

ENVIRONMENTAL MANAGEMENT PLAN FOR THE REZONING OF 3214 WALVIS BAY FROM “SINGLE RESIDENTIAL 1” TO “GENERAL BUSINESS” FOR THE ESTABLISHMENT OF A MIXED-USED DEVELOPMENT COMPRISING RETIAL, OFFICE AND RESIDENTIAL DWELLING UNITS/FLATS.

# ENVIRONMENTAL MANAGEMENT PLAN

30 APRIL 2026



**The Proponent:**

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# STEWART PLANNING

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## 1. Environmental Management Plan

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

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

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

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

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

## *1.1. Role-players and responsibilities*

### *Proponent:*

Means Carapau Fishing (Proprietary) Limited (Registered owner) who is responsible for the development proposal and successful implementation of this EMP and any other conditions as determined by the Local Authority.

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

### *Staff:*

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

### *Architect:*

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

### *Contractor:*

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

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

*Safety Officer:*

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

*EAP:*

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

*Competent Authority:*

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

*Organ of State:*

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

*Government:*

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

## 1.2. Planning Phase

Table 1: Proposed mitigation measures for the Planning Phase

PROPOSED MITIGATIONS: PLANNING PHASE							
Impact No.	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Role-player	Significance level after mitigation
P1	Proposed development of office and ancillary storage premises.	Surrounding land uses have varying heights.	<b>Land Use Compatibility</b> <b>Positive:</b> The proposed mixed-use development is considered compatible with existing residential and business land uses along Sam Nujoma Avenue.	[1] No mitigations are proposed.	None	None	Remains <b>+MEDIUM</b>
P2	Notification of proposed rezoning and land use and public participation.	General public and neighbouring properties.	<b>Public Input</b> <b>Positive:</b> General public or neighbours did not raise any objections or concerns to the proposed development. Redevelopment of the site was considered desirable.	[1] Any new complaints should be lodged with the Proponent and then the Local Authority to resolve such matters on an ad-hoc basis.	Neighbour Complaints	Proponent & Local Authority	Remains <b>+LOW</b>
P3	Appointment of subcontractor(s) for demolition activity.	High unemployment rates in Walvis Bay.	<b>Employment Creation</b> <b>Positive:</b> Creates short-term employment opportunities for local contractors and workers. Employment indirectly reduces poverty and crime in general.	[1] Aim to use local labour, companies and suppliers to boost the local economy.	None	Proponent	Remains <b>+MEDIUM</b>
P4	Payment of compensation fee and monthly payments.	Poor Council revenue sources for general upkeep and maintenance.	<b>Council Revenue Generation</b> <b>Positive:</b> Increase in Council revenue due to payment of compensation fees and increased business rates, taxes and service charges.	[1] Proponent to pay betterment fee before rezoning is submitted to the Urban and Regional Planning Board. [2] Council should aim to use the revenue generated through rezonings to upgrade bulk services across the town.	None	Proponent & Local Authority	Remains <b>+MEDIUM</b>
P5	Short term alteration of existing flats.	No heritage or architectural status or cultural value of building or site.	<b>Cultural Impacts</b> <b>Positive:</b> No heritage, architectural or cultural significance.	[1] No mitigations are proposed.	None	None	Remains <b>+MEDIUM</b>

### 1.3. Construction Phase

Table 2: Proposed Mitigation measures for the Construction Phase.

PROPOSED MITIGATIONS: CONSTRUCTION PHASE							
Impact No.	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Role-player	Significance level after mitigation
C1	Loud noise is generated from vehicles, machinery, drilling and compactors.	Adjacent residents and construction workers without PPE.	<b>Construction Noise Impacts</b> <b>Negative:</b> Construction activity will generate noise and potentially disturb residents and can be harmful to persons working with heavy machinery and equipment without PPE.	[1] Construction activities should be limited between 07:00 to 18:00 during weekdays, and Saturdays from 07:00 to 13:00. No activity may occur on Sundays. [2] Construction workers must be provided with the appropriate PPE gear (earmuffs and/or earplugs) to prevent noise-induced hearing loss. [3] Equipment/tools must be well maintained and be operated with a limited time to limit potential noise-induced hearing loss and disturbance. [4] Noise levels may not exceed the safety threshold of 90 decibels for 8 hours per worker or as determined otherwise by the Safety Officer.	Monitor PPE gear, noise levels with an audiometer, and time limits per day for each worker.	Contractor or Safety Officer	From <b>-HIGH</b>  to <b>-LOW</b>
C2	Improper disposal of building waste and rubble.	Site, street and neighbourhood.	<b>Solid Waste Management</b> <b>Negative:</b> Generation of construction waste (cement, plastics, ceramics, bricks, and wood) can pollute the urban environment.	[1] Illegal dumping and littering shall not be permitted. [2] No waste may be buried or burned on site. [3] All general building waste is to be disposed of in wheelie and skip bins. [4] Construction employees are to be taught how to dispose of waste and to keep the site clean. [5] No waste may remain on the pavement or on-site after the completion of all work. [6] All waste shall be disposed of at the municipal landfill site.	Check if all waste management requirements are met daily.	Contractor or Safety Officer	From <b>-HIGH</b>  to <b>-VERY LOW</b>
C3	Accidental spillage of hazardous waste such as oil, paint or wet cement.	Site, street and neighbourhood.	<b>Hazardous Waste Management</b> <b>Negative:</b> Water paint, oil leakages from heavy vehicles or equipment, and	[1] Separate waste containers must be provided for hazardous (paint, varnish, petroleum-based products) and general waste. [2] All construction employees are to be taught how to properly dispose of hazardous waste.	Check if all waste management requirements are met daily.	Contractor or Safety Officer	From <b>-HIGH</b>  to <b>-VERY LOW</b>

PROPOSED MITIGATIONS: CONSTRUCTION PHASE							
Impact No.	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Role-player	Significance level after mitigation
			spillage of wet cement can pollute the environment and be a health risk to construction workers and residents.	[3] Contaminated topsoil must be removed and stored in an appropriate waste bin. [4] All waste shall be disposed of at the municipal landfill site.			
C4	Lack of ablution facilities, clean drinking water, warning signs and safety training.	Construction workers and visitors from the public.	<b>Health and Safety Impacts</b> <b>Negative:</b> Lack of sanitation and clean drinking water can create a health risk. Lack of first aid training and awareness of potential injuries can create a safety risk.	[1] Temporary toilets must be provided for construction workers as well as clean drinking water. [2] Construction employees must be taught about basic safety risks and first aid training. [3] Appropriate safety signs must be provided to caution employees and the public about safety risks. [4] No person from the public is allowed to enter the construction site without the appropriate safety gear. [5] Limit extended working hours and exhaustion. No employee is allowed to work under the influence of alcohol or any other drugs.	Check if all safety requirements are met before construction starts daily.	Contractor or Safety Officer	From <b>+MEDIUM</b>  to <b>-LOW</b>
C5	Generation of dust particles from compaction or release of dry cement.	Construction workers without PPE.	<b>Dust Impacts</b> <b>Negative:</b> Generation of dust during compaction and/or particles from cement or other related construction activity can negatively impact the health and safety of workers.	[1] Dust generation activities must stop during excessive dust levels and must be suppressed with water for suppression. [2] Construction workers must be provided with the appropriate PPE gear (safety goggles and dust masks) when handling dry cement. [3] Clean any surfaces polluted with dust or cement particles.	Monitor PPE gear and hourly dust levels during construction.	Contractor or Safety Officer	From <b>-HIGH</b>  to <b>-LOW</b>
C6	Labour disputes, fair wages, gender	Construction workers especially	<b>Socio-economic Impacts</b>	[1] The employer must provide suitable compensation to construction workers.	Ensure a good work environment	Proponent and Contractor	From <b>-HIGH</b>

PROPOSED MITIGATIONS: CONSTRUCTION PHASE							
Impact No.	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Role-player	Significance level after mitigation
	discrimination unsafe working environments.	female workers.	<b>Negative:</b> Lack of proper compensation and/or unsafe working sites, unfair gender recruitment, can be harmful to the well-being and health of employees.	[2] The employer must adhere to the provisions of the Labour Act (Act No.11 of 2007). [3] The employer must provide a safe, fair and equitable work environment to promote the health and well-being of employees.	is provided and address negative socio-economic complaints.		to <b>-LOW</b>
C7	Movement of heavy vehicles to and from the site. Delivery of building material.	Busy urban environment .	<b>Construction Traffic Impacts</b> <b>Positive:</b> Sixth Street is a wide enough and thus traffic is unlikely to disturb the neighbourhood which already experiences higher levels of traffic and noise. No diversion of traffic or street closures are required.	[1] No mitigations are proposed.	None	None	Remains <b>+MEDIUM</b>

## 1.4. Operational Phase

Table 3: Proposed mitigation measures for the operational phase

PROPOSED MITIGATIONS: OPERATIONAL PHASE							
Impact No.	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Role-player	Significance level after mitigation
O1	Operation of a mixed-use development	Adjacent residents.	<b>Operational Noise Impacts</b> <b>Positive:</b> The business land use is not expected to create a disturbance for neighbours or other businesses.	[1] No mitigations are proposed.	None	None	Remains <b>+MEDIUM</b>
O2	Appointment of permanent employees to operate the business.	High unemployment rates in Walvis Bay.	<b>Employment Creation</b> <b>Positive:</b> Creates long-term employment opportunities in the local area. Employment indirectly reduces poverty and crime in general.	[1] No mitigations are proposed.	None	None	Remains <b>+HIGH</b>
O3	Increase in water and electrical consumption.	Scarce water and energy resources.	<b>Water and Energy Management</b> <b>Negative:</b> The proposed development will increase electrical and water consumption which are scarce resources in Namibia.	[1] Ensure the use of energy-efficient heating elements, appliances, and lighting are used. [2] The use of solar geysers or panels is encouraged. [3] Ensure the use of water-efficient faucets, urinals, showers, and toilets (low dual flush cistern). [4] Implement a grey-water system for the wash bay and reuse water for the garden. [5] Implement water and energy conservation signs in public restrooms.	Check if water and energy are properly managed daily.	Proponent & Staff	From <b>-MEDIUM</b>  To <b>-VERY LOW</b>
O4	Increase in traffic due to mixed-use generating more vehicle trips.		<b>Increased Traffic Impacts</b> <b>Negative.</b> Potential increase in local traffic, but local roads can cope with additional load.	[1] Regular traffic counts and regular site inspections.	Regular traffic counts and regular site inspections.	Local Authority.	Remains <b>+MEDIUM</b>

PROPOSED MITIGATIONS: OPERATIONAL PHASE							
Impact No.	Activity	Receptor	Potential Impact	Proposed Mitigation	Monitoring Action	Responsible Role-player	Significance level after mitigation
O5	Property access and sight lines.	Busy Sixth Street associated traffic risks.	<b>Access and Traffic Impacts</b> <b>Positive:</b> The site has only one access from Sixth Steet which is a wide enough street.	[1] Access to the property will be provided to the satisfaction of the Municipality of Walvis Bay. [2] Access to be provided in terms of the Walvis Bay Zoning Scheme apply.	Access is to be dealt with as part of the Building Plan Approval process.	Architect & Local Authority	Remains <b>+MEDIUM</b>
O6	Employee and client parking requirements.	Large erf size and road reserves	<b>Parking Impacts</b> <b>Positive:</b> All parking can be provided on-site. In addition, there is sufficient space within the road reserve for on-street parking as well.	[1] On-site and on-street parking is to be provided by the proponent to the satisfaction of the Municipality of Walvis Bay in accordance with the Walvis Bay Zoning Scheme.	Parking is to be dealt with as part of the Building Plan Approval process.	Architect & Local Authority	Remains <b>-HIGH</b>

### 1.5. Decommissioning Phase

Table 4: Proposed mitigation measures for the Decommission Phase

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