

**Namibia Power Corporation
Namibia Renewable Energy Scale Up Support
(P179377)**

**Negotiated
ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

14 September 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Namibia Power Corporation (NamPower) (the Recipient), will implement the Namibia Renewable Energy Scale Up Support Project (the Project), as set out in the Grant Agreement. The International Bank for Reconstruction and Development (the “Bank”), acting as the administrator of Energy Sector Management Assistance Program (ESMAP), has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Managing Director of the “Recipient” NamPower. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Submit bi-annually reports to the Bank throughout Project implementation, commencing after the Effective Date.	NamPower – GxCP
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	NamPower - GxCP
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The Recipient will establish and maintain an organizational structure with qualified staff and resources to support management of ESHS risks and impacts of the Project, consisting of at least one (1) qualified Environmental and one (1) Social Specialist to oversee the implementation and preparation of the instruments.</p>	Assign an Environmental and a Social Specialist no later than 30 days from Effective Date and retain the resource throughout Project implementation	NamPower - GxCP
1.2	<p>MANAGEMENT OF CONSULTANT</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures (LMP), and code of conduct, into the ESHS specifications of the procurement documents and contracts with consultant and supervising firms. Thereafter ensure that the consultant and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective consultant.</p> <p>Supervise consultants throughout Project implementation.</p>	NamPower - GxCP

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.3 TECHNICAL ASSISTANCE</p> <p>a) Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, the preparation of the Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plans (ESMP) and other E&S instruments as set out in the Grant Agreement, are carried out in accordance with terms of reference (ToR) acceptable to the Bank, that are consistent with ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> <p>b) Prepare ToR for the ESIA for the activities as stipulated in the Grant Agreement, which incorporates E&S sustainability considerations to fulfill the requirements of national laws and international good practices as exemplified in the World Bank Environmental and Social Framework. The ToR should make provision for the preparation of an Environmental and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP) and Gender Based Violence/ Sexual Exploitation and Abuse and Sexual Harassment (GBV/SEA/SH) assessment and action plan as part of the ESIA.</p> <p>c) Prepare, submit for Bank review and disclose the ESIA including the ESMP, SEP, GBV/SEA/SH assessment and action plan. If ESS5-related risks and impacts are found to be unavoidable, the ESIA shall include ToRs for the development of Resettlement Policy Framework/Resettlement Action Plan (RPF/RAP) to be prepared in line with the requirements of national laws and good international practices as exemplified in the ESS 5.</p> <p>d) If ESS7-related risks and impacts are found to be unavoidable, the ESIA shall propose measures to reduce and mitigate impacts on IP/SSAHUTLC by preparing an IP/SSAHUTLC plan in line with the Recipient’s legislation concerning Indigenous Peoples and the requirements of ESS7.</p> <p>e) If ESS6-related risks and impacts are found to be unavoidable, the ESIA shall include ToRs for the development of a Biodiversity Management Plan (BMP) to be prepared in line with the requirements of national laws and good international practices as exemplified in the ESS 6.</p>	<p>a) Prior to launching the bidding process for the studies and thereafter implement throughout the Project Implementation</p> <p>b) No later than 30 days after Effective Date</p> <p>c) No later than Closing Date.</p> <p>d) Throughout Project implementation.</p> <p>e) Throughout Project implementation.</p>	<p>NamPower -GxCP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>a) Comply and implement Labor management practices for the Project including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for consultants, contractors, subcontractors etc consistent with those stipulated in the applicable national laws and good international practices explicated in ESS 2.</p> <p>b) Prepare a Terms of Reference for developing an LMP and an Occupational Health and Safety Plan consistent with ESS 2 for the downstream implementation of the activities as stipulated in the Grant Agreement as part of the ESIA.</p>	<p>a) Adopt the LMP no later than 30 days after the Effective Date and thereafter implement the LMP throughout Project implementation.</p> <p>b) Same timeframes as stipulated in Section 1.3 (c) of this ESCP.</p>	NamPower - GxCP
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Maintain and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	NamPower - GxCP
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	As part of the ToR for the ESIA study refer to in Section 1.3 (b) of this ESCP ensure that E&S sustainability and resource efficiency and prevention of pollution in line with the requirements of the national laws and international good practices as exemplified in ESS 3.	As per the timeframe stipulated in Section 1.3 (b) of this ESCP	NamPower - GxCP
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY</p> <p>As part of the ToR for the ESIA ensure that potential impacts associated with the downstream geotechnical and seismic works (noise, vibrations etc) on local communities are considered and addressed in a manner consistent with ESS4.</p>	As per the timeframe stipulated in Section 1.3 (b) of this ESCP	NamPower - GxCP
4.2	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks associated with the site studies as part of the consultants scope of works for the ESIA and ESMP as referred to in Section 1.3 (c), and consistent with ESS4</p>	As per the timeframe stipulated in Section 1.3 (c) of the ESCP	NamPower - GxCP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p>SEA AND SH RISKS</p> <p>a) Assess the risks of SEA and SH as per the requirements set out in the ToR referenced in Section 1.3 (b) of the ESCP and ensure the ESIA and ESMP referenced in Section 1.3(c) of this ESCP include proportionate mitigation measures.</p> <p>b) All contracts to include a Code of Conduct for workers with a clear position statement on SEA/HA including detailing disciplinary action to be taken for non-compliance.</p>	<p>a) As per the timeframes stipulated in Section 1.3 (c) of this ESCP</p> <p>b) Throughout Project implementation.</p>	NamPower - GxCP
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Conduct a pre-site selection screening for all the activities as stipulated in the Grants Agreement, to exclude areas which requires resettlement or will negatively impact on livelihoods, consistent with ESS 5. As part of the ToR referenced in 1.3 (b) include provision for further assessment of the applicability of ESS 5 and include a ToR for a RAP to be prepared in line with the requirements of national laws and good international practices as exemplified in the ESS 5, if found to be applicable and unavoidable.</p>	As per the timeframe stipulated in Section 1.3 (b) of this ESCP.	NamPower - GxCP
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Conduct a pre-site selection screening for all the activities as stipulated in the Grant Agreement, to exclude areas with potential sensitive habitats such as wetlands, biodiversity hotspots and known bird and bat migratory routes. If not avoidable, additional specialists shall be included in the ToR referenced in Section 1.3 (b), of this ESCP and mitigation measures proportionate to the level of the anticipated impacts and risks shall be included in the ESIA and the ESMP referenced in Section 1.3 (c) in a manner consistent with ESS6</p>	As part of the preparation of the ToR mentioned in Section 1.3 (b) and delivered in the timeframe stipulated in Section 1.3 (c) of this ESCP.	NamPower - GxCP
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES PLANNING FRAMEWORK</p> <p>a) The ToR referenced in Section 1.3 (b) of this ESCP will make provision of the screening of potential impacts on Indigenous People/Sub-Saharan African Historically Underserved Traditional Local Communities (IP/SSAHUTLC).</p> <p>b) If found applicable, the ESIA should propose measures to avoid cultural and physical impacts.</p>	<p>a) As part of the preparation of the ToR mentioned in Section 1.3 (b) of this ESCP</p> <p>b) As per the timeframe stipulated in Section 1.3 (b) of this ESCP.</p>	NamPower - GxCP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	c) If not avoidable propose measures to reduce and mitigate impacts on IP/SSAHUTLC by preparing an IP/SSAHUTLC plan in line with the Recipient’s legislation concerning Indigenous Peoples and the requirements of ESS7.	As per the timeframe stipulated under Section 1.3 (c)	
ESS 8: CULTURAL HERITAGE [
8.1	CULTURAL HERITAGE RISKS AND IMPACTS The ToR referenced in Section 1.3 (b) of this ESCP will make provision of the screening of potential impacts on cultural heritage sites.	As per the timeframe refer to in Section 1.3 (b) of this ESCP	NamPower - GxCP
8.2	CHANCE FINDS Prepare a chance finds procedures for the downstream project implementation as part of the ESIA and ESMP referenced in Section 1.3 (c) of this ESCP	As per the timeframe refer to in Section 1.3 (c) of this ESCP.	NamPower - GxCP
ESS 9: FINANCIAL INTERMEDIARIES			
	Not Applicable		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Prepare, adopt, disclose and implement a SEP for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Prior to Appraisal and thereafter implement the SEP throughout Project implementation.	NamPower - GxCP
10.2	PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	Establish the grievance mechanism prior to Appraisal and thereafter maintain and operate the mechanism throughout Project implementation.	NamPower - GxCP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CAPACITY SUPPORT			
CS1	<p>NamPower will provide training to project staff and consultants, if required on the following:</p> <ul style="list-style-type: none"> • Requirements of this Environmental and Social Commitments Plan • Screening of proposed project sites and specific aspects of the environmental and social assessment • Stakeholder mapping and engagement • Labor management plan requirements 	Throughout Project implementation	NamPower - GxCP