

Environmental and Social Action Plan Sertum Energy, Namibia

Action #	Task Title/Description	Deliverable	Time line
Performance Standard 1: Social and Environmental Assessment and Management System			
1	Hire a competent manager responsible for Environment, Health and Safety to ensure compliance with national law, Performance Standards (PS) and EHS guidelines for both construction and operations.	Provide details of Environmental, Health and Safety manager	Within 30 days of contract execution
2	Develop environmental, health and safety procedures, facility guidelines and maintenance procedures which are incorporated into a comprehensive Environmental and Social Management (ESMS) in compliance with host country regulations, PS and WBG Environment, Health and Safety (EHS) guidelines for both construction and operations. The system shall be consistent with ISO 14001.	Submit ESMS policy and procedures	Within 30 days of contract execution
4	Develop an emergency response plan (ERP) and implement fire drills to measure preparedness.	Submit a copy of the ERP along with fire drills plan.	Within 30 days of contract execution
5	Appoint dedicated staff as emergency response wardens and provide training in first aid.	Submit copy of staff names and training plan	Within 30 days
6	Develop a monitoring program to ensure relevant data is collected and sampling protocols are in place	Submit details of monitoring program	Within 30 days
7	In case of future land clearance, develop a chance finds procedure	Submit a chance finds procedure	Within 30 days of contract execution

8	Provide MIGA a copy of the renewed Environmental License from the Ministry for Environment and Tourism	Submit copy of license	Within 30 days of contract execution
Performance Standard 2: Labor and Working Conditions			
9	Hire and train a Human Resources Manager	Provide details of person hired	Within 30 days of contract execution
10	Develop a Human Resources Policy and Procedures including workers grievance mechanism	Submit copy of Human Resources Policy and Procedures including workers grievance mechanism	Within 30 days of contract execution
11	Develop training plan and train dedicated staff to deal with EHS	Submit copy of training plan and evidence of training	Within 30 days of contract execution
Performance Standard 3: Resource Efficiency and Pollution Prevention			
12	Engage a registered waste disposal company to handle waste	Submit copy of certification of waste disposal company	Within 30 days of contract execution

13	Install appropriate secondary containment for generator and for fuel storage	Provide evidence of secondary containment	Within 30 days of contract execution
Performance Standard 4: Community Health , Safety and Security			
14	Submit to MIGA qualifications of the selected security contractor, procedures for hiring and training security guards, rules of conduct and monitoring of security.	Submit details of security contractor	Within 30 days of contract execution
15	Develop a community grievance mechanism and ensure communities are familiar with it	Submit copy of community grievance mechanism	Within 30 days of contract execution