



ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

Project Name: Construction of Sustainable Rural Water Supply and Groundwater Monitoring Systems

Recipient Country: Lesotho, Project Site: Ha Koali (Berea) and Ha Mosotho (Mafeteng)

Project Description: The project activities will entail drilling four boreholes, one production borehole, and one monitoring borehole in each of the two villages (Ha Koali and Ha Mosotho). Reticulation systems for community water supply and data loggers in monitoring boreholes will also be installed.

The Department of Water Affairs is responsible for issuing permits; construction permits will be issued once the drilling contractor has been appointed.

Officer Responsible: Project Manager, mohau.mahantane@gov.ls

An ESHS Consultant will be hired, and they will report directly to Mohau Mahantane email mohua.mahantane@gov.ls

Contact information: Ministry of Natural Resources – Department of Water Affairs

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Environmental and Social Management Plan (ESMP)

Lesotho Base Grant Project

Item	Mitigation, Management and Enhancement Measures	Means of Verification	Responsibility	Monitoring Procedure
A. General Requirements for ESHS Management				
<u>Responsibilities and Liabilities</u>	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	Ministry of Natural Resources – Department of Water Affairs	Review of training records Review of Contracts to ensure that Project requirements are included
	Implement the ESMP developed for the Construction of Sustainable Rural Water Supply and Groundwater Monitoring Systems and implement monthly monitoring and reporting procedures with SADC-GMI. Identify if further Management Plans have to be prepared Develop and observe compliance procedures where necessary	Final Project-specific ESMP	Ministry of Natural Resources – Department of Water Affairs	Review prior to finalization on Project-specific ESMP
<u>Resources allocated to ESHS Management</u>	At least one of the two project managers will define the requirements and responsibilities. Responsible for contact with stakeholders (Relations officer or Community Liaison officer)	Final Project-specific ESMP Inform the relevant authorities about the ESHS that is responsible.	Ministry of Natural Resources – Department of Water Affairs	Review prior to finalization of Project-specific ESMP
<u>Reporting</u>	Reporting of progress and incidents, accidents, observations, and near misses in line with the revised SADC-GMI Sub-Grant Manual guidelines.	Final Project-specific ESMP Reporting protocol for ESHS incidents	Contractor/ Ministry of Natural Resources – Department of Water Affairs	Review once prior to finalization of Project-specific ESMP



Code of Conduct	Establish adherence to the Code of Conduct taking into consideration legislation, safety rules, substance abuse, environmental sensitivity, communicable diseases, gender issues (sexual harassment), respect for local beliefs and customs, community interactions as outlined in the SADC-GMI Sub-Grant Manual.	Code of Conduct in place and rules shared with personnel	Contractor/ Ministry of Natural Resources – Department of Water Affairs	Review of Code of Conduct induction records Review of reported punishable or misconduct behaviour Review of grievance records
<u>ESHS Training</u>	Provide H&S induction and training and awareness to the workforce regarding H&S risks and mitigation measures (including indirect workers) tailored to Project scope.	Training performed and recorded	Contractor shall provide the H & S induction for all workforce at the drill site Ministry of Natural Resources – Department of Water Affairs shall provide induction and training for all its project staff and students involved in fieldwork activities	Review of training records



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B. Protection of the Environment				
Protection of adjacent areas	Restrict excavation activities during periods of intense rainfall. Use temporary bunding to reduce the risk of sediment, oil, or chemical spills into the receiving waters.	Site inspections Supervisory checklist Unsuccessful boreholes backfilled Excavation on hold during intense rainfall	Contractor	Inspect the site conditions before and during excavation.
	Ensure that means of protection are in place to 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. Construction methods to minimize impacts to the extent possible.	No impacts were identified in the adjacent environment Supervisory checklist	Contractor Ministry of Natural Resources – Department of Water Affairs	Weekly supervision (including monitoring of adjacent natural resources)
	Ensure that work site boundaries and limits are set by plans agreed upon in advance. All construction activities should be carried out within the boundaries.	Marking the borders of works site using danger tape Inform immediate community of the borders of work site Displaying signage to inform the workers and community members	Contractor	Site inspection prior to commencement of activities Weekly supervision
	Ensure to stay out of surrounding wetland areas.	Site inspections	Contractor Ministry of Natural Resources – Department of Water Affairs	Site inspection prior to commencement of activities Weekly supervision
		Marking the borders of works site boundaries in line with given limits and usage of warning signs	Contractor Ministry of Natural Resources – Department of Water Affairs	Site inspection prior to commencement of works; and Regular supervision

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B. Protection of the Environment				
	After construction, form reshaped land so that it is inherently stable, adequately drained and suitable for the desired long-term land use and allows natural regeneration of vegetation.	Visual inspection and comparison with adjacent undisturbed areas.	Contractor	Site inspection before and after completion of works
Pollution prevention	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), including the whole duration of the Project.	Ensure that potential pollutants are not stored and handled within 50 m of sensitive receptors (particularly watercourses). Ensure that potential pollutants are safely stored, i.e., stored above the catch pan.	Contractor	Site inspection prior and during the commencement of works
Emissions and dust	Identify waste management facilities and waste management contractors.	Visual Inspection of site Supervisory checklist	Contractor	Visual inspection during weekly supervisory visits
	Ensure disposal through waste contractors licensed for treatment/removal/recycling of each waste type.	Vehicle engines are switched off when not in use	Contractor	Weekly Site inspection and review of grievance records
Noise and vibration	Avoid operations like drilling and vehicle movements at night.	No work conducted between 8 pm and 6 am	Contractor Ministry of Natural Resources – Department of Water Affairs	Weekly Site Inspection and review of grievance records
	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). Make sure that noise levels don't exceed 120db in case of equipment or vehicle use.	Effective distances between equipment and receptors are kept Use of sound detector to ensure that noise level is kept below recommended level	Contractor Ministry of Natural Resources – Department of Water Affairs	Once prior to the commencement of works Monitor noise levels in case equipment is used Weekly Review of grievance records

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B. Protection of the Environment				
Waste Management	<p>Implement effective waste management measures in compliance with the World Bank ESF and national waste management SOPs to handle construction and operational waste responsibly. Identify waste management facilities close to communities for proper disposal and minimize waste generation.</p> <p>Proper and safe storage of fuels, drilling materials, wastes, and any materials that can cause spills (e.g., batteries from energy generators).</p> <p>Minimize waste production to the best of its ability.</p> <p>Document all waste-related operations (type of waste, quantities produced, etc.).</p>	<p>Subcontractor contract includes requirements to ensure effective waste management</p> <p>Records of waste production are kept</p> <p>Subcontractor is equipped with a Waste Management Plan</p> <p>Training performed and recorded</p> <p>Safe storage of materials</p> <p>Spill response procedure</p> <p>Spill response and remediation equipment in place.</p>	<p>Contractor</p> <p>Ministry of Natural Resources – Department of Water Affairs</p>	<p>daily Inspect waste management processes or disposal sites or protocol during site visits</p> <p>inspect drilling procedures</p> <p>random spot checks</p> <p>Review of waste transfer records</p> <p>Review of waste inventories</p>
Vegetation clearing	<p>Limit vegetation clearing to areas within the site boundary where it is strictly necessary.</p> <p>Ensure that rehabilitated areas don't pose health and safety risks (such as holes, ponds).</p>	Visual Inspection of vegetation clearing	<p>Contractor, Ministry of Natural Resources – Department of Water Affairs</p> <p>PEA</p>	<p>Site inspection prior to commencement of activities.</p> <p>Review of grievance records</p>
	<p>Avoid clearing mature trees and endangered species.</p> <p>In areas where endangered species are known to exist, carry out adequate evaluation to ensure that no adverse impact to endangered species will be caused by the works. Plan adequate mitigation measures to ensure that the works will not negatively affect the endangered species.</p> <p>If endangered species are found unexpectedly during works, halt all works and provide ad-hoc assessment of the areas for endangered species and establish adequate mitigation measures.</p>	Visual Inspection and comparison of matured trees before and after works	<p>Contractor</p> <p>PEA</p>	<p>Site inspection prior to commencement of activities.</p> <p>Weekly Review of grievance records</p>

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C. Health and Safety				
Accident reporting	<p>Ensure all H&S related incidents such as Sexual Harassment, Sexual Exploitation, mistreatment, discrimination, injury (e.g. observations, accidents) on site are recorded and followed up properly.</p> <p>Inform the workers and communities on the ways of reporting incidents and accidents. Receive any reports on incidents and accidents through safeguarding@sadc-gmi.org</p>	H&S incident reporting protocol in place as per World Bank and SADC-GMI Sub-Grant Manual Grievance Mechanism procedure	Contractor Ministry of Natural Resources – Department of Water Affairs Contractor	Weekly inspection of incident/accident records
Personal protective equipment	Ensure the provision of Personal Protective Equipment (PPE) for workers (hardhats, masks, safety glasses, safety boots).	Daily visual inspection Supervisory checklist	Contractor to provide PPE.	Regular supervisory visits to check PPE carried out by the project manager.
Emergency scenarios prevention	Ensure immediate cleaning of any spills and remediation of contaminated areas after drilling	Workers trained. Emergency Response Team (ERT) is in place	Contractor/ Ministry of Natural Resources – Department of Water Affairs	Random site inspection after spill events One-time inspection after drilling Review of training records Review of ERT
	Provide necessary prevention equipment and teams on site in line with applicable regulations to respond to emergency scenarios e.g. fire, explosion, natural hazards etc.	Prevention equipment and team is in place Training performed and recorded	Contractor/ Ministry of Natural Resources – Department of Water Affairs	Regular site inspection Review list of equipment Review of ERT Review of training records
	Maintain high standard in housekeeping on site. Drilling materials and light equipment should be stored properly.	Visual verification of good housekeeping on-site	Contractor/ Ministry of Natural Resources – Department of Water Affairs	Random site inspection

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C. Health and Safety				
First-aid	Inform workers about evacuation procedure and basis training on use of first aid box	First aid is on site and adequately stocked Utilize the supervisory checklist as per the Sub-Grant Manual	Contractor Ministry of Natural Resources – Department of Water Affairs	Weekly supervisory visits to check availability of first aid kit
Hygiene and food	Ensure provision of Health and Safety (H&S) and hygienic and sanitary facilities at the site e.g toilets, potable water, shaded rest area, and bathrooms	Daily visual inspection	Contractor	Visual inspection of the basecamp site

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D. Labour and relations with local communities				
Local recruitment	Ensure local communities are preferred for the supply services. Prioritize the involvement and recruitment of local personnel for unskilled labour. Recruit at least a minimum of 15% local labour. Abide with the SADC-GMI sub grants labour management procedures	Inspection of daily labour roster Subcontractor contracts include requirement on the recruitment of local communities.	Ministry of Natural Resources – Department of Water Affairs/ Contractor	Monthly supervisory visit to verify local recruitment

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D. Labour and relations with local communities				
Community interaction	<p>Engage/communicate/inform communities on a monthly basis and throughout the entire project lifecycle.</p> <p>Ensure consultations with the local authorities and communities regarding the construction.</p> <p>Obtain local knowledge regarding chance finds and land acquisition matters.</p> <p>Ensure that the contractor informs the workers and the community of the grievance mechanism at the time of recruitment and measures are put in place. Inform the communities the grievance mechanisms procedure received through the safeguarding@sadc-gmi.org email</p> <p>Provide suggestion boxes on site</p> <p>Provide and maintain an incident register on site</p>	<p>Minutes of Meetings</p> <p>Grievance Mechanism</p> <p>Photos and videos</p> <p>Record and inform relevant ministry or authorities</p>	<p>Ministry of Natural Resources – Department of Water Affairs/ Contractor</p>	<p>Review of grievance register</p> <p>Minutes of consultation/ community meetings</p>
Land acquisition and land take	<p>Avoid to the extent possible land take of both formal and informal land owners/land users.</p> <p>Ensure that only state land is used in the implementation of this project</p> <p>Engage with the local community to understand the land use within their vicinity.</p> <p>Ensure no livelihoods are negatively affected by use of the state land</p> <p>Ensured that provisions are put in place so that artifacts or other possible “chance finds” encountered in excavation or construction are noted and registered, responsible officials contacted, and works activities delayed or modified to account for such finds.</p>	<p>Government approval for use of state land</p> <p>Community meetings</p> <p>Contractor has a chance finds procedures in place</p>	<p>Ministry of Natural Resources – Department of Water Affairs/ Contractor</p>	<p>Inspection during site selection</p> <p>Review of grievance log</p> <p>Stakeholder engagement meetings</p>