



**LUNGANAWA**  
INVESTMENTS

**ENVIRONMENTAL AND SOCIAL  
MANAGEMENT PLAN  
FOR THE  
ONAMUTAI TEE-JUNCTION VENTURE**

**MAY 2026**

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## **EXECUTIVE SUMMARY**

The management of LUNGANAWA INVESTMENTS CC have endeavoured to develop a comprehensive Environmental and social management plan that will guide the management of occupational, health, safety and social matters at its operations.

Clear objectives have been developed to ensure monitoring of performance and continuous improvement for maximum outcome from this management plan. The scope of this document covers all the operations of LUNGANAWA INVESTMENTS CC at it will be applicable to all the management and staff of the company, as well as its contractors, suppliers and other stakeholders where it is applicable.

The document will be communicated to all staff in order to ensure compliance to relevant requirements and for its implementation. Regular review of the document will be conducted in order to ensure its relevance and alignment with a changing environment.

# SECTION A:

## GENERAL INFORMATION

### 1. SCOPE

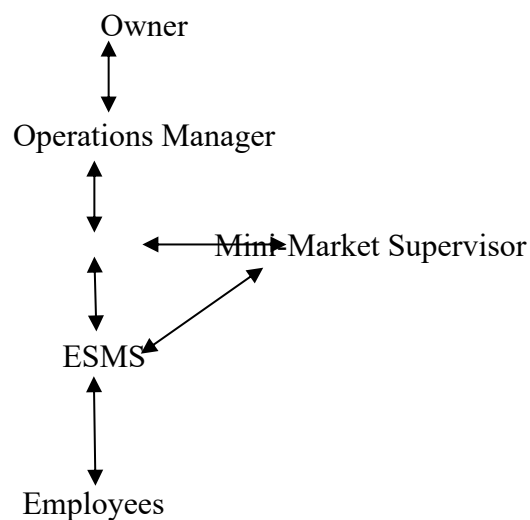
The purpose of this document is to provide guidelines for a sound environmental and social management at the Onamutai Tee-Junction Mini-market.

This management plan covers the identified activities at the Onamutai Tee-Junction Mini-market, located approximately 8 kilometre North-East of Ongwediva Town. The activities covered include only those related to the operation of the mini-market.

The objective of the management plan is to ensure that:

- Environmental and social impacts are effectively identified, monitored and managed
- Precautions against damages and claims, arising from damage, are taken care of promptly
- Communities living around the mini-market are not negatively affected by the operations of the venture
- No environmental and social damages occur

#### *1.1. Reporting structure*



## **2. INTRODUCTION**

### ***2.1. Area and Business Description***

The location of the proposed venture is in Onamutai village, at the corner of the Adolphi-Ongha road and Okatana-Onamutai road.

At this premises, a mini-market will be operated. The mini-market will sell consumer goods that are ordinarily sold in a supermarket to the residents of the Onamutai village and nearby villages. It is envisaged that seven (7) permanent employees will be employed.

### ***2.2. Responsibilities***

The following responsibilities in terms of environmental and social management, was assigned to the following persons:

#### **Owner**

- Has overall responsibility for the Environmental and Social Management Systems (ESMS)
- Must ensure that programme is reviewed annually
- Must ensure continual improvement
- Must provide resources for the success of the Environmental and Social Management Plan (ESMP)

#### **Management Team consists of:**

- The Owner
- Operations Manager
- Supervisors

#### **Operations Manager**

- ESMS management representative
- Maintain ESMS
- Ensure objectives are met
- Ensure that ESMS records are kept (audits, inspections, monitoring records)
- Ensure the development of awareness and competency on all aspects of the ESMS

- Maintain a register of all environmental and social aspects for the venture
- Prepare and implement environmental and social monitoring programs
- Prepare monitoring and measurement plans concerning significant environmental and social aspects
- Ensure that records are kept on environmental and social data
- Ensure that corrective actions concerning environmental and social aspects are carried out
- Ensure the development of awareness and competency on all aspects of the ESMS
- Prepare audit schedules
- Maintain and communicate ESMS relevant legal register, in conjunction with the Legal & Regulatory Business Unit
- Prepare emergency preparedness and response plans for significant environmental and social aspects
- Adhere to requirements laid out in this document
- Notify the relevant people if they caused any environmental contamination
- Notify all relevant people if an environmental incident / accident is in progress

## **Supervisors**

- *Responsibility extends to the environmental and social aspects of their respective section only*
- Liaise closely with the Operations Manager regarding environmental and social aspects
- Perform monitoring and measurements for environmental and social aspects
- Keep records on environmental and social data
- Carry out operational control inspections on environmental and social aspects, when necessary
- Perform necessary corrective actions concerning environmental and social aspects

# **SECTION B:**

## **HEALTH, SAFETY AND ENVIRONMENT POLICY**

### **STATEMENT**

#### **Overview**

Environmental stewardship and the health and safety of our employees, contractors, suppliers and communities are paramount to delivering on our Purpose-Driven Performance and living our values. Our Environmental, Health and Safety (EHS) responsibility exists whether in our shops, in an office, or in a vehicle. We implement our EHS Policy through our EHS management system that guides our actions and tracks key performance indicators to manage our risks and drive continuous improvement. Guided by our values and in support of our Code of Conduct, we follow these principles:

#### **Robust compliance is the cornerstone of our EHS program.**

We meet or exceed all applicable EHS regulations and company standards. Our employees, contractors and key partners have a responsibility to comply with all applicable EHS requirements. We follow established policies, procedures, and share best practices to create safe and compliant workplaces and environmentally responsible operations.

#### **Employee safety is foundational to delivering on our mission.**

We encourage and empower our employees to identify, understand and mitigate, when possible, the safety risks associated with their roles. We promote our “speak-up” culture so that employees report all potential and actual risks and incidents. We also provide a culture that promotes physical and mental well-being to help our employees live healthy, full and productive lives.

#### **Environmental sustainability is our responsibility.**

We are committed to operating responsibly, and we seek to reduce adverse environmental impacts from our operations. To manage our environmental risks, we pursue a path of continuous improvement – investigating, assessing, understanding, and improving environmental aspects and impacts.

#### **Integrating EHS is how we do business.**

We use EHS goal-setting and achievement as a driver of culture, innovation and sustainable growth within all areas of our business. We believe that progress toward our goals should be transparent and accessible to all our stakeholders, including our employees, customers, suppliers and communities.

**Engagement and dialogue drive improved EHS performance.**

We recognize and reward EHS performance because we believe engagement, diversity of thought, and active dialogue help us learn, increase our transparency, and foster trust among our employees, contractors and key partners.

Our EHS Policy will be implemented through a comprehensive EHS Management System, overseen by governance arrangements that involve all levels of the Company. Our performance will be monitored and regularly reviewed to ensure our standards of conduct meet our high expectations, and that the Policy continues to be of value to our business and its stakeholders.

Business Owner Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## **SECTION C:**

### **HEALTH, SAFETY AND ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN – OBJECTIVES AND TARGETS**

#### **3. OBJECTIVES FOR ENVIRONMENTAL, OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN**

- Ensure compliance with all applicable EHS laws in the area in which the Company operates.
- Manage EHS risk and performance effectively; actively seeking and acting upon meaningful opportunities to reduce risk and improve our EHS performance.
- Reduce the EHS impact of our products throughout their lifecycle.
- Support programs to achieve the Company's environmental sustainability goals.
- Select suppliers and business partners with consideration of their ability to run safe and environmentally responsible operations.
- Educate, train and motivate our employees to work in a safe, environmentally responsible manner.
- Foster openness and dialog on EHS matters with our stakeholders, both internal and external; communicating risk, performance and progress.

#### **4. LABOUR**

We are committed to conducting business in responsible manner that includes respecting internationally recognized human rights throughout our operations as well as relevant labour requirements and human resource best practices.

#### **5. ENVIRONMENTAL**

##### ***5.1. Domestic effluent disposal***

A septic tank will be constructed to collect domestic effluent generated on the premises. This septic tank will be regularly emptied as required.

### **5.2. *hazardous waste disposal***

No applicable as no hazardous material will be handled or sold at this venture. Once an opportunity is identified for usage or trading them appropriate procedures will be implemented and training provided.

### **5.3. *General waste disposal***

General waste includes all other waste, which are not hazardous. This includes:

- Plastic products
- Glass products
- Paper products
- Redundant office equipment
- Food waste
- Wood products
- Building rubble

The following should be adhered to at the premises, in terms of general waste disposal:

- All other (paper, glass, metal, plastic & food) wastes produced at the premise should be stored in appropriate bins, at a specific location, on the premise and clearly marked.
- All waste may only be disposed of at the town/village dumpsite.
- Waste must be removed from the premise at regular intervals.
- A sufficient amount of rubbish drums should be available on site, in order to prevent littering.

Management objectives:

- To ensure proper management of general waste
- To ensure neat surroundings
- To ensure aesthetic integrity of the area

Measurable targets:

- No complaints from visitors and neighbours about litter and other waste
- No complaint from community related to improper management of general waste
- Monitoring and reporting on general waste produced.

## **6. SOCIAL**

We commit to uphold the safety of the community we operate in and to ensure their safety and health from our operations.

## **7. EXTERNAL COMMUNICATION AND GRIEVANCE**

We encourage open and honest feedback from our customers and other stakeholders. Communication channels to management for lodging customer complaints and grievances will be established and we'll endeavour to acknowledge and provide feedback to all of them, within reasonable time.

## **8. TRANSPORTATION OF MATERIALS & OTHER EQUIPMENT**

Improper transport of goods can lead to contamination of the environment at the destination location of the goods. Goods can include either new or redundant materials.

Good communication between respective parties is of utmost importance during transportation of goods from one location to another.

The following should be adhered to at the premise, in terms of the transportation of goods:

- All regulations stated in the transport procedure should be adhered to.

Management objectives:

- The prevention of environmental pollution at destination locations.

Measurable targets:

- No complaints of environmental pollution at destination locations due to the improper transportation of goods.

## **9. MONITORING AND MEASURING**

Monitoring and measuring programmes should be developed for the following areas of concern:

- General waste removal
- Hazardous waste materials – storage and removal (where applicable)
- Septic tank emptying

The following should be adhered to on the premise, in terms of monitoring and measurement:

Monitoring and measuring should be done on a regular basis. Regularity can be either (but not excluding other intervals deemed adequate):

- Monthly
- Bi-weekly
- Weekly
- Daily
- When necessary

The last category is only applicable to the disposal of general waste or transport of hazardous wastes (where applicable). All other monitoring should be done at least monthly, unless more regular monitoring is deemed necessary.

All monitoring and measurement data must be converted into a monthly environmental and social report by the Operations Manager. This report could also be included in the monthly report of the Owner.

Management objectives:

- To effectively monitor and measure areas of concern

Measurable targets:

- Monthly reports

## **10. TRAINING AND AWARENESS**

Environmental training and awareness should become a priority at the premise.

The following should be adhered to at the premise, in terms of training and awareness:

Training needs analysis should be regularly conducted and reviewed in consultation with Operations Manager.

Training manuals should be developed and reviewed (where applicable).

Records must be kept of all people that receive either in-house or external environmental training.

Management objective:

- To ensure that all employees at the business are aware of the impacts of the venture

Measurable targets:

- All employees must receive at least basic environmental awareness training

## **11.LEGAL OBLIGATION AND COMPLIANCE**

Legislative requirements for the operation of the venture should be adhere to.

The following should be adhered to on the premise, in terms of legal compliance:

A legal register must be developed and maintained according to procedure where necessary

All relevant Namibian legislation must be taken into consideration

Management objectives:

- To be within the boundaries of the law

Measurable targets:

- No litigation from non-compliance to national law
- Compliance to all relevant national legislation

## **12.EMERGENCY PREPAREDNESS**

An emergency preparedness plan must be in place for the most significant environmental threats identified at the premise.

The following should be adhered to at the premise, in terms of emergency preparedness:

An emergency preparedness procedure must be developed for the most significant environmental and social impact

This procedure must be adhered to.

Regular exercises should be done to test the effectiveness and the responses.

Management objectives:

- To put in place a disaster management plan.

Measurable targets:

- An emergency preparedness plan for the most significant environmental and social impact

### **13.EMERGENCY CONTACT DETAILS**

Namibian Police: 10111

Ambulance: 081 200 1773 (MEDCARE 24)

Operations Manager: TBC

Owner: 081 310 310 7