**Stakeholder Engagement Plan**

**Code Of Practice**

COP 302 – Revision 00

---

### A. Revisions

<table>
<thead>
<tr>
<th>Paragraph</th>
<th>Revision</th>
<th>Change</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>-</td>
<td>00</td>
<td>Created</td>
<td>20/02/2014</td>
</tr>
</tbody>
</table>

### B. Approval

<table>
<thead>
<tr>
<th></th>
<th>Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compiled by</td>
<td>Dieter Klingenberg</td>
<td></td>
<td>20/02/2014</td>
</tr>
<tr>
<td>Reviewed by</td>
<td>Nazário Megulgy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Approved by</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
1.0 Scope

This document outlines the Stakeholder Engagement Plan (SEP) including the principles adopted by Gigawatt Moçambique, S.A. (“Gigawatt”) in this regard. Gigawatt strives to become one of the best companies to work for in the region. In order to achieve that goal and vision, suitable SEP principles and plans must be in place to ensure proper alignment of the company within the environment that it operates.

2.0 Introduction

2.1 Background

The Gigawatt construction project has been classified as a project of Category B under the equator principles, i.e. the project has potential limited adverse environmental and social risks and/or impacts that are few in number, generally site-specific, largely reversible and readily addressed through mitigation measures.

An EIA was completed and approved by the Mozambican authority (MICOA) in 2008 and after a change of technology for the power generation, an Addendum to the EIA was completed in 2011 and approved in 2012.

As part of the environmental and social compliance review in 2013 a consolidated Environmental and Social Action Plan (ESAP) was be developed to meet the requirements and performance standards of the Equator principles. The development of this Stakeholder Engagement Plan (SEP) is one of the requirements within the Equator principles.

A review of stakeholder engagement already completed at the time of finalizing this SEP as well as the detail of future engagements are laid out in this COP.

2.2 Summary of proposed Project

The project consists of the construction of a Natural Gas Power Station, which will occupy an area of approximately 5 ha, nearby the Ressano Garcia village. At the south of this area is located the Sasol pipeline and the west Matola Gas Company (MGC) pipeline.

The Station will have a set of 13 power generators (with engines and natural gas), each with a capacity of 9MW. It is undertaken that 11 generators shall operate simultaneously and 2 of which can be kept for maintenance. Thus, the total production capacity of the station will be 100MW.

The energy produced in the generating units will be sent to 11/275 kV transformers. This area will be fenced and eventually transferred to EDM, the Mozambican Electricity utility. The connection to despatch the energy produced into the EDM network will be achieved by a dual bus-bar system operating at 275 kV, which will connect into the Existing Ressano Garica Substation.

The supply of natural gas to the Station will be made from the MGC pipeline with a pressure reduction facility to be built on the 5 ha site. The station includes about 0.65 ha for the installation of infrastructure support, i.e, for installation of administrative areas, warehouses and health facilities.
For the construction period for the project is planned for 16 month with a completion of 1 July 2015. For both the construction and the operation phase local labour will be sourced, but as there is a high level of technical know-how required, this will be limited. For the operational phase training will be essential to increase local skill levels and thereby increase the employability of such labour.

Both during construction and operation, there will be noise emission. The waters of rainwater drainage will be routed to the treatment basin that will be built for the purpose. Emissions of air pollutants shall be limited to vehicles and machinery during the construction phase and dust, but during the operation phase will be combustion of natural gas, mainly carbon monoxide (CO) and nitrogen dioxide (NO2).

![Figure 1. Geographic Location of Gigawatt site](image)

As is shown in figure 1 above the geographically closest stakeholders are Aggreko, the CTRG plant and the community of Ressano Garcia.
3.0 Objectives of the Stakeholder Engagement Plan (SEP)

This Stakeholder Engagement Plan has been developed with the aim of explaining how Gigawatt will communicate with people and institutions who may be affected by or interested in the Gigawatt project, at various stages of project implementation and operation. The plan refers to a grievance mechanism for stakeholders to raise any concerns related to the project for Gigawatt’s attention.

3.1 Gigawatt requirements for stakeholder engagement and public consultation

In line with requirements by funders of the project and in compliance with adopted management principle that meet national, international and good governance standards, the project must meet international practices and the Equator Principle requirements for stakeholder engagement and public consultations. The principles and requirements stakeholder consultation and disclosure for Category B projects are described in the Equator Principles.

3.2 Equator principle 2006

Principle 5: Consultation and Disclosure

For all Category A and, as appropriate, Category B projects located in non-OECD countries, and those located in OECD countries not designated as High-Income, as defined by the World Bank Development Indicators Database, the government, borrower or third party expert has consulted with project affected communities in a structured and culturally appropriate manner. For projects with significant adverse impacts on affected communities, the process will ensure their free, prior and informed consultation and facilitate their informed participation as a means to establish, to the satisfaction of the EPFI, whether a project has adequately incorporated affected communities’ concerns.

In order to accomplish this, the Assessment documentation and AP, or non-technical summaries thereof, will be made available to the public by the borrower for a reasonable minimum period in the relevant local language and in a culturally appropriate manner. The borrower will take account of and document the process and results of the consultation, including any actions agreed resulting from the consultation. For projects with adverse social or environmental impacts, disclosure should occur early in the Assessment process and in any event before the project construction commences, and on an ongoing basis.
4.0 Stakeholder Engagement Structure

4.1 Information Disclosure and Stakeholder Engagement Principles

Gigawatt considers stakeholder engagement as an essential part of good business practices and corporate citizenship, and a way of improving the quality of projects. In particular, effective community engagement is central to the successful management of risks and impacts on communities affected by projects, as well as central to achieving enhanced community benefits.

Stakeholder engagement is an ongoing process involving

(i) the client’s public disclosure of appropriate information so as to enable meaningful consultation with stakeholders,

(ii) meaningful consultation and communication with potentially affected parties, and

(iii) a procedure or policy by which people can make comments or complaints and provide inputs into the project.

This process should begin at the earliest stage of project planning and continue throughout the life of the project.

A systematic approach to stakeholder engagement that will help Gigawatt build and maintain over time a constructive relationship with their stakeholders, in particular the locally affected communities is essential. The process of stakeholder engagement is the cornerstone of the appraisal, management and monitoring of environmental and social issues associated with the Gigawatt’s investments.

The following system of stakeholder engagement is applicable to Gigawatt project:

- **Identification of project stakeholder groups.** Identification of stakeholders, including members of the public who could be affected by the project construction and operation.

- **Stakeholder engagement process and information disclosure.** During this step, Gigawatt through the EIA consultation process is to ensure that identified stakeholders are appropriately engaged on environmental and social issues that could potentially affect them through a process of information disclosure and meaningful consultation.

- **Meaningful consultation.** The consultation process will be based on the disclosure of information relevant to Gigawatt’s activities and operations. The consultation process was and will be undertaken in a manner that is inclusive and culturally appropriate for all stakeholders.

- **Grievance mechanism.** Maintaining a grievance process by which the general public and other stakeholders can raise concerns, and which will be handled in a prompt and consistent manner.

4.2 Stakeholder Identification and evaluation

In order to define effective communication processes with the various stakeholder groups Gigawatt has identified several stakeholder groups that may be interested and/or affected by the power generation project development and implementation. The stakeholders identified include internal stakeholders, such as employees and construction contractors’ workers, as well as external stakeholders, such as
governmental authorities, non-governmental organisations and local residents. Others who wish to be included in the list can contact Gigawatt and will be included in an update of the SEP.

The table below describes the stakeholder group, potential impact and communication process for the stakeholder group. Any suggestions for improvement of proposed communication methods or media are welcomed and can be submitted to Gigawatt at any time or during an engagement session.

Specific stakeholder groups are identified in this section. Broadly, stakeholders can be divided into the following groups:
1. Impacted communities;
2. NGO’s and international conservation organisations;
3. Biodiversity organisations;
4. Security agencies;
5. Local civic organisations;
6. Media;
7. Traditional authorities;
8. Indigenous peoples;
9. Trade unions;
10. Commerce and business;
11. Local government;
12. National and Provincial Government;
13. Shareholders and Funders;
14. Service parastatals;
15. Employees and contractors;

Due to low economic activity and the lack of large industries in the area, some of the stakeholder groups such as trade unions are poorly represented in the area. This may however change over time and the SEP must be flexible enough to accommodate new stakeholders or increased activities of these poorly represented stakeholders.

<table>
<thead>
<tr>
<th>Stakeholder group</th>
<th>Impact / Interest</th>
<th>Influence</th>
<th>Level of engagement</th>
</tr>
</thead>
</table>
| Impacted communities | HIGH / MEDIUM     | in the case of resettled community members, which will experience a high level of project impacts. | Inclusive consultation:  
- Regular one-on-one / focus group meetings with community leaders  
- Public meetings in affected communities  
- Distribution of relevant documents and nontechnical project summaries  
- Recording of comments / feedback on comments |
|                     | VERY HIGH         | Most affected communities will potentially experience some degree of impact (across many impact categories), and will be interested in participating in engagement processes during the life of the Project. | |
|                     | MEDIUM            | The affected communities, who are largely disempowered, have limited local influence and little leverage over the Project. They are however the custodians | |

Table 1: Stakeholder analysis
of the social license to operate, and they are able to influence the management of Project impacts and design options.

| **NGO’s and international conservation groups** | **HIGH** | Given the relative importance of the project for the region NGOs and conservation groups are critical stakeholders, which will have a vested interest in the Project. | Inclusive and focused Consultation on request:  
- One-on-one meetings as required  
- Distribution of documents and non-technical summaries  
- Recording of comments / feedback on comments |
| **Local civic organisations** | **MEDIUM** | Local civic organizations will have an interest in the Project by virtue of their interest in development, social upliftment and support to vulnerable groups. These groups will therefore be interested in the Project throughout life of the project. | Inclusive consultation:  
- Regular one-on-one / focus group meetings with community leaders  
- Community Forum meetings  
- Distribution of documents and non-technical summaries as requested  
- Recording of comments / feedback on comments |
| **MEDIUM** | As a group local civic organizations may have local influence and be able to influence the Project’s social upliftment efforts. |  |
| **Media** | **MEDIUM** | Media will have an interest in the Project by virtue of their interest in project related activities in the area. | In-depth consultation:  
- Regular one-on-one / focus group meetings  
- Distribution of documents, technical reports and non-technical summaries  
- Recording of comments / feedback on comments |
| **MEDIUM** | Media have the potential to influence company reputation |  |
| **Traditional authorities** | **HIGH** | in terms of local development in the region, traditional authorities have a direct interest in the future of the Project. | Inclusive consultation:  
- Regular one-on-one / focus group meetings with community leaders  
- Distribution documents and non-technical summaries  
- Recording of comments / feedback on comments |
| **HIGH / MEDIUM** | Traditional authorities have local influence and will be able to influence the Project’s standing and view with the community |  |
| **Indigenous peoples** | **MEDIUM** | Although no specific group of Indigenous Peoples were identified in Ressano Garcia indigenous people are likely to experience some degree of impact (across many impact categories), and will be interested in the Project throughout the project life. | Inclusive consultation:  
- Regular one-on-one / focus group meetings with community leaders  
- Public meetings in communities  
- Recording of comments / feedback on comments |
| **MEDIUM** | Although indigenous peoples as a group may be disempowered to influence the |  |
| **Trade unions** | MEDIUM | Due to low commercial and industrial activities in Ressano Garcia no union in the Project area has been identified. They will however be interested in employment figures, training and capacity building amongst locals, as well as procedures for retrenchment and project closure. |
| | LOW/MEDIUM | Unions have limited influence over the EIA process, but may contribute to recruitment and project closure discussions. |

| **Commerce and Business (incl CTRG and Aggreko)** | LOW/MEDIUM | Local commerce and business with supply chain potential will be interested in proposed project development. Land-based business may fear negative impacts. |
| | MEDIUM | CTRG and Aggreko may fear labour poaching. |
| | LOW | Local commerce and business will have limited influence over the Project. |

| **Local government** | HIGH | in terms of local development in the region, local authorities have a direct interest in the future of the Project. |
| | HIGH/MEDIUM | Although local government does not have the mandate to approve or reject environmental management plans, it can influence the Project design and management plans required to mitigate adverse impacts, and will be interested in participating in the development and implementation of Gigawatt’s SDP. |

| **National and Provincial Government** | HIGH | (especially the environmental regulators) – Government authorities have a direct interest in the EIA process and the Project, especially with respect to its environmental jurisdiction. |
| | HIGH | The Government has the power and mandate to approve or reject the EIA, Construction licenses, operating licenses, environmental assessments and management plans. |
| | HIGH | Fiscal regime will have influence over the Project, and will have the potential to inform disclosure based on requirements, focused consultation: |

| **Consultation:** |
| | **One on one and Group Consultations as requested** |
| | **Distribution of documents and non-technical summaries** |
| | **Recording of comments / feedback on comments** |

<p>| <strong>Information disclosure based on requirements, focused consultation:</strong> |
| | <strong>Phone / fax / email</strong> |
| | <strong>Occasional one-on-one / focus group meetings as required</strong> |
| | <strong>Distribution of documents</strong> |
| | <strong>Recording of comments / feedback on comments</strong> |</p>
<table>
<thead>
<tr>
<th>Stakeholders and Funders</th>
<th>MEDIUM</th>
<th>Shareholders and Funders will exercise their interests through company governance structures, especially the Board.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>MEDIUM/HIGH</td>
<td>Shareholders will exercise influence through the structures mentioned under impact / interest.</td>
</tr>
</tbody>
</table>
|                          |          | • Engagement via company governance structures and processes.  
|                          |          | • Reporting as per Agreements |
| Service parastatals     | HIGH    | Service parastatals form an important stakeholder. TRAC will be very interested in the Project by virtue of their role in service provision. |
|                          | HIGH    | Service parastatals will have influence over the Project, and will have the potential to affect Project contracting structure. |
|                          |          | Information disclosure based on requirements, focused consultation:  
|                          |          | • Phone / fax / email  
|                          |          | • Occasional one-on-one / focus group meetings as required  
|                          |          | • Distribution of documents  
|                          |          | • Recording of comments / feedback on comments |
| Employees and contractors | HIGH   | Employees and contractors have a vested interest in the wellbeing of the project and have an important PR role to play for the Company. |
|                          |          | Information disclosure based on requirements:  
|                          |          | • Employee/contractor meetings  
|                          |          | • Occasional one-on-one / focus group meetings as required  
|                          |          | • Distribution of documents  
|                          |          | • Recording of comments / feedback on comments |
5.0 Stakeholder Engagement Activities

5.1 Previous and current engagement

In compliance with the Environmental Impact Assessment requirements, the planned Gigawatt project, was disclosed to the public and public hearings were held in the period August in Ressano Garcia. During the EIA process engagements comprised of two periods of public consultation during project scoping period on 15 April and 6 June 2008 and during the preparation of the Environmental Impact Assessment report on 29 July, 2008. A further engagement was held on 17 October in 2008 during the survey of existing infrastructure.

Following the initial engagements Gigawatt’s engagement strategy was achieved primarily through social interaction with the various stakeholders on a number of levels as part of a number of community initiatives. Through this interaction Gigawatt established good relations with stakeholders and especially the local community, and has implemented a number of Corporate Social Initiatives (CSI) projects in consultation and co-operation with traditional and legislative leadership structures.

Since 2008 Gigawatt has placed a special emphasis on direct and regular community consultations and discussions over and above that being undertaken for the Power generation project. To this end, various formal and informal meetings and consultative have been held on an ad hoc basis.

A number of the CSI’s are currently in progress and will extend into an operational phase or until these are self-sustaining. It is Gigawatt’s intention to assist and gradually withdrawn direct involvement and take a more overseer role as the initiatives mature, thereby gradually reducing the engagement for those CSI’s

5.2 Construction phase

Stakeholder engagement during the construction phase will relate to all activities leading up to and during the physical construction of facilities, roads, infrastructure, and buildings related to the project, including the management of contractors and construction contracts (IFC, 2007).

Early stakeholder engagement during the project design and the EIA process informed the Project planning and design teams about stakeholder issues thus enabling these teams to investigate and manage adverse impacts as part of the EMP and construction contract. Once construction starts, it is important to involve affected stakeholders and keep them informed of anticipated and unanticipated impacts throughout the period.

Engagement during construction is essentially about involving stakeholders in assessing whether the impact mitigation measures as stipulated in the EMP are effective. This entails addressing stakeholder concerns and grievances, and monitoring and managing project impacts. Stakeholder engagement during the construction phase of the project will set the tone for continued stakeholder engagement during the life of the operation. It should therefore aim to improve relationships with stakeholders for the remainder of the project’s operational life.

5.3 Operations Phase

The transition from construction to operations typically means fewer grievances and potentially less project impacts, which usually translates to less engagement with stakeholders. During this phase
however there is an overall reduction in the number of employees and contractor workforce, which can potentially affect ongoing stakeholder relationships. The resultant shifts in the composition of the workforce and associated retrenchments need to be carefully managed.

As such, engagement with stakeholders should be considered an integral component of operations management, whether this be day-to-day operational activities, or periodic meetings with stakeholder forums. Stakeholder engagement will therefore be integrated into existing monitoring systems and management plans, including health and safety, environmental management, social development, procurement and contractor management, logistics management, audits, and project risk management.

In order to maintain constructive long-term relationships with stakeholders during project operation, stakeholder engagement needs to go beyond impact mitigation. A more dynamic process is required in which the SEP is adapted to suit new stakeholder groups and changing stakeholder concerns for dialogue throughout the life of the Project. Management must be aware of these and the SEP must remain flexible to make the changing social and business environment a part of stakeholder engagement that will strengthen effective management of impacts during operations.

5.4 Project Closure
The stakeholders potentially affected by project closure will likely be different from those at earlier stages of the project. Impacts such as the loss of local employment, a general decline in regional economic activity, the cutting-back of community services previously provided by the company, and the disbandment of local community involvement in monitoring environmental and social impacts, can potentially introduce long-term financial and reputational liabilities for the company (IFC, 2007).

Engaging with stakeholders needs to take place well before project closure. This can lower potential costs, reduce liabilities and strengthen the overall reputation of the company. For example, engagement will help guide the rehabilitation of the natural environment damaged by the Project, integrate operational infrastructure into existing public services, develop worker retrenchment programmes, and establish funds and management structures for the long-term monitoring of assets.
6.0 Project-life Stakeholder Engagement

6.1 Purpose
Gigawatt is committed to engagement with stakeholders for the life of the project. Long-term initiatives in this context will become relevant if and when the project is approved for development. Thus the SEP is a living document and various iterations of the SEP will be compiled and implemented over the life of the Project.

Gigawatt is committed to effective stakeholder engagement through all phases of the project life-cycle. The sections below present guidelines to ensure effective engagement during the life of the Project. Against this background, this section simply outlines the key steps required to ensure support and ongoing stakeholder engagement in the context of an operating project.

6.2 Project-life stakeholder engagement initiatives
Project life stakeholder engagement will take place in a variety of contexts, and using a range of vehicles. Against this background, engagement will include consultation, joint planning, capacity building, partnerships, community-based monitoring, grievance resolution and reporting. Table 2 presents the scope and duration of existing and planned stakeholder engagement initiatives.

Table 2: Stakeholder engagement initiatives

<table>
<thead>
<tr>
<th>Engagement vehicle</th>
<th>Stakeholders involved</th>
<th>Engagement tools</th>
<th>Duration of initiative</th>
</tr>
</thead>
</table>
| Framework Economic Displacement Action Plan | Stakeholders subject to project induced economic Displacement impacts | • Mandated compensation Committee  
• Negotiation in the context of a clearly defined process | Planning and early construction |
| Social Development Plan | Communities in the project impacted area | • Community development programmes  
• Training and capacity building programmes | Project Life |
| Community Health and Safety Plan | Communities in the project impacted area | • Health and safety initiatives  
• Workplace training and capacity building | Project Life |
| Corporate Communication Programme | All stakeholders | • Regular web-site updates  
• Occasional written media, radio or TV slots  
• Regular information | Project Life |
| Community health programmes | Communities in the project impacted area | • Malaria prevention and management programme  
• AIDS awareness programmes | Project Life |
|----------------------------|------------------------------------------|-------------------------------------------------|---------------|
| SHE Monitoring Programmes  | Stakeholders in the project impacted area  
MICOA and government agencies | • Reporting on EIA and EMP based monitoring programmes | Project Life |
| Grievance Management Mechanism | Stakeholders in the project impacted area  
Directly affected households | • Grievance management procedure and associated management system | Project Life |
7.0 Stakeholder Engagement Programme

As part of Gigawatt’s ongoing stakeholder engagement process, regular consultation meetings will be held with key stakeholders and communities in the Project area. At community and public meetings, participants will be given the opportunity to raise their concerns and identify potential Project impacts. These public meetings will be conducted in Portuguese with interpreters for English being made available as required. Records of these meetings will be kept and continuously updated.

Engagements with other entities will be held in the forum as is suitable for the parties.

During the stakeholder engagement process the following engagement activities will take place:

Table 3: A Summary of planned stakeholder engagement activities

<table>
<thead>
<tr>
<th>Stakeholder group</th>
<th>Forms of engagement</th>
<th>Frequency of Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impacted Communities</td>
<td>Inclusive consultation</td>
<td>• Regular one-on-one / focus group meetings with community leaders</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Public meetings in affected communities</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Distribution of relevant non-technical Project information</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Recording of comments / feedback on comments</td>
</tr>
<tr>
<td>Multilateral organizations and donor agencies</td>
<td>Information disclosure based on requirements, focused consultation:</td>
<td>When required</td>
</tr>
<tr>
<td></td>
<td>• Phone / fax / email</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Distribution of non-technical Project information</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Recording of comments / feedback on comments</td>
<td></td>
</tr>
<tr>
<td>Security agencies</td>
<td>Information disclosure based on requirements, focused consultation:</td>
<td>When required</td>
</tr>
<tr>
<td></td>
<td>• Phone / fax / email</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Distribution of non-technical Project information</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Recording of comments / feedback on comments</td>
<td></td>
</tr>
<tr>
<td>Traditional Authorities and Ressano Garcia leadership</td>
<td>Inclusive consultation:</td>
<td>6 monthly and as required</td>
</tr>
<tr>
<td></td>
<td>• Regular one-on-one / focus group meetings with community leaders</td>
<td></td>
</tr>
<tr>
<td>Stakeholder Category</td>
<td>Information Disclosure</td>
<td>Consultation Methodology</td>
</tr>
<tr>
<td>----------------------</td>
<td>------------------------</td>
<td>--------------------------</td>
</tr>
</tbody>
</table>
| National and provincial government | Information disclosure based on requirements and agreements, focused consultation:  
- Phone / fax / email  
- Distribution of non-technical Project information  
- Recording of comments / feedback on comments | As required in terms of laws and agreements |
| Local government | Inclusive consultation:  
- Regular one-on-one/focus group meetings with community leaders  
- Distribution of non-technical Project information  
- Recording of comments / feedback on comments | As required in terms of legal requirements |
| NGOs and CBOs organisations | Inclusive consultation: | As required |
| Media | Information disclosure based on requirements, focused consultation  
- Phone / fax / email  
- Distribution of non-technical Project information  
- Recording of comments / feedback on comments | When required |
| Commerce and business | Information disclosure based on requirements, focused consultation:  
- Phone / fax / email  
- Occasional one-on-one / focus group meetings as required  
- Distribution of non-technical Project information  
- Recording of comments / feedback on comments | As required |
| CTRG and Aggreko | Information disclosure based on requirements, focused consultation:  
- Phone / fax / email  
- Occasional one-on-one / focus group meetings as required  
- Distribution of non-technical Project information  
- Recording of comments / feedback on comments | Quaterly meetings |
| Shareholders | Information disclosure based on requirements | Focused consultation:  
- Distribution of monitoring and operations reports  
- Recording of comments / feedback on comments | Engagement via company governance structures and processes |
|--------------------------------------------------|-------------------------------------------------|----------------------------------------------------------|
| Trade unions and labour organisations | Focused consultation:  
- Phone / fax / email  
- Distribution of relevant non-technical Project information  
- Recording of comments / feedback on comments | When required. |
| Service parastatals | Information disclosure based on requirements, focused consultation:  
- Phone / fax / email  
- Distribution of non-technical Project information  
- Recording of comments / feedback on comments | When required. |