

## Environmental and Social Management Plan

**Project Name:** Enhancing Sustainable Groundwater Use in Arid Southern Namibia's Karas Region (ESGASNKR)

**Country:** Namibia, Karas Region

**Description of the work that the ESMP will be applied to:** Our project, with its significant aims and objectives, is aimed at contributing towards sustainable groundwater management in the crystalline basement and the Kalahari/Karoo sedimentary aquifers in southern Namibia (Karas) region. We are doing this through technical intervention and stakeholder involvement through citizen science. Our focus is on establishing an integrated approach in groundwater resource management, infrastructure for sustainable groundwater resource utilization, and a multi-stakeholder citizen science approach in managing groundwater utilization framework. We are exceptionally dedicated to rural communities in arid and desertic environments of the Karas region in Namibia. The project is being implemented with the following aims and objectives:

1. Support sustainable groundwater management for localities underlain by vulnerable aquifer systems in Southern Namibia's Karas region. This will be achieved through effective groundwater resource potential assessment research, thereby ensuring the well-being and sustainability of these communities. The project's ultimate goal is to positively change these communities' lives, providing them a more secure and sustainable future.
2. Improve the understanding of hydrogeological processes by establishing strategic groundwater wells and technical groundwater yield assessment within the specified localities in the Karas Region (initially, wells will be used for monitoring purposes, with a significant percentage handed over for sustainable groundwater supplies to vulnerable communities).
3. Develop a sustainable groundwater management plan within the study area based on an integrated groundwater evaluation approach.
4. Establish a robust framework for stakeholder involvement in sustainable groundwater management and project impact continuity. This is to be achieved through a citizen science approach, which places a significant emphasis on stakeholders' active participation and contribution. This approach ensures that the project is not just a top-down initiative but a collaborative effort that values the insights and contributions of all involved parties.
5. Increase the research capacity within integrated groundwater resource assessment and management through a citizen science approach

### Contact details of University of Namibia (UNAM) Project Managers:

- Dr Josefina Hamutoko / Senior lecturer / Email: [jhamutoko@unam.na](mailto:jhamutoko@unam.na)
- Dr Innocent Muchingami / Senior lecturer / Email: [imuchingami@unam.na](mailto:imuchingami@unam.na)

**Location:** UNAM Southern Campus, Keetmanshoop, Namibia



#### Contact Details

+27 12 051 0419  
[info@sadc-gmi.org](mailto:info@sadc-gmi.org)  
[www.sadc-gmi.org](http://www.sadc-gmi.org)



#### Postal Address

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



#### Physical Address

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Environnemental and Social Management Plan (ESMP)				
Namibia Base Grant Project				
Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>A. General Requirements for ESHS Management</b>				
<b><u>Responsibilities and Liabilities</u></b>	Ensure that all workers, suppliers, and possible subcontractors are familiar with and comply with ESMP's ESHS requirements and specifications.	Induction training performed and recorded.  Contracts with subcontractors and suppliers	UNAM	Review of training records  Review of Contracts to ensure that Project requirements are included
	Implement measures outlined in this ESMP, WB ESF, and SADC GMI Sub-grant Manual.  Implement monthly monitoring and reporting procedures in compliance with the SADC-GMI.  Identify if further Management Plans have to be prepared	Compliance with the mitigation measures outlined in this ESMP	UNAM	Review prior to finalization on Project-specific ESMP
<b><u>Resources allocated to ESHS Management</u></b>	Assign and maintain at least one project manager to define the requirements and responsibilities and who will oversee the compliance and monitoring of E&S risk management of the activities.  Appoint and maintain at least one focal point (Relations officer or Community Liaison officer) responsible for stakeholder engagement.	Compliance with the mitigation measures outlined in this ESMP  Inform the relevant authorities about the ESHS that is responsible.	UNAM	Review prior to finalization of Project-specific ESMP



**Contact Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

<b><u>Reporting</u></b>	Ensure reporting of progress and incidents, accidents, observations, and near misses in compliance with the SADC-GMI Sub-Grant Manual guidelines.	Compliance with the mitigation measures outlined in this ESMP Reporting protocol for ESHS incidents	Contractor/UNAM	Review once prior to finalization of Project-specific ESMP
Code of Conduct	Adopt and implement the Code of Conduct as stated in the SADC GMI Sub-grant Manual, considering national legislation, safety rules, substance abuse, environmental sensitivity, communicable diseases, gender issues (sexual harassment), respect for local beliefs and customs, community interactions, etc.	Code of Conduct in place and rules shared with personnel	Contractor/UNAM	Review of Code of Conduct induction records Review of reported punishable or misconduct behaviour Review of grievance records
<b><u>ESHS Training</u></b>	Provide H&S induction and training and raise awareness among the workforce regarding H&S risks and mitigation measures (including indirect workers) tailored to the Project scope.	Training performed and recorded.	Contractor/ shall provide the H &S induction for all workforce at the drill site site  UNAM shall provide induction and training for all its project staff and students involved in fieldwork activities	Review of training records



**Contact  
Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal  
Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical  
Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. Protection of the Environment</b>				
Protection of adjacent areas Selection of borrow areas, backfill material stockpile sites, and access road	Avoid or minimize adverse effects on vegetation, soils, groundwater and surface water, biodiversity, natural drainage, and the water quality in areas within the works area. Drilling methods to minimize impacts to the extent possible.	No impacts were identified in the adjacent environment	Contractor/UNAM	Regular monitoring of adjacent natural resources.
	Ensure that work site boundaries and limits are in accordance with plans agreed upon in advance. All drilling activities should be carried out within boundaries.	Marking the borders of works site boundaries and usage of warning signs	Contractor/UNAM	Site inspection prior to commencement of activities.
	Be sure to stay out of the surrounding wetland areas.	Pre-drilling survey to make sure that the site is not in wetland areas	Contractor/UNAM	During site selection
	Ensure the following distances from permanent watercourses and outside floodable areas: sensitive urban services and buildings (health centre, school).	Marking the borders of works site boundaries in line with given limits and usage of warning signs	Contractor/UNAM	Site inspection prior to commencement of activities.
	Minimise visual impacts	Visual inspection and comparison with adjacent undisturbed areas.	Contractor /UNAM	Review of grievance records



**Contact Details**

+27 12 051 0419  
 info@sadc-gmi.org  
 www.sadc-gmi.org



**Postal Address**

Suite 262  
 Private Bag X025  
 Lynwood Ridge 0040  
 South Africa



**Physical Address**

Building 24,  
 CSIR Campus  
 24 Meiring Naude Road  
 Brummeria  
 Pretoria 0184

Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. Protection of the Environment</b>				
	Ensure all works carried out minimize pollution risk (e.g., liquid effluents, air emissions, noise and vibration management, vehicle and equipment maintenance and selection, fuel, oil, and chemical storage and handling) throughout the project's duration.	Ensure that potential pollutants are not stored and handled within 50 m of sensitive receptors (particularly watercourses).	Contractor /UNAM	Regular site inspection Review of grievance records
	Ensure appropriate containment and storage of drilling wastewater, including sanitary water.  No untreated effluent is discharged.	No untreated wastewater discharge	Contractor/UNAM	Regular site inspection Review of grievance records
	Use vehicles in appropriate technical conditions to the extent possible. Provide emissions control equipment (e.g., filters) where applicable.	Technical Specification Sheet	Contractor/UNAM	Before the commencement of work, new equipment/vehicles are used at the site at all times.  Review of grievance records Visual inspection regularly
Selection of borrow areas, backfill material stockpile sites, and access road  Pollution prevention	Use low sulphur content fuels that are in line with legal provisions in force and local availability.	Technical Specification Sheet	Contractor /UNAM	Regular documentation inspection
	Ensure vehicles are switched off when not in use.  Sensitise driver on effective vehicle management.	Engines switched off when not in use	Contractor /UNAM	Site inspection



**Contact Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184



Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. Protection of the Environment</b>				
	Adopt and implement best practices to minimize dust emissions (e.g., proper stockpiling and watering) during dry and windy conditions and transportation.	Watering was conducted, no dust emissions and no workers' grievances were observed.	Contractor /UNAM	Regular site inspection Review of grievance records
	Ensure speed limits on site. Sensitise driver on safe driving.	Speed signs installed Training performed and recorded Accident/incident reports	Contractor/UNAM	Random site inspection Review of grievance records Review of accident/incident records Review of training records
Emissions and dust	Avoid operations and vehicle movements at night.	No work conducted between 10 pm and 7 am No grievances received	Contractor/ UNAM	Random site inspection Review of grievance records Review of accident/incident records Review of training records
Effluents	Locate stationary equipment (such as power generators) as far as possible from nearby receptors (e.g. worker resting areas, populated areas and environmentally sensitive areas).  Ensure that noise levels don't exceed 120db in case of equipment or vehicle use.	Distances between equipment and receptors are kept	Contractor/ UNAM	Once prior to commencement of works Monitor noise levels in case equipment is used Review of grievance records



**Contact Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. Protection of the Environment</b>				
Waste Management	Identify waste management facilities and waste management contractors.  Ensure disposal through waste contractors licensed for treatment/removal/recycling of each of the waste types.  Comply with national waste management practices	Waste management through licensed contractors, if feasible  Waste management contracts  Waste transfer notes	Contractor/ UNAM	Inspect waste management facilities  Proof of contractors' certifications  Review of waste transfer records
	Ensure that all wastes produced are properly collected, segregated, stored, transported and treated	Waste collection areas existent, waste inventories  Waste transfer notes	Contractor/ UNAM	Random site inspection, Review of waste inventories  Review of waste transfer records
	Minimise the waste production to the extent possible.	Records of waste production are kept  Waste Management Plan  Training performed and recorded	Contractor/ UNAM	Monitor (e.g. monthly) the amount of waste produced  Review of training records
	Document all waste-related operations (type of waste, quantities produced, etc.).	Storage, transport and treatment of waste are documented  Waste transfer notes  Waste inventories	Contractor/ UNAM	Review of waste transfer records  Review of waste inventories



**Contact Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. Protection of the Environment</b>				
	Appropriate and safe storage of fuels, drilling materials, wastes and any materials that can cause spills (e.g. batteries from energy generators).	Safe storage of materials Spill response procedure Spill response and remediation equipment in place.	Contractor/ UNAM	Random site inspection
Vegetation clearing	Limit vegetation clearing to areas within the site boundary where it is strictly necessary.	Vegetation clearing minimal Marking the borders of works site boundaries	Contractor/ UNAM	Site inspection prior to commencement of activities.
	Describe the methods of vegetation clearance. Ensure that no chemicals/pesticides are used, burning vegetation is restricted, etc. Do not clear vegetation more than two months before operations.	No use of fires or chemicals on site Marking the borders of works site boundaries Usage of warning signs	Contractor/ UNAM	Site inspection prior to commencement of activities. Site inspection during site clearance
	Avoid clearing mature trees and endangered species.	No mature trees were cleared	Contractor/ UNAM	Site inspection prior to commencement of activities.
	Avoid, to the extent possible, areas of ecological value.	Areas of ecological value avoided	Contractor/ UNAM	Site assessment prior to site selection. Ecological value assessment if needed.
	Avoid natural habitat disturbance.	No habitats disturbed	Contractor/ UNAM	Inspection of drilling practices.



**Contact  
Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal  
Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical  
Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184



Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>B. Protection of the Environment</b>				
	Ensure that rehabilitated areas don't pose health and safety risks (such as holes and ponds).	Reinstatement completed	Contractor/ UNAM	Inspection after drilling Inspection after heavy rainfalls and snow

Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>C. Health and Safety</b>				
<b><u>Health and Safety Plan</u></b>	Adopt and implement effective Health and Safety Procedures per the WB ESF and SADC GMI Sub-grantee Manual.  Ensure implementation of the Health and Safety procedure	Contractor H&S Procedure in place	Contractor/ UNAM	Review of H&S Procedure
<b><u>Accident reporting</u></b>	Ensure all accidents, incidents, observations, and near misses (e.g., occupational and community health and safety, sexual harassment, disorderly conduct, gender-based violence, gender bias, and discrimination observations) on site are recorded and followed up properly.  Inform the workers and communities on the methods of reporting grievances, accidents, and incidents: email <a href="mailto:safeguarding@sadc-gmi.org">safeguarding@sadc-gmi.org</a>	The incident recording process in place	Contractor/ UNAM	Check incident/accident records



**Contact  
Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal  
Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical  
Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>C. Health and Safety</b>				
<b><u>Personal protective equipment</u></b>	<p>Ensure the provision of Personal Protective Equipment (PPE) (i.e., hard hats, sun hats, masks, safety glasses, safety boots, reflective vests, field jackets, and field boots) for workers.</p> <p>Mandate the contractor to provide adequate PPE to workers at all times. Include the mandate in the contract agreement with the selected contractor.</p> <p>The Contractor shall provide appropriate safety equipment to all his staff on site and comply with local legislation regarding Health and safety requirements.</p>	<p>PPE used by everyone on-site</p> <p>Training performed and recorded</p>	UNAM/ Contractor Site Manager	<p>Random site inspection</p> <p>Review training records</p>
Emergency scenarios prevention	Ensure immediate cleaning of any spills and remediation of contaminated areas after drilling.	<p>Workers trained.</p> <p>Emergency Response Team (ERT) is in place</p>	Contractor/ UNAM	<p>Random site inspection after spill events</p> <p>One-time inspection after drilling</p> <p>Review of training records</p> <p>Review of ERT</p>
	Provide necessary prevention equipment and teams on site in accordance with applicable regulations to respond to emergency scenarios, such as fire, explosion, natural hazards, etc.	<p>Prevention equipment and team is in place</p> <p>Training performed and recorded</p>	Contractor/ UNAM	<p>Regular site inspection</p> <p>Review the list of equipment</p> <p>Review of ERT</p> <p>Review of training records</p>



**Contact  
Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal  
Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical  
Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>C. Health and Safety</b>				
	Maintain high standards in housekeeping on site. Drilling materials and light equipment should be stored properly.	Visual verification of good housekeeping on-site	Contractor/ UNAM	Random site inspection
<b><u>First-aid</u></b>	<p>The Contractor shall provide and maintain all equipment necessary to render first aid in case of accidents or other emergencies in operative conditions. This equipment shall be kept in readiness at the works' sites, at camps, and wherever the Contractor's staff may regularly live and work.</p> <p>The Contractor shall ensure that persons with knowledge of simple first-aid procedures and the ability to administer help in the event of injury are available at all such places.</p> <p>The Contractor will be responsible for the cost of all site welfare arrangements, health requirements, warning signs, and all other safety precautions.</p> <p>All work is to be executed in a safe and responsible manner, and the Contractor is to proceed in accordance with the provisions of the appropriate legislation.</p> <p>Ensure that evacuation arrangements are adopted and implemented.</p>	<p>Suitable first aid kit on site and during fieldwork.</p> <p>First aid certificate equipped for at least one team member during the drilling procedure</p>	Contractor/ UNAM	<p>Regular monitoring of first-aid kits</p> <p>Review of first aider certificates</p> <p>Review of the number of first aiders required by local legislation</p>



**Contact  
Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal  
Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical  
Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Item	Mitigation, Management, and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>C. Health and Safety</b>				
<b>Hygiene, accommodation, and food</b>	Ensure the provision of Health and Safety (H&S) and hygienic and sanitary facilities at the site, including shaded welfare areas, bathrooms, changing rooms, and potable water. Ensure toilets and changing rooms are separated between male and female employees.	Appropriate H&S and sanitary facilities are provided at the site.	Contractor/ UNAM	Basecamp inspection prior to the accommodation of the workers.  A daily stipend will be offered in line with the SADC rates and according to the UNAM guidelines to cover 3-star accommodation and meals during all field excursions.  Regular inspection  Review of grievance records
	Ensure the provision of adequate space, water supply, sewage, and garbage disposal system, appropriate protection against heat, cold, damp, fire, and disease-carrying animals, adequate sanitary and washing facilities, adequate lighting, and basic medical services in accordance with all applicable health and safety regulations and norms.	Appropriate conditions for workers on site	Contractor/ UNAM	Campsite inspection prior to accommodation of the workers.  Regular inspection  Review of grievance records
Hygiene, accommodation, and food	Report any occurrence of any communicable diseases amongst the workforce (STD, HIV/AIDS, TB, malaria, and Hepatitis B and C).  Sensitise workers on communicable diseases and WASH measures.	Communicable Diseases Register  Training performed and recorded	Contractor/ UNAM	Review of disease register and disease prevention program if available.  Review of training records



**Contact  
Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal  
Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical  
Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>D. Labour and relations with local communities</b>				
<b><u>Labour conditions</u></b>	Ensure minimum legal labour standards as per UNAM guidelines and WB ESS2 regulations (child/forced labour, sexual assault, no discrimination, equal opportunities, working hours, minimum wages) are met.	Grievance Mechanism Records, Training performed and recorded	Contractor/ UNAM	Review of Inspection reports (also from labour authorities), Review of grievance records Review of training records
	Ensure that all direct and indirect workers have access to and are aware of the Grievance Mechanism, where they can raise workplace-relevant complaints anonymously.  (See Sub grants manual – Grievance Mechanism procedure)	Grievance Mechanism in place and grievances recorded  Training performed and recorded	Contractor/ UNAM	Review of grievance register Review of training records
	Ensure all workers have the same rights and are treated equally.	Non-discrimination policy in place	Contractor/ UNAM	Random site inspection Review of grievance register
Local recruitment	Where appropriate, ensure local communities are preferred for supplying goods and services to the Project and Project personnel.	Local Procurement and Employment Records	Contractor/ UNAM	Review procurement and employment rules and records Review of grievance register
Transport	Organise carpools/buses for worker transportation where needed.	Carpools/ buses used	Contractor/ UNAM	Review of registered transport policy



**Contact  
Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal  
Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical  
Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184



Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>D. Labour and relations with local communities</b>				
<b><u>Community interaction</u></b>	Engage/ communicate/inform communities. Ensure consultations with the local authorities and communities regarding the drilling. Obtain local knowledge regarding chance finds and land acquisition matters.  Maintain a grievance record on site.  Maintain a grievance box on site.	Minutes of Meetings  The Grievance Mechanism would be handled through the UNAM Human resources policy procedures and the SADC GMI procedures. All grievances will be reported accordingly, in accordance with World Bank Procedures.  Grievance record on site  Submit complaints anonymously using the grievance box	Contractor/ UNAM	Review of grievance register  Minutes of consultation meetings
	Initiate an efficient Grievance Mechanism to allow potentially affected individuals to raise their concerns.  Inform the communities on the method of submitting grievances: email <a href="mailto:safeguard@sadc-gmi.org">safeguard@sadc-gmi.org</a>	SADC-GMI Sub-Grant Manual  Grievances received through email <a href="mailto:safeguard@sadc-gmi.org">safeguard@sadc-gmi.org</a> SADC-GMI Sub-Grant Manual	Contractor/ UNAM	Review of grievance register
	Engage with the local community and potentially affected households to understand their needs and identify the risk of damage to their livelihoods through the Project (e.g., taking of pastureland, lack of access to water).	Minutes of Meetings  Grievance Mechanism records	Contractor/ UNAM	Review of grievance register and meeting minutes



**Contact Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
<b>D. Labour and relations with local communities</b>				
Damage to people and property	Ensure all contractors implement codes of conduct concerning employment and workforce behaviour (including but not limited to safety rules, zero tolerance for substance abuse, environmental sensitivity of the area, dangers of sexually transmissible diseases and HIV/AIDS, gender equality and sexual harassment, respect for the beliefs and customs of the populations and community relations in general).	Code of Conduct (See Sub grants manual code of conduct) Grievance Mechanism records	Contractor/ UNAM	Worker interviews, Review of grievance log
	Ensure site areas have appropriate security, fencing, signage, and lighting. Use hazard notices/signs/barriers to protect children and other vulnerable people from harm and prevent access to non-workers.	H&S planning of drilling site done, items installed	Contractor/ UNAM	Inspection before the activities. Random site inspection Review of grievance register
Traffic management	Ensure safe driving by Project personnel (e.g., through training/induction).	Driver Training Records as part of Induction training	Contractor/ UNAM	Review of training records
	Target signage and outreach activities to improve public awareness of traffic changes and potential hazards for high-risk sections of public roads, including near the site and laydown areas.	Warning signs Minutes of Meetings	Contractor/ UNAM	Inspection of traffic routes, Review of grievance register



**Contact Details**

+27 12 051 0419  
info@sadc-gmi.org  
www.sadc-gmi.org



**Postal Address**

Suite 262  
Private Bag X025  
Lynwood Ridge 0040  
South Africa



**Physical Address**

Building 24,  
CSIR Campus  
24 Meiring Naude Road  
Brummeria  
Pretoria 0184