formally endorsed the specific management actions indicated in the tables below. This endorsement signifies their acceptance of responsibility for implementing these actions.

## 7. MANAGEMENT ACTIONS

The objective of the management actions outlined in this chapter is to proactively avoid latent impacts wherever feasible. In instances where impacts are unavoidable, specific measures are prescribed to mitigate their significance to acceptable levels.

The following tables present the recommended management actions derived from the scoping-level environmental assessment. These actions are specifically designed to address the identified potential impacts and are organized according to the relevant project phase to ensure targeted and effective environmental management:

- **Table 2:** Applicable legislation and regulatory framework.
- **Table 3:** Management actions for the selective logging phase.
- **Table 4:** Management actions for site restoration and rehabilitation.
- **Table 5:** Management actions for the decommissioning phase.

The responsible persons from the Proponent's team have assessed these commitments in detail and have formally endorsed the specific management actions indicated in the tables below.

## 8. ASSUMPTIONS AND LIMITATIONS

This Environmental Management Plan (EMP) has been drafted based on the Environmental Assessment conducted for the operation, management, and post-restoration/rehabilitation of the proposed selective logging project, as detailed in **Figure 2**. **OTAH** shall not be held liable for any consequences arising from deviations to the agreed course of action regarding the proposed selective logging activities. Labour for the project is expected to be sourced locally, primarily from villages within the community forest and the surrounding villages within the Tsumkwe Constituency. If migrant labourers are required, they will be accommodated at the existing accommodation facilities in the area.

## 9. APPLICABLE LEGISLATION

Namibia's environmental management is governed by a robust legal framework. Table 2 below provides a summary of the key legislation and regulations applicable to the proposed selective logging activities, site rehabilitation, and the environmental assessment process.

*Table 2: Legal provisions relevant to these activities*

LEGISLATION/POLICIES	RELEVANT PROVISIONS	RELEVANCE TO PROJECT
The Constitution of the Republic of Namibia as Amended	Article 91 (c) provides for duty to guard against “the degradation and destruction of ecosystems and failure to protect the beauty and character of Namibia.”  Article 95(l) deals with the “maintenance of ecosystems, essential ecological processes and biological diversity” and sustainable use of the country’s natural resources.	Sustainable development must be the guiding principle for managing all selective logging activities.
Environmental Management Act No. 7 of 2007 (EMA)	Section 2 outlines the objective of the Act and the means to achieve that.  Section 3 details the principles of Environmental Management	The management of this project must be fully informed and conducted in compliance with the Environmental Management Act (No.7 of 2007). by the EMA.

LEGISLATION/POLICIES	RELEVANT PROVISIONS	RELEVANCE TO PROJECT
EIA Regulations GN 28, 29, and 30 of EMA (2012)	GN 29 Identifies and lists certain activities that cannot be undertaken without an environmental clearance certificate. GN 30 provides the regulations governing the environmental assessment (EA) process.	Activity 4.1 (Forest Activities) The clearance of area, deforestation, afforestation, timber harvesting or any other related activities that requires authorization in terms of Forest Act, 2001 (Act No. 12 of 2001) or any other related law.
Convention on Biological Diversity (1992)	Article 1 lists the conservation of biological diversity amongst the objectives of the convention.	The potential impacts of the selective logging activities on local biodiversity must be thoroughly assessed and mitigated.
Draft Procedures and Guidelines for conducting EIAs and compiling EMPs (2008)	Part 1, Stage 8 of the guidelines states that if a proposal is likely to affect people, certain guidelines should be considered by the proponent in the scoping process.	The EA process must incorporate all aspects outlined in official regulatory guidelines.
Namibia Vision 2030	Vision 2030 states that the solitude, silence and natural beauty that many areas in Namibia provide are becoming sought after commodities and must be regarded as valuable natural assets.	Care should be taken to ensure that selective logging activities do not degrade the natural aesthetic value of the area.
Water Act No. 54 of 1956	Section 23(1) deals with the prohibition of pollution of underground and surface water bodies.	The pollution of water resources should be avoided selective logging activities.
The Ministry of Environment and Tourism (MET) Policy on HIV & AIDS	MET has recently developed a policy on HIV and AIDS. In addition, it has also initiated a programme aimed at mainstreaming HIV and gender issues into environmental impact assessments.	The proponent and all contractor must adhere to the provided guidelines for managing HIV/AIDS related risks. Experience from similar projects demonstrated that a significant health risk can arise from the interactions between migrant and local communities.
Forest Act No. 12 of 2001	To provide for the establishment of a Forestry Council and the appointment of certain officials; to consolidate the laws relating to the management and use of forests and forest	This provision grants the rights to community to utilize the forests and other natural resources for their own benefits. Section 15, subsection 2d- "confer the rights, subject to the management plan, to manage and use forest produce and other natural resources of

LEGISLATION/POLICIES	RELEVANT PROVISIONS	RELEVANCE TO PROJECT
	produce; to provide for the protection of the environment and the control and management of forest fires; to repeal the Preservation of Bees and Honey Proclamation, 1923 (Proclamation No. 1 of 1923), Preservation of Trees and Forests Ordinance, 1952 (Ordinance No. 37 of 1952) and the Forest Act, 1968 (Act No. 72 of 1968); and to deal with incidental matters.	the forest, to graze animals and to authorise others to exercise those rights and to collect and retain fees and impose conditions for the use of the forest produce or natural resources;"
Local Authorities Act No. 23 of 1992	The Local Authorities Act prescribes the manner in which a town or municipality should be managed by the Town or Municipal Council. Sections 34-47 make provision for the aspects of water and sewerage.	Selective logging activities have to comply with provisions of the Local Authorities Act.
The Traditional Authorities Act 25 of 2000.	This Act recognises Traditional Authorities (TAs) as legal entities. Among the duties of the TAs with respect to land use are; to assist and cooperate with the Government, Regional Councils and Local Authority Councils in the execution of their policies and to keep the members of the traditional community informed of the developmental projects in their area. Furthermore, to as legal entities. Among the duties of the TAs with respect to land use are; to assist and cooperate with the Government, Regional Councils and Local Authority Councils in the execution of their policies and to keep the members of the traditional community informed of the developmental projects in their area. Furthermore, to ensure that the members of his/her traditional community use the natural resources at their disposal	The Kung San (Ju/hoansi) Traditional Authority has been consulted with regards to the intended activity.

LEGISLATION/POLICIES	RELEVANT PROVISIONS	RELEVANCE TO PROJECT
	on a sustainable basis and in a manner that conserves the environment and maintains the ecosystems for the benefit of all persons of Namibia.	
Labour Act No. 11 of 2007	Chapter 2 details the fundamental rights and protections. Chapter 3 deals with the basic conditions of employment.	Given the employment opportunities presented by selective logging activities, strict compliance with all applicable laws is essential.
Public and Environmental Health Act of 2015	This Act (GG 5740) provides a framework for a structured uniform public and environmental health system in Namibia. It covers notification, prevention and control of diseases and sexually-transmitted infections; maternal, ante-natal and neo-natal care; water and food supplies; infant nutrition; waste management; health nuisances; public and environmental health planning and reporting. It repeals the Public Health Act 36 of 1919 (SA GG 979).	Selective logging activities are to comply with these legal requirements.
Nature Conservation Ordinance No. 4 of 1975	Chapter 6 provides for legislation regarding the protection of indigenous plants.	Indigenous and protected plants have to be managed within the legal confines.
Environmental Assessment Policy of Namibia (1995)	The Policy seeks to ensure that the environmental consequences of development projects and policies are considered, understood and incorporated into the planning process, and that the term ENVIRONMENT is broadly interpreted to include biophysical, social, economic, cultural, historical and political components.	This EIA considers this term of Environment.
Soil Conservation Act 6 of 1969 Ministry of Agriculture, Water and Forestry	This Act covers the prevention and combating of soil erosion; the conservation, improvement and manner of	Soils should not be polluted or left unrehabilitated.

LEGISLATION/POLICIES	RELEVANT PROVISIONS	RELEVANCE TO PROJECT
	use of the soil and vegetation; and the protection of water sources.	

### 10. PROJECT LOCATION

The N#a-Jaqna Community Forest is situated in the communal area within the Tsumkwe Constituency in Otjozondjupa Region. The community forest covers an area of 83 4250 hectares and it borders Kavango-West on the north, the red – line cordon fence on the west and Nyae Nyae Community Forest on the east but the target area for the proposed selective loggings covers 52 7744 Ha as shown in figure one below (see **Figure 1**).

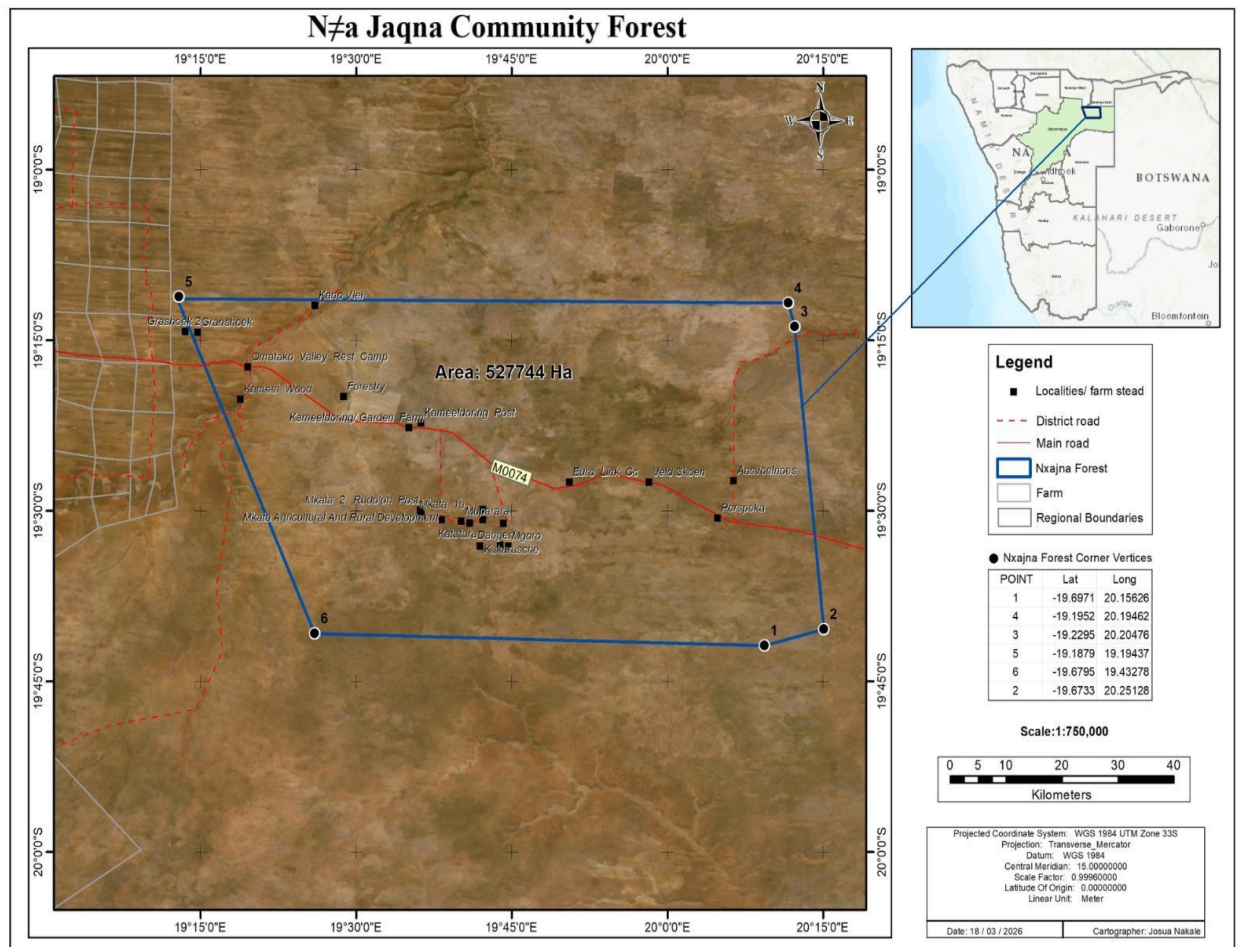


Figure 1: Locality map showing the location of N#a-Jaqna Community Forest (blue polygon) and targeted sites (black dots) at Tsumkwe Constituency, Otjozondjupa Region (OTAH, 2026).

## 11. SELECTIVE LOGGING PHASE

The Proponent, with the support of the community forest management committee, is responsible for implementing a coordinated schedule of management tasks throughout the year within the Community Forest. Many of these tasks require active community participation, including

To ensure effective implementation, these activities should be organized according to a monthly execution plan, which may include:

- Forest protection and management of indigenous tree species.
- Operation and maintenance of a nursery for indigenous plant for restoration.
- Soil and water conservation measures.
- Invasive species control.
- Updating the forest management plan
- Regular monitoring and reporting on forest health and compliance.

The Proponent's Representative (PR) must ensure that the management actions in **Table 3** are strictly followed during selective logging operations and are implemented together with the mitigation measures in the existing Forest Management Plan for the N#a-Jaqna Community Forest.

Table 3: Selective Logging Management Actions

Aspect	Management Actions	Monitoring indicators	Responsibility
<b>EMP training/induction</b>	<p>All personnel working at the timber harvesting site must complete mandatory Environmental Management Plan (EMP) training. The training program shall include, at a minimum, the following components:</p> <ul style="list-style-type: none"> <li>• Explanation of the importance of adhering to the EMP.</li> <li>• Discussion of the potential environmental impacts of timber harvesting activities at the community level.</li> <li>• Clarification of employee duties, including emergency preparedness, First Aid procedures, and designated fire assembly points.</li> <li>• Explanation of the specific mitigation measures required for each work group during their activities.</li> <li>• The potential consequences of deviating from specified operating procedures and Recognition or rewards for enhancing mitigation measures or preventing negative environmental impacts.</li> </ul>	<ul style="list-style-type: none"> <li>• Certificate of attendance of the training and induction</li> </ul>	<ul style="list-style-type: none"> <li>• PR /FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
Communication plan	<p>The Contractor or Proponent's Representative (PR) must develop a formal Communication Plan. This plan shall, at a minimum, outline the following:</p> <ul style="list-style-type: none"> <li>• The process for identifying and recording all Interested and Affected Parties (I&amp;APs) who require ongoing communication throughout the project. It must specify who is responsible for managing and updating these records.</li> <li>• The methods and frequency for ongoing consultation with the identified I&amp;APs.</li> <li>• A clear procedure for lodging, recording, and addressing concerns. This must include: How feedback will be provided to the complainant and steps for further arbitration or escalation if the provided feedback is deemed unsatisfactory.</li> </ul>	<ul style="list-style-type: none"> <li>• Communication plan</li> </ul>	<ul style="list-style-type: none"> <li>• PR /FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
General communication	<ul style="list-style-type: none"> <li>• The PR must appoint a Forest Stewardship Officer to serve as the liaison between the transport contractor, Interested and Affected Parties (I&amp;APs), community forest management committee and proponent.</li> <li>• At every bi-monthly site meeting, the Contractor shall report on the implementation status of all provisions of the Environmental Management Plan (EMP).</li> <li>• The proponent should implement the EMP awareness training.</li> <li>• Compiling a list of I&amp;APs requiring ongoing communication, including their contact details. This list, together with the Communication Plan, must be agreed upon and submitted to the PR before operations commence or resume.</li> </ul>	<ul style="list-style-type: none"> <li>• Communication plan</li> </ul>	<ul style="list-style-type: none"> <li>• PR /FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>• The Communication Plan, once agreed upon by the Developer, the Communication Plan becomes a legally binding document.</li> <li>• A copy of the Environmental Management Plan (EMP) must be kept at the site office and made accessible to all Interested and Affected Parties (I&amp;APs).</li> <li>• Key representatives from the designated list of Interested and Affected Parties (I&amp;APs) must be invited to monthly site meetings to raise concerns and discuss progress on rehabilitating/restoration of the harvested areas.</li> <li>• The Contractor must liaise with the Proponent on all matters related to community consultation and negotiation before operations commence or resume.</li> <li>• A formal procedure must be established to track, follow up on, and resolve all concerns raised.</li> </ul>		

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>The PR must notify all individuals on the I&amp;APs list in writing about the availability of the complaints register and associated grievance mechanisms prior to the commencement of site activities.</li> </ul>		
Recruitment of labourers	<p>The Contractor must establish and implement a formal recruitment process that, at a minimum, includes the following provisions:</p> <ul style="list-style-type: none"> <li>Adhere to all provisions of the Labour Act No. 11 of 2007, including targets for gender balance and the optimal use of local labour and SMEs.</li> <li>Recruitment activities are prohibited at the selective logging site.</li> <li>Ensure all sub-contractors are fully aware of and comply with the recommended recruitment procedures. Discourage any labour recruitment outside these agreed-upon procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Employees list</li> </ul>	<ul style="list-style-type: none"> <li>PR /FSO</li> <li></li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>All contractors must give preference to qualified individuals and SMEs from the project area for sub-contractor roles and individual labourer positions. Recruitment can be extended to surrounding villages if local candidates are unavailable.</li> <li>Clearly explain the terms and conditions of employment (e.g., period of employment, duties, remuneration) to all job-seekers. Utilize interpreters where necessary to ensure full understanding.</li> </ul>		
Selective logging	<ul style="list-style-type: none"> <li>Logs should be sourced from N#a-Jaqna Community Forest with a valid block permit from the Directorate of Forestry (DoF) in the Ministry of Environment, Forestry and Tourism (MEFT).</li> <li>The active logging site must be clearly demarcated by means of visible markers such as white paint on boundary trees.</li> </ul>	<ul style="list-style-type: none"> <li>Valid ECC</li> <li>Cordoned off areas with caution tape.</li> </ul>	<ul style="list-style-type: none"> <li>PR /FSO</li> <li>PR /FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>• Selective logging and resultant operations shall only take place within this demarcated area.</li> <li>• A detailed photographic record of the demarcated areas, prior to any timber harvesting activities, shall be taken. These records are to be kept by the Proponent and PR for reference purposes during the rehabilitation of the site.</li> <li>• Excess woody material may also be filled in open tree stump excavation pits to decompose and form humus (nutrients) as part of the rehabilitation process.</li> </ul>	<ul style="list-style-type: none"> <li>• Photo -image</li> </ul>	<ul style="list-style-type: none"> <li>• PR /FSO</li> </ul>
Fauna and Flora	<ul style="list-style-type: none"> <li>• Prevent the destruction of protected tree species in the area.</li> <li>• Encourage the regrowth and natural regeneration of trees with exposed root systems at the block harvesting site.</li> </ul>	<ul style="list-style-type: none"> <li>• Vegetation management plan</li> </ul>	<ul style="list-style-type: none"> <li>• PR /FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>• A detailed register shall be compiled for all trees designated for removal. The register must include; the location (e.g., GPS coordinates) of each tree, the species of each tree, the replacement species to be planted for each tree removed, the nursery from which the replacement trees will be sourced.</li> <li>○ Each tree removed must be replaced with an indigenous tree species.</li> <li>○ Replacement trees can be obtained from the nearest forestry office or a commercial nursery. The nearest forestry office should be consulted for assistance in identifying nearby nurseries where additional trees may be purchased.</li> <li>○ Only a limited width (approximately 5 meters) along access roads may be partially cleared of vegetation.</li> </ul>	<ul style="list-style-type: none"> <li>• Removal permit</li> </ul>	<ul style="list-style-type: none"> <li>• PR /FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>○ Workers are prohibited from collecting wood or any other plant products on or near the site.</li> <li>○ No alien plant species may be introduced or planted on the site.</li> <li>○ Prevent contractors from collecting wood, veld foods, amphibians, migrating birds, or any other natural resources during the selective logging phase.</li> </ul>	<ul style="list-style-type: none"> <li>● Alien task force team</li> </ul>	<ul style="list-style-type: none"> <li>● PR /FSO</li> </ul>
Lay-down areas and materials camp	<p>Suitable locations for contractor lay-down areas and materials camps shall be identified in consultation with the Proponent's Representative (PR). The following considerations must guide site selection:</p> <ul style="list-style-type: none"> <li>● The designated areas for services infrastructure should be utilized as far as possible.</li> <li>● The second preferred option for locating contractor lay-down areas and materials camps should be degraded or previously disturbed land.</li> </ul>		<ul style="list-style-type: none"> <li>● PR /FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>Avoid locating contractor lay-down areas and materials camps in sensitive areas, such as water flowing channels, or other ecologically vulnerable zones.</li> </ul>		
Hazardous waste	<ul style="list-style-type: none"> <li>All heavy-duty vehicles and equipment on site should be provided with a drip tray.</li> <li>Heavy-duty delivery vehicles and cutting equipment must be regularly maintained to prevent oil or fluid leakages.</li> <li>All hazardous substances (e.g., fuel, chemicals) must be stored in a specific, designated location that meets the following requirements;               <ul style="list-style-type: none"> <li>An impermeable surface.</li> <li>A bund wall with a capacity of 120% of the largest single storage container or 25% of the total stored volume, whichever is greater.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Service books</li> <li>Lockable containers</li> </ul>	<ul style="list-style-type: none"> <li>PR /FSO</li> <li>PR /FSO</li> </ul>
Surface and Ground Water Impacts	<ul style="list-style-type: none"> <li>It is recommended that commercial selective logging be scheduled outside the rainy season to minimize the risk of flooding at block permit sites and to reduce surface water pollution.</li> </ul>	<ul style="list-style-type: none"> <li>Selective logging program</li> </ul>	<ul style="list-style-type: none"> <li>PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>• No waste products of any kind shall be dumped in or near surface water bodies.</li> <li>• Heavy-duty vehicles must be kept out of all surface water bodies.</li> <li>• Vehicle movement should be restricted, where possible, to existing access roads and tracks. Contaminated runoff from timber harvesting sites must be prevented from entering surface water bodies.</li> <li>• Ablution facilities must be provided for workers. These facilities must be; located at least 30 meters away from any surface water body.</li> <li>• Regularly serviced and maintained.</li> </ul>	<ul style="list-style-type: none"> <li>• Ablution facility</li> </ul>	<ul style="list-style-type: none"> <li>• PR/FSO</li> </ul>
Topsoil	<ul style="list-style-type: none"> <li>• When excavating tree stumps, topsoil must be stockpiled in a designated area for later use in profiling and rehabilitating the open pits.</li> </ul>	<ul style="list-style-type: none"> <li>• Topsoil stockpiles</li> </ul>	<ul style="list-style-type: none"> <li>• PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>Stockpiled topsoil should be utilized to rehabilitate post-harvesting degraded areas and/or other nearby degraded areas within the community forest.</li> </ul>		
Soil Erosion	<ul style="list-style-type: none"> <li>Do not clear all vegetation in the project area. Harvest only mature target tree species, leaving at least one large tree for shade to help maintain soil compaction and reduce overall site disturbance</li> <li>It is recommended that the majority of selective logging be conducted outside the rainy season to minimize the risk of flooding and erosion from loose soil runoff.</li> <li>Implement appropriate erosion control structures in areas where soil is prone to erosion.</li> <li>Regular inspections must be conducted to identify areas of erosion within the timber harvesting site. Appropriate remedial actions must be implemented wherever erosion is identified.</li> </ul>	<ul style="list-style-type: none"> <li>Soil erosion control measures</li> </ul>	<ul style="list-style-type: none"> <li>PR/FSO</li> <li>PR/FSO</li> </ul>
Traffic	<ul style="list-style-type: none"> <li>Designate no-drive zones within the community forest.</li> </ul>	<ul style="list-style-type: none"> <li>Road signages</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>• Limit the type of vehicle (heavy trucks) allowed in the community forest where selective logging is taking place.</li> <li>• Adhere to the speed limit. If permissible, caution signs and 40 km/hr signs shall be placed at regulation distance from heavy vehicle crossing signs and at the intersections of the access tracks.</li> <li>• Implement traffic control measures as required, including; maintaining a register of license plate numbers for all vehicles transporting wood blocks from the sites.</li> </ul>	<ul style="list-style-type: none"> <li>• Access control</li> </ul>	
Road safety	<ul style="list-style-type: none"> <li>• Clearly demarcate all access and operational roads.</li> <li>• Off-road driving is strictly prohibited.</li> <li>• All vehicles transporting materials to and from the site must be roadworthy.</li> <li>• Drivers must possess a valid driver's license and adhere to all traffic rules.</li> </ul>	<ul style="list-style-type: none"> <li>• Road signages</li> <li>• Valid license disc</li> </ul>	<ul style="list-style-type: none"> <li>• PR/FSO</li> <li>• PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>• All loads on vehicles must be properly secured to prevent items or logs from falling off.</li> <li>• Limit and control the number of access points to the selective logging site.</li> <li>• Maintain the road leading to the site to reduce dust emissions from heavy vehicle traffic.</li> </ul>		
Safety around work sites	<ul style="list-style-type: none"> <li>• Tree stump excavations must remain open for the shortest possible duration.</li> <li>• Trenches and foundations for services should be excavated in short, manageable sections and must not be left unattended for more than 24 hours.</li> <li>• Clearly demarcate tree stump excavations and topsoil stockpiles with danger tape and visible warning signs.</li> <li>• Post warning signage in active movement zones and in designated "no personnel" areas where work is not in progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Cordoned logging areas.</li> </ul>	<ul style="list-style-type: none"> <li>• PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>All materials and equipment must be stored only within clearly marked and designated work areas.</li> <li>Adopt a waste management strategy for the community forest.</li> </ul>		
Ablutions	<ul style="list-style-type: none"> <li>Separate toilets must be provided for men and women and must be clearly marked as such.</li> <li>Portable toilets (easily transportable) must be available at every construction site according to the following ratio:               <ul style="list-style-type: none"> <li>1 toilet for every 15 female workers.</li> <li>1 toilet for every 30 male workers.</li> </ul> </li> <li>Sewage must be removed regularly to an approved municipal disposal site at Rundu. Alternatively, sewage may be pumped into sealable containers and stored for later disposal.</li> <li>Workers responsible for toilet cleaning must be provided with latex gloves and masks.</li> </ul>	<ul style="list-style-type: none"> <li>Ablution facility</li> </ul>	<ul style="list-style-type: none"> <li>PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
Fires	<ul style="list-style-type: none"> <li>• Unattended open fires are strictly prohibited anywhere on the area.</li> <li>• Forest fire-cut line must be established and maintained on yearly basis.</li> </ul>	<p>No veld fire incident</p> <p>Forest fire -cut line</p>	<ul style="list-style-type: none"> <li>• PR/FSO</li> </ul>
Dust	<ul style="list-style-type: none"> <li>• Cover all stockpiles with plastic sheeting to minimize windblown dust.</li> <li>• Provide dust protection masks to any workers who complain about dust.</li> <li>• During periods of high wind, the timber contractor must suspend all operations until conditions are safe.</li> </ul>		<ul style="list-style-type: none"> <li>• PR/FSO</li> </ul>
Noise	<ul style="list-style-type: none"> <li>• Work hours must be restricted to between 08h00 and 17h00 when tree-cutting operations involving heavy equipment, power tools, or the movement of heavy vehicles are within 500 meters of homesteads in communal areas.</li> </ul>		<ul style="list-style-type: none"> <li>• PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>If an exception to this schedule is required, all residents and business owners within the 500-meter radius must be given at least one week's prior written notice.</li> </ul>		
HIV/AIDS and TB awareness	<ul style="list-style-type: none"> <li>The Contractor shall coordinate with the Ministry of Health and Social Services to arrange periodic on-site HIV/AIDS and TB education programs facilitated by a health officer during project operation.</li> <li>Implement a wellness program to raise awareness about health issues, with a specific focus on sexually transmitted diseases.</li> <li>Provide free condoms at the workplace and to the local community throughout the project's duration.</li> <li>Facilitate access to Antiretroviral (ARV) medication for personnel as needed.</li> </ul>	<ul style="list-style-type: none"> <li>Awareness campaigns</li> </ul>	<ul style="list-style-type: none"> <li>PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>Personnel are prohibited from overnight stays at the selective logging sites, except for designated security personnel.</li> </ul>		
General health and safety	<ul style="list-style-type: none"> <li>A fully stocked first aid kit must be permanently available on-site, along with a trained staff member certified to administer first aid.</li> <li>All workers must have access to the required PPE.</li> <li>Sufficient reserves of potable water must be available to workers at all times.</li> <li>Smoking is prohibited near fuel storage facilities or portable toilets (due to flammable chemicals in chemical toilets).</li> <li>No worker is permitted to consume alcohol during work hours.</li> <li>Workers are prohibited from being on site if they are under the influence of alcohol.</li> </ul>	<ul style="list-style-type: none"> <li>First Aid Kits</li> <li>PPE</li> </ul>	<ul style="list-style-type: none"> <li>PR/FSO</li> </ul>
Environmental Incidents	<ul style="list-style-type: none"> <li>All incidents must be logged with details including dates, time, location, description, immediate actions taken, and follow-up measures.</li> </ul>	<ul style="list-style-type: none"> <li>Registry of all environmental incidents occurring as a result of the activities associated with the project.</li> </ul>	<ul style="list-style-type: none"> <li>PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
Rehabilitation/restoration	<ul style="list-style-type: none"> <li>• Upon completion of selective logging activities and transport, consultations must be held with the community forest management committee and Directorate of Forestry regarding the future use of the harvested forest block areas, where applicable.</li> <li>• The soil at the forest block sites must be levelled to allow for reclamation for other suitable purposes. Open tree stump pits must not be left, as they pose a threat to people and animals in the area.</li> <li>• In the event that no post-operation land use is requested, all excavated or degraded areas must be rehabilitated according to the following specifications; Excavated areas may only be backfilled with clean or inert fill.</li> <li>• No hazardous materials (e.g., sand contaminated by an oil spill) may be used.</li> </ul>	<ul style="list-style-type: none"> <li>• Rehabilitation/restoration plan</li> </ul>	<ul style="list-style-type: none"> <li>• PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>• Rehabilitated tree stump areas must be shaped to match the existing landscape contours.</li> <li>• The finished grade of the rehabilitated area must be level with nearby drainage channels to ensure efficient revegetation and minimize erosion risk.</li> <li>• Encourage the replanting of indigenous trees in the area.</li> <li>• Practice environmental offsetting where necessary.</li> </ul>		
Archaeology	<ul style="list-style-type: none"> <li>• Should a heritage or archaeological site be discovered during the sand harvesting phase, the following "chance find" procedure must be implemented in sequence:               <ul style="list-style-type: none"> <li>• Cease all machinery and equipment operation;</li> <li>• Demarcate the area with danger tape;</li> <li>• Determine and record the GPS coordinates, if possible;</li> <li>• Report the discovery to the site FSO;</li> <li>• Report the findings, location, and actions taken to the FSO;</li> <li>• Cease all work in the immediate vicinity;</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Archaeological resource assessment report.</li> </ul>	<ul style="list-style-type: none"> <li>• PR/FSO</li> </ul>

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>• A qualified person must visit the site to assess whether work can proceed without damaging the findings;</li> <li>• Determine and mark an exclusion boundary;</li> <li>• Log the site location and details into a Geographic Information System (GIS) for formal confirmation by a qualified archaeologist;</li> <li>• Inspect the site and confirm its addition to the project's Geographic Information System (GIS) for selective logging sites;</li> <li>• Advise the National Heritage Council (NHC) and request written permission to remove any findings from the work area;</li> <li>• Carefully recover, package, and label all findings for official transfer to the National Museum.</li> <li>• Immediately implement the "chance find" procedure described if human remain are discovered:</li> </ul>		

Aspect	Management Actions	Monitoring indicators	Responsibility
	<ul style="list-style-type: none"> <li>Schedule a field inspection with an archaeologist to confirm that remains are human;</li> <li>Notify and liaise with the National Heritage Council (NHC) and the Namibian Police.</li> <li>Remains will be recovered and removed either to the National Museum or the National Forensic Laboratory.</li> </ul>		

## 12. REHABILITATION/RESTORATION PHASE

Following the completion of selective logging operations, the management actions detailed in Table 4 shall apply during the rehabilitation and restoration phase

Table 4: Rehabilitation/Restoration Phase Management Actions

Environmental Feature	Management Actions
EMP training/induction	The Proponent must ensure that all personnel involved in the transportation of logs from the N#a-Jaqla Community Forest are fully aware of the necessary health, safety, and environmental considerations applicable to their respective work tasks.
Monitoring	<p>The Forest Stewardship Officer (FSO) shall be responsible for monitoring the implementation of this Environmental Management Plan (EMP) in accordance with the following provision:</p> <ul style="list-style-type: none"> <li>Conduct regular inspections of the selective logging site conditions before work begins.</li> <li>Inspect the selective logging sites at the conclusion of each logging period.</li> </ul>
Water and waste management	<ul style="list-style-type: none"> <li>Ensure there are operational mobile ablution facility at the selective logging site and fit for use.</li> </ul>

Environmental Feature	Management Actions
	<ul style="list-style-type: none"> <li>• Perform regular preventative maintenance on all equipment and vehicles to ameliorate the risk of oil spills and fluid leakages.</li> <li>• Establish a no-go buffer zone of at least 30 meters around any water bodies in the area.</li> <li>• Debris must be allowed to convert into compost at the site.</li> <li>• Prohibit the dumping of any waste products in or near surface water bodies.</li> <li>• Provide sufficient weather and scavenger-proof bins (with lids) at all points of waste generation to prevent litter dispersal.</li> <li>• Maintain a clean site, free of litter, and prevent litter from dispersing into surrounding areas.</li> <li>• Instruct all personnel on the proper disposal of waste.</li> <li>• Identify and separate materials for reuse or recycling (e.g., packaging, plastics) by providing separate, clearly marked bins.</li> <li>• Store and protect all materials properly to prevent damage and ensure they remain usable</li> <li>• All materials must be suitably stored and protected to prevent damage and ensure they remain usable.</li> <li>• The Proponent shall be responsible for the regular disposal of all site-generated waste at licensed municipal disposal facilities.</li> <li>• Contaminated runoff from any operational activity must be prevented from entering surface water bodies.</li> <li>• All waste from the selective logging site must be managed and disposed of properly.</li> <li>• Waste must be collected frequently enough to prevent the undue accumulation or overflow of waste receptacles.</li> <li>• The burning of waste on site is strictly prohibited.</li> </ul>

### 13. DECOMMISSIONING PHASE

The closure of selective logging operations should be a planned and integrated component of a broader land-use strategy for the community forest, developed in partnership with the relevant authorities. The decommissioning of logging sites,

envisioned for the future, must be planned in close collaboration with the Traditional Authority, community forest members, and the line ministry.

This process presents an opportunity to restore harvested areas, enabling such areas to be fully rehabilitated and restore ecosystem function. Recommendations for this transition are provided in **Table 5**.

*Table 5: Decommissioning phase management actions*

Environmental Feature	Management Actions
Decommissioning activities	Several of the mitigation measures prescribed for the selective logging and rehabilitation phases (outlined in Table 3 and Table 4) remain applicable during decommissioning activities. These measures must be adhered to where relevant to ensure continued environmental protection during site closure.
Rehabilitation of harvested areas	In the event that decommissioning is required, all excavations must be rehabilitated in strict accordance with the management actions outlined in Table 3 and Table 4. This includes backfilling, contouring, topsoil replacement, and revegetation as specified.

## 14. CONCLUSION AND RECOMMENDATIONS

The successful execution of this Environmental Management Plan (EMP) is critical for the sustainable and responsible conduct of selective logging within the N#a-Jaqna Community Forest. Through the integration of environmental protections, community involvement mechanisms, and a structured monitoring framework, the EMP seeks to minimise adverse effects, support biodiversity conservation, and uphold sustainable forest resource management. Compliance with this EMP will allow the project to strike a balance between economic development, environmental responsibility, and community well-being. There is a need to integrate monitoring framework, including inventory, at the very beginning and review all the data regularly and apply it for adaptive management

To facilitate effective EMP implementation and secure the project's long-term viability, the proponent together with the forest management committee must officially adopt this EMP conjunction with the prepared forest management plan and ensure they are legally enforceable for all contractors and subcontractors. Full adherence to all prescribed mitigation and monitoring measures is required. It's advisable that a suitably qualified Forest Stewardship Officer (FSO) must be appointed to over-see the proposed selective logging activities at the selected sites with the community forest and the FSO shall be granted a clear authority for field-level enforcement.

Carry out post-harvest rehabilitation using both scientific and traditional knowledge, selecting indigenous species to ensure ecological restoration. Set up and fully finance a dedicated rehabilitation fund in consultation with the community forest and the Directorate of Forestry to cover all costs related to post-harvest restoration, including soil repair, replanting of indigenous plant species, erosion prevention, and long-term surveillance and the fund must be administered transparently, and regular contributions by the proponent shall be made according to a schedule tied to timber volume or harvested area. The Proponent must furnish regular monitoring and compliance reports to the appropriate authorities, as per the conditions of the Environmental Clearance Certificate (ECC). It is therefore recommended that the Environmental Clearance Certificate (ECC) be granted, conditional upon binding adherence to this EMP and FMP.

Annexure A: Site notices displayed on notice boards at in Rundu & Tsumkwe



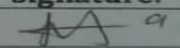
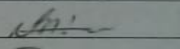
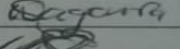
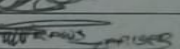
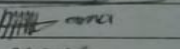
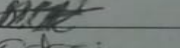
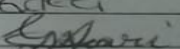
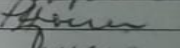
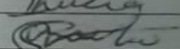
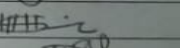
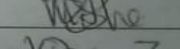
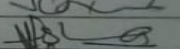
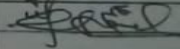




**Annexure B: Proof of the key stakeholder's engagement at Tsumkwe**



**Annexure C: Attendance registry for the stakeholder's engagement**

### ATTENDANCE REGISTER

Title: Timber harvest in Ngazun & Comou Forest Date: 26/01/2020

No:	Name:	Surname:	M/F:	Institution/organization/Conservancy:	Position:	Phone/Email:	Signature:
	Jason	Jona	m	NJCCF	Chairperson	0816575109	
	Lukas	Sirano	m	NJCCF	Coordinator	0217156005	
	Waura	Sagana	m	NJCCF	Secretary	0815699929	
	Visser	Ntaci	m	NJCCF	Additional	0812647577	
	Frans	Cariseb	m	NJCCF	Vice-Secretary	0817558685	
	Petrus	Risto	m	NJCCF	Vice-Treasurer	0818564617	
	Robert	Duniet	m	NJCCF	Treasurer	0818911108	
	Vanness	Kalegi	F	NJCCF	Additional	0816472096	
	Kawan	Cerson	m	NJCCF	Driver	0816044753	
	Heiman	Kompanza	m	NJCCF	Additional	0817137505	
	Lucie	Immanuel	F	NJCCF	DC-Coordinator	0813668968	
	Alberto	Kalegi	m	NJCCF	Asst-Coord		
	Samuel	Simon	m	NJCCF	Senior AG	0812019310	
	Leroy	Diocotthe	M	Miombo Forestry Products	Founder	0812668866	
	Johannes	Living		Miombo	Founder	081224846	
	Philipus	Chushong	M	DDF	Trushy Technician	0812068066	
	Silvanus	Isaiah	m	DDF	Sub. Field off	0816910011	

Approved By: Coordinator

Signature: \_\_\_\_\_

**Annexure D: Proof of Consent Letter from the Community Forest**



Annexure E: Proof of the Community Forest Management Plan



**Annexure F: Endorsement letter in support of the Application for ECC from the Directorate of Forestry**



## Annexure G: Curriculum Vitae of the Consultant

Henry Napandulwe Nakale	
CURRICULUM VITAE	PROFILE
<p><b>CONTACT</b></p> <p>+264816680633</p> <p>henrynakale@ymail.com</p> <p>P.O.BOX 9778 Maerua, Windhoek</p>	<p>Technical Assistant   Museum Technician   Assistant Curator</p> <p><b>NAMES:</b> Henry Napandulwe <b>SURNAME:</b> Nakale <b>DATE OF BIRTH:</b> 06 July 1987 <b>GENDER:</b> Male <b>NATIONALITY:</b> Namibian <b>ID NUMBER:</b> 87070600264 <b>MARITAL STATUS:</b> Single <b>DRIVERS LICENSE:</b> Code B <b>LANGUAGE PROFICIENCY:</b> English (Fluent), Oshiwambo (Fluent), Afrikaans (Fluent)</p>
<p><b>WORK EXPERIENCE</b></p> <ol style="list-style-type: none"> <li><b>Assistant Curator</b> City of Windhoek Museum (September 2021-Present)</li> <li><b>Museum Technician- Archaeology</b> National Museum of Namibia (June 2018 - September 2021)</li> <li><b>Intern Curator – Underwater Archaeology (Internship)</b> The Iziko South African Museum – Cape Town (January 2021- June 2021)</li> <li><b>Technical Assistant- Archaeology</b> National Museum of Namibia (August 2012- May 2018)</li> </ol>	
<p><b>ACADEMIC QUALIFICATIONS</b></p> <p><b>UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG</b> 2025 - PhD Candidate: ARCHAEOLOGY</p> <p><b>UNIVERSITY OF PRETORIA</b> 2020-2021 MSocSci (Heritage and Cultural Sciences) HERITAGE CONSERVATION (Coursework- with a distinction)</p> <p><b>UNIVERSITY OF PRETORIA</b> 2019 BSocSciHons (Heritage and Cultural Sciences) HERITAGE, MUSEUM AND PRESERVATION STUDIES</p> <p><b>GREAT ZIMBABWE UNIVERSITY</b> 2015- 2018 BA ARCHAEOLOGY, MUSEUMS &amp; HERITAGE STUDIES (Hons)</p> <p><b>RUACANA HIGH SCHOOL</b></p>	