

# Eskom Holdings SOC Ltd

## KOMATI POWER STATION COMPONENT C PROJECTS

### FINAL ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

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## Abbreviations

<b>AEL</b>	Air Emissions License
<b>BEE</b>	Black Economic Empowerment
<b>CAR</b>	Corrective Action plan
<b>DARDLEA</b>	Department of Agriculture, Rural Development, Land and Environmental Affairs (Mpumalanga)
<b>DFFE</b>	Department of Forestry, Fisheries and Environment
<b>DEO</b>	Designated Environmental Officer (DEO)
<b>DWS</b>	Department of Water and Sanitation
<b>EA</b>	Environmental Authorisation
<b>EIA</b>	Environmental Impact Assessment
<b>EJETP</b>	Eskom Just Energy Transition Project
<b>EO</b>	Environmental Officer
<b>ERI</b>	Eskom Rotek Industry
<b>ESCP</b>	Environmental and Social Commitment Plan
<b>ESIA</b>	Environmental and Social Impact Assessment
<b>ESMF</b>	Environmental and Social Management Framework
<b>ESMP</b>	Environmental and Social Management Plan
<b>ESS</b>	Environmental and Social Standard
<b>FPA</b>	Fire Protection Agency
<b>GBV</b>	Gender Based Violence
<b>GN</b>	Government Notice
<b>GRM</b>	Grievance Redress mechanism
<b>HSE</b>	Health Safety and Environment
<b>IDP</b>	Integrated Development Plan
<b>JET</b>	Just Energy Transition
<b>JETO</b>	Just Energy Transition Office
<b>KPI</b>	Key Performance Indicators
<b>KPS</b>	Komati Power Station
<b>KTF</b>	Komati Training Facility
<b>LTI</b>	Lost Time Injuries
<b>MEGDP</b>	Mpumalanga Economic Growth and Development Path
<b>MIDP</b>	Mpumalanga Industrial Development Plan
<b>MSDF</b>	Mpumalanga Spatial Development Framework
<b>NBI</b>	National Business Initiative
<b>NDP</b>	National Development Plan
<b>NEDLAC</b>	National Economic Development and Labour Council Act
<b>NEMA</b>	National Environmental Management Act
<b>NEMBA</b>	National Environmental Management: Biodiversity Act
<b>NHRA</b>	National Heritage Resource Act
<b>OHS</b>	Occupational Health Safety
<b>OHSA</b>	Occupational Health and Safety Act
<b>PEPUDA</b>	Promotion of Equality and Prevention of Unfair Discrimination Act
<b>PPE</b>	Personal Protective Equipment
<b>PTW</b>	Permit to Work
<b>PV</b>	Photovoltaics
<b>RCA</b>	Root Causes Analysis
<b>SEP</b>	Stakeholder Engagement Plan
<b>SDS</b>	Safety Data Sheets
<b>SAHRA</b>	South African Heritage Resources Agency
<b>SANBI</b>	South African National Biodiversity Institute
<b>SARETEC</b>	South African Renewable Energy Technology Center
<b>SEA</b>	Sexual exploitation and abuse
<b>SH</b>	Sexual Harassment
<b>SO</b>	Social Officer
<b>SHEQ</b>	Safety Health Environment and Quality
<b>WML</b>	Waste Management License

**WB** World Bank  
**WBG** World Bank Group

# 1 Introduction

This Environmental and Social Management Plan (ESMP) was prepared for three sub-projects to be implemented by Eskom at the Komati Power Station (KPS) under Component C of the Eskom Just Energy Transition Project (EJETP). The EJETP (P177398) consists of three components namely Component A: Decommissioning of the Komati Plant Power Station (i.e., shutdown, demolition, and rehabilitation); Component B: Repurposing of the Komati site with renewable energy technology options; and Component C: Transition for workers and communities.

Component C is aimed at supporting the transition opportunities for Eskom workers and communities. The transition of workers and communities is centred around three key pillars namely:

- Transition support for Komati permanent workers, suppliers, and contract workers.
- Community Development; and
- Stakeholder engagement.

Activities that will be supported under Component C's include among others: Agriculture (farming and gardens); Agrivoltaics project inc. Training centres for welding, solar and wind turbine technical training, and community development training; Assembly of containerized microgrids; The establishment of an Early Childhood Development centre; Digital hubs and digital connection of communities; Upgrade/expansion of sport and recreation facilities; Community support programs centres, health services, etc; Purchasing of land for the agricultural activities); Employment of labour, minor civil works, Renovation/construction associated with the digital hub; Catering services for employees working in projects and Renewable energy recycling facilities.

This ESMP covers only three sub-projects to be implemented by Eskom including (1) the Agri-voltaic Plant, (2) Microgrid Assembly Line, and (3) Komati Training Facility which will take place within the existing KPS footprint. All other sub-projects to be established under Component C will be covered under separate ESMPs.

An ESMP sets out the mitigation measures, monitoring requirements and implementation arrangements to minimize environmental and social risks and impacts. This includes compliance with South African law, the World Bank Environmental and Social Framework of (2018), EJETP legal documents, as well as Eskom own Health, Environment and Quality (SHEQ) Policy requirements.

This ESMP shall be implemented by Just Energy Transition Office (JETO), while it will also form part of contractual agreements established between JETO and all contractors or service providers appointed on the three sub-projects on the Komati site. It is a dynamic document that will be updated as and when required.

## 1.1 Projects Description

The overall objective of the ESMP is to describe how activities, that could have a negative environmental and social impact will be managed and monitored. It ultimately has a long-term objective to ensure that a cradle to grave approach is implemented through ensuring that environmental and social management considerations are implemented throughout the lifespan of the three sub-projects. The description of the three sub-projects is as follows:

### **❑ Agri-voltaic Plant**

Agri-voltaic Plant: Site preparation at Komati was for a 500 kW Agri-voltaic PV. EJETP supported the scaling up of this system. Establishment of Agrivoltaics plant at the KPS that includes a commercial scale gravel barrel aquaponics farming system and exotic MushMag mushroom domes. The Agrivoltaics plant will combine repowering brought by solar PV with agricultural activities underneath and alongside the PV array to support agricultural production.

The localized technology of gravel barrel aquaponics system will combine fish farming and vegetable/crop farming, the latter grown in a locally designed gravel barrel thus providing all year-round crop yields. The MushMag mushroom dome will provide the growth of exotic mushrooms for both local and export markets and has been designed to enable community members with mobility and hearing disabilities to actively participate in the programme. Initially, the project will select approximately 26 community members for the basic aquaponics system operation, farming methodology and practices; 8 community members on mushroom farming; and 6 individuals will receive in-depth aquaponics system operation and maintenance training. The crops grown and harvested by the community will be linked to the Nkangala Agri-hub and local fresh produce market, thereby creating a sustainable offtake of the crops and securing a source of income for the participating community members.

### **❑ Microgrid Assembly Line**

The microgrid Assembly Line will be established using existing Komati buildings and workshops. A business plan is under preparation that includes the identification of localization strategy in the value chain. A targeted production capacity of 45 containerized microgrids per production line per annum is envisaged. A skills requirement has been established and skills mapping is in progress aiming to train local labor to participate.

Containerized Microgrids Assembly Plant aims to fast-track universal access to sustainable and reliable electricity services, with particular focus on marginalized communities. The containerized microgrid system consists of solar panels mounted on a repurposed shipping container, while the container houses inverters and two (2) batteries for storing the generated electricity from the solar panels. Under the project, it is envisaged that such assembly lines will be established with the potential of creating 20 full-time opportunities per assembly line.

### **❑ Establishment of Komati Training Facility (KTF)**

The existing buildings and warehouses at Komati will be refurbished and repurposed to house the facility. KTF will be established in partnership with the South African Renewable Energy Technology Centre (SARETEC) and will initially function as a satellite SARETEC campus for a transitory period of 24 months. During this period, Eskom will acquire the necessary capacity, resources and accreditation through its Academy of Learning. KTF will facilitate skilling of Eskom workers and local community in renewables and other skills upstream skilling/upskilling of workers from other power plants operated in partnership with relevant industry associations.

KTF will facilitate the reskilling/upskilling of Eskom employees, ERI workers, contract workers, and qualifying community members through a specialized, industry-related, and accredited training programme applicable to the renewable energy sector. To maximize participation of women, youth and other marginalized groups, consideration will be made to the specific challenges that these groups might face while participating in these different training programs.

## 1.2 Roles and Responsibilities

The planning for all Component C projects will be overseen by JETO based at Eskom's Head Office, and JETO will retain all overall responsibility for ensuring that the provisions of this ESMP are met. Except for the contractor (service provider) and JETO that will be overseeing and coordinating the implementation all Component C's projects, all three sub-projects linked to this ESMP will be executed by resources from KPS team including planning, execution and operations, whenever the need to recruit or contract some responsibilities arise, it will be done by KPS. All sub-projects will be managed by a Project Manager, and he/she will be supported by fulltime Environmental officer/ Manager, Social Officer, Human resources officer and Stakeholders Manager.

The Project Manager will be accountable for all sub-projects under Component C, as well as the performance of all contractors and suppliers appointed under each sub-project. Figure 1 below depicts the structure of a of an organogram on site.

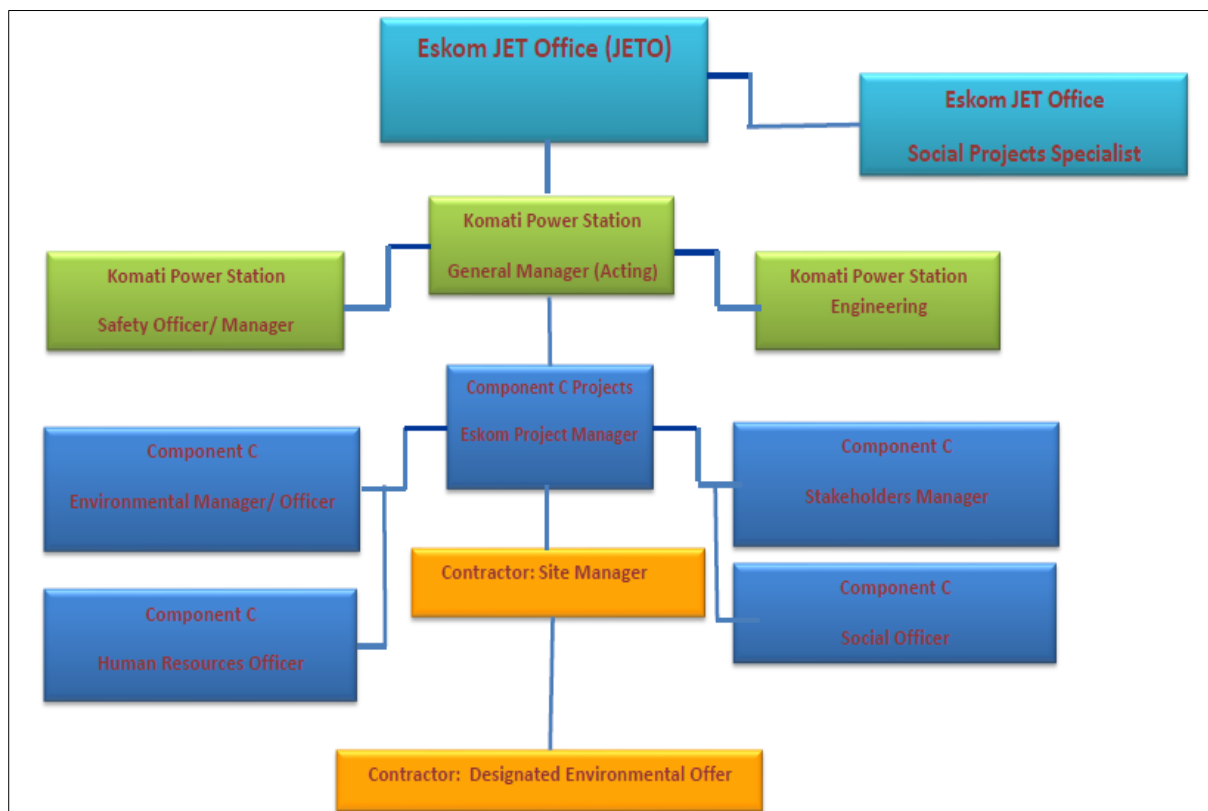


Figure 1: Component C's Implementation organogram

### 1.2.1 Eskom JETO

- Oversee the implementation Components C projects on Eskom's behalf: The three sub-projects to be implemented are:
  - The Agri-voltaic Plant,
  - Microgrid Assembly Line, and
  - Komati Training Facility



### 1.2.2 Project Manager

- Ensure that the Contractor on each of the three sub-projects are aware and have accepted all environmental and social requirements, legal requirements, ESKOM's standards and World Bank standards as they pertain to each sub-project.
- Ensure that this ESMP is formally communicated and accepted by the Contractor on each of the three sub-projects, as part of contracting, and is fully implemented through the Contractors Site Manager.
- Appoint a suitably qualified Environmental Officer/ Manager to monitor the implementation of this ESMP by the Contractor on each of the three sub-projects, including their suppliers and sub-contractors.
- Be fully conversant with this ESMP, all associated documents (ESIA, ESCP etc), applicable legislation and the World Bank environmental and social standards.

### 1.2.3 Environmental Officer/ Manager

- A suitably qualified Environmental Officer/ Manager who would, daily (or as necessary depending on the construction activities), monitor project compliance with the requirements of this ESMP, as well as all other legally binding environmental and social documentation.
- The responsibility of the incumbent will include all other JETO projects in and around Komati Power station
- Responsibilities of the Environmental Officer/ Manager include:
  - Be fully conversant with this ESMP.
  - Be fully conversant with all relevant environmental legislation including the World Bank Environmental and Social Standards requirements applicable to the three sub-projects.
  - Ensure compliance with Eskom's environmental policy and procedures as well as the World Bank environmental and social standards
  - Undertake internal environmental and performance monitoring through audits/inspections of all applicable sites
  - Report all non-compliances/incidents/problems identified during onsite audits or investigation to the Site Manager for correction. In addition, general findings on performance should be reported regularly back to the Project Manager.

### 1.2.4 Stakeholders Manager

- Establish a database for interested and affected parties
- Manage stakeholders' relations as per the Stakeholders Management Plan
- Seek partnerships opportunities with local communities
- Maintain regular communication and engagements with all stakeholders
- Gather information about stakeholders' expectations
- Facilitate stakeholders' activities monitoring and audits

### 1.2.5 Eskom Social Officer (SO)

- A suitably qualified Social Officer would, daily (or as necessary depending on the construction activities), monitor the project compliance with the requirements of the ESMP
- Responsibilities of the Social Officer include:
  - Be fully conversant with the ESMP
  - Be fully conversant with all relevant legislation;
  - Ensure compliance with Eskom and the World Bank's Environmental and Social Standards;
  - Ensure that internal performance audits/inspections are undertaken on a weekly basis by the Site Manager or his/her designated representative to ensure implementation onsite.

### 1.2.6 Site Manager – Main Contractor

- Be fully conversant with the ESMP and Develop relevant method statements.
- Be fully conversant with all relevant environmental legislation and Eskom’s environmental policies and procedures and ensure compliance thereof;
- Compliance to World Bank Environmental and Social Standards requirements applicable to the three sub-projects.
- Have overall responsibility for the implementation of the conditions of the ESMP;
- Ensure that audits are conducted to ensure/assess compliance with the requirements of the ESMP
- Liaise with the Project Manager or his delegate, the DEO and others on matters concerning the environment and Social Aspects;
- Prevent actions that will harm or may cause harm to the environment, and take steps to prevent pollution and unnecessary degradation onsite; and
- Confine project activities to demarcated areas.
- Maintain the following:
  - A site incident register;
  - A non-conformance register;
  - Public complaints register; and
  - A register of audits.
- The contractor is to appoint a suitably qualified Designated Environmental Officer (DEO) who would, daily (or as necessary depending on the construction activities), monitor the project compliance with the requirements of the ESMP
- Responsibilities of the DEO include:
  - Be fully conversant with the ESMP
  - Be fully conversant with all relevant environmental legislation;
  - Ensure compliance with environmental policies and procedures;
  - Ensure that internal environmental performance audits/inspections are undertaken on a weekly basis by the Site Manager or his/her designated representative to ensure implementation onsite;
  - Remain employed until the completion of the construction activities; and
  - Report all findings identified onsite to the Project Manager.

### 1.2.7 Occupational Health and Safety Officer

- Ensure compliance with legal obligations in terms of labour and OHS requirements;
- Ensure alignment with the provisions of ESS2;
- Ensuring that the contract with the Principal Contractor is aligned with the provisions of the Project Occupational Health and Safety Act (OHS) as well as other environmental and social requirements;
- Oversee Occupational Health and Safety, training of the project workers;
- Monitoring the implementation of the Code of Conduct for the project workers;
- Ensure the effective management of Occupational and Safety Risks on site
- Ensure the effective management of Emergency preparedness and fire risk for the project
- Provide monthly report on the performance of the projects
- Facilitate internal and external applicable Occupational Health and Safety audits/ reviews

### 1.2.8 Human Resources Officer

- Custodian of human performance initiatives
- Advisory and consultation service regarding Industrial Relations
- Advisory and consultation service regarding recruitment and selection of new employees
- Management of man-power planning and succession planning
- Support services regarding internal and external communication practices and processes

- Support services regarding employee well-being
- Provide payroll and associated processes
- Facilitate Training and capacity building,
- Monitoring the implementation of the Code of Conduct for the project workers.

## 2 Policies, Legal and Regulatory Framework

This section outlines and highlights the relevant institutional and legal as well as policy framework in South Africa that has a direct bearing on the Project. The chapter further highlights the World Bank Environmental and Social Standards (hereafter termed ESSs) applicable to the project National Legislative Framework.

TABLE 1: NATIONAL POLICIES, LEGAL AND REGULATORY FRAMEWORK

Legislation	Description
Constitution of the Republic of South Africa (108 of 1996)	Chapter 2 – Bill of Rights. Section 24 – Environmental Rights.
National Environmental Management Act (Act No. 107 of 1998)	<p><b>Key sections:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Section 24 – Environmental Authorization (control of activities which may have a detrimental effect on the environment).</li> <li><input type="checkbox"/> Section 28 – Duty of care and remediation of environmental damage.</li> <li><input type="checkbox"/> Environmental management principles.</li> <li><input type="checkbox"/> Authorization type – Environmental Authorization. The Project will require an EA for the listed activities triggered.</li> <li><input type="checkbox"/> Authorities – Department of Forestry, Fisheries and the Environment (DFFE) (national) (competent authority for the Project) and the Mpumalanga Department of Agriculture, Rural Development, Land and Environmental Affairs (DARDLEA) (provincial).</li> </ul>
EIA Regulations of 2014 (as amended)	Purpose – regulate the procedure and criteria as contemplated in Chapter 5 of NEMA relating to the preparation, evaluation, submission, processing and consideration of, and decision on, applications for environmental authorizations for the commencement of activities, subjected to EIA, in order to avoid or mitigate detrimental impacts on the environment, and to optimize positive environmental impacts, and for matters pertaining thereto.
National Water Act (Act No. 36 of 1998)	<p>Sustainable and equitable management of water resources.</p> <p><b>Key sections:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Chapter 3 – Protection of water resources.</li> <li><input type="checkbox"/> Section 19 – Prevention and remedying effects of pollution.</li> <li><input type="checkbox"/> Section 20 – Control of emergency incidents.</li> <li><input type="checkbox"/> Chapter 4 – Water use.</li> <li><input type="checkbox"/> Authorization type – General Authorization or WUL. The conditions of the existing WUL for KPS related to decommissioning need to be satisfied.</li> <li><input type="checkbox"/> Authority – Department of Water and Sanitation (DWS).</li> </ul>
National Environmental Management: Waste Act (Act No. 59 of 2008)	<p>Management of waste.</p> <p><b>Key sections:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Section 16 – General duty in respect of waste management.</li> <li><input type="checkbox"/> Chapter 5 – licensing of waste management activities listed in Government Notice (GN) No. R. 921 of 29 November 2013 (as amended).</li> <li><input type="checkbox"/> Authorization type – Waste Management License (WML). A WML will be required for the Project.</li> </ul>

Legislation	Description
	<input type="checkbox"/> Authority – DFFE (national) and DARDLEA (provincial).
National Environmental Management Air Quality Act (Act No. 39 of 2004)	Air quality management. <b>Key sections:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Section 32 – Dust control.</li> <li><input type="checkbox"/> Section 34 – Noise control.</li> <li><input type="checkbox"/> Authorization type – Atmospheric Emission License (AEL). An AEL is not required for the Project. Any conditions related to decommissioning in the AEL need to be adhered to.</li> <li><input type="checkbox"/> Authority – DFFE (national), DARDLEA (provincial) and NDM.</li> </ul>
National Forests Act (Act No. 84 of 1998)	Supports sustainable forest management and the restructuring of the forestry sector, as well as protection of indigenous trees in general. Section 15 – Authorization required for impacts to protected trees. Authorization type – License. It is not anticipated that a license under this Act will be required due to the transformed nature of the environment at KPS. Authority – DFFE.
Conservation of Agricultural Resources Act (Act No. 43 of 1983)	Control measures for erosion. Control measures for alien and invasive plant species. Authority – DARDLEA.
Mpumalanga Nature Conservation Act (Act No. 10 of 1998)	Deals with matters related to nature conservation in Mpumalanga. Authority – MTPA.
Occupational Health & Safety Act (Act No. 85 of 1993)	Provisions for Occupational Health & Safety (OHS). Authority – Department of Employment and Labour (DEL). Relevant regulations, such as Construction Regulations, etc.
Hazardous Substances Act (No 15 of 1973) and Regulations	Provides for the control of substances which may cause injury or ill-health to or death of human beings by reason of their toxic, corrosive, irritant, strongly sensitizing or flammable nature or the generation of pressure thereby in certain circumstances, and for the control of certain electronic products Provides for the division of such substances or products into groups in relation to the degree of danger. Provides for the prohibition and control of the importation, manufacture, sale, use, operation, application, modification, disposal or dumping of such substances and products.
Regulations for Hazardous Chemical Agents (GN No. R.280 of 29 March 2021)	Requirements for protecting employees who work with hazardous chemical substances in the workplace.
The National Heritage Resource Act (Act No. 25 of 1999) (NHRA) serves to protect national and provincial heritage resources across South Africa.	The NHRA provides for the protection of all archaeological and paleontological sites, the conservation and care of cemeteries and graves by the South African Heritage Resources Agency (SAHRA) and lists activities that require any person who intends to undertake to notify the responsible

Legislation	Description
	heritage resources agency and furnish details regarding the location, nature, and extent of the proposed development.
National Environmental Management: Biodiversity Act, 2004 (Act No. 10 of 2004)	The National Environmental Management: Biodiversity Act, 2004 (Act No. 10 of 2004) (NEMBA) was promulgated in June 2004 within the framework of NEMA to provide for the management and conservation of national biodiversity. The NEMBA's primary aims are for the protection of species and ecosystems that warrant national protection, the sustainable use of indigenous biological resources, the fair and equitable sharing of benefits arising from bioprospecting involving indigenous biological resources. In addition, the NEMBA provides for the establishment and functions of a South African National Biodiversity Institute (SANBI).
National Economic Development and Labour Council Act, 1994 (Act No. 35 of 1994)	The National Economic Development and Labour Council Act (NEDLAC) aims to provide for the establishment of a national economic, development and labour council; to repeal certain provisions of the Labour Relations Act, 1959; and to provide for matters connected therewith. NEDLAC has published four codes of good practice.
Basic Conditions of Employment Act No. 75 of 1997	The purpose of the Basic Conditions of Employment Act is to give effect to the right to fair labour practices, as referred to in Section 23 (1) of the Constitution, by establishing and providing for the regulation of basic conditions of employment.
Labour Relations Act 66 of 1995	The purpose of the Labour Relations Act 66 of 1995 is to give effect to the public international law obligations of the Republic relating to labour relations; to amend and repeal certain laws relating to labour relations; and to provide for incidental matters.
Employment Equity Act 55 of 1998	The purpose of the Employment Equity Act 55 of 1998 is to remove discrimination, implement affirmative action and to promote equity, equality, opportunity, remuneration and development for all employees in the workplace.
Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000	The Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (PEPUDA or the Equality Act, Act No. 4 of 2000) is a comprehensive South African anti-discrimination law. It prohibits unfair discrimination by the government and by private organizations and individuals and forbids hate speech and harassment.
Promotion of Access to Information Act 2000	The Promotion of Access to Information Act 2 of 2000 intends: to give effect to the constitutional right of access to any information held by the State and any information that is held by another person and that is required for the exercise or protection of any rights; and to provide for matters connected therewith.

## 2.1 Provincial and Municipality Legal Framework

TABLE 2: PROVINCIAL AND MUNICIPALITY LEGAL FRAMEWORK

Legislation/ Policy/ Plan	Description
Mpumalanga Growth and Development Path	The primary objective of the Mpumalanga Economic Growth and Development Path (MEGDP) (2011) is to foster economic growth that creates jobs, reduce poverty and inequality in the province.
Mpumalanga Spatial Development Framework (MSDF)	MSDF (2019) identifies that tourism is an important economic sector and has emerged as a robust driver of growth for emerging economies.
Mpumalanga Industrial Development Plan	In terms of industry, the purpose of the Mpumalanga Industrial Development Plan (MIDP) (2015) is to promote the establishment of new industries and promote growth of existing industries in the province. It is however noted that the Msukaligwa Municipality (within which the project falls under) is not directly impacted by the 2025 MIDP and its proposed priority hubs.
Mpumalanga Conservation Act (No. 10 of 1998)	This Act provides for the sustainable utilization of wild animals, aquatic biota and plants; provides for the implementation of the Convention on International Trade in Endangered Species of Wild Fauna and Flora; provides for offences and penalties for contravention of the Act; provides for the appointment of nature conservators to implement the provisions of the Act; and provides for the issuing of permits and other authorizations.
Nkangala Municipality Integrated Development Plan	According to the Municipal Systems Act (Act 32 of 2000), all municipalities must undertake an Integrated Development Plan (IDP) process. The IDP is a legislative requirement thus it has legal status and supersedes all other plans that guide development at local government level. The Steve Tshwete Local Municipality aims to achieve economic growth and poverty alleviation by coordinating sustainable social and economic development programs. LED projects driven by the municipality.

## 2.2 World Bank Environmental & Social Standards

The World Bank Environmental and Social Standards (ESSs) constitute the requirements relating to the identification, assessment and management of environmental and social risks and impacts associated with projects that are funded by the World Bank.

*ESS1 – Assessment and Management of Environmental and Social Risks and Impacts*, provides the overarching guidance to identify, evaluate and manage the environment and social risks and impacts of the activities in a manner consistent with the ESSs. ESS1 also sets out the principles for activities to be designed to avoid, minimize, reduce, or mitigate the adverse environmental and social risks and impacts. The ten ESSs are:

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts**
- ESS2: Labour and Working Conditions**
- ESS3: Resource Efficiency and Pollution Prevention and Management**
- ESS4: Community Health and Safety**
- ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement**

- ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources**
- ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities
- ESS8: Cultural Heritage**
- ESS9: Financial Intermediaries
- ESS10: Stakeholder Engagement and Information Disclosure**

The six bolded ESSs—ESS1, 2, 3, 4, 6, and 10—are currently deemed applicable to Project activities and are guiding implementation proportionally. Table 3 below indicate the gap assessment of Environmental and Social approaches South Africa’s legislation and the World Bank’s Environmental and Social standards.

### 2.2.1 World Bank Group’s Environmental, Health and Safety Guidelines

The World Bank (WB) Group Environment, Health and Safety (EHS) guidelines are technical reference documents with general and industry-specific examples of Good International Industry Practice.

The WBG General EHS Guidelines, require (i) the early identification of potential activity hazards and risks informing the site selection and design of activities; (ii) an activity risk management strategy which reduces risks to human health and the environment by preventing irreversible and/or significant impacts, eliminating hazards, and reducing and minimizing remaining impacts; and (iii) the preparedness of workers and communities to deal with accidents.



## 2.3 Gap Assessment of World Bank and National Requirements

The following table provides the overview, using the World Bank’s Environmental and Social Standards as the organizing principle to integrate the Project’s approach with the relevant laws and regulation.

TABLE 3: GAP ASSESSMENT OF ENVIRONMENTAL AND SOCIAL APPROACHES

ESS Objectives	South African National Laws and Regulations	Project Approach to Align National and World Bank Requirements	Relevant E&S Standards Instrument
<b>ESS1: Assessment and Management of Environmental and Social Risks and Impacts</b>			
Identify, assess, evaluate, and manage environment and social risks and impacts.	NEMA requires mandatory review of environmental impact and mitigation plans if projects are assessed to have significant adverse impact.	The South African framework is extensive on environmental assessment and requires integration of social impact assessment. Through the screening approach the Project will rate the risk categorisation of low, moderate, substantial or high. Low risk projects due not require review under the South African EIA Regulations, while moderate risk projects require a Basic Assessment. Activities rated substantial or high will require development of ESIA.	Monitoring and reporting of the Project’s environmental and social performance will be made in accordance with the Project’s Environmental and Social Management Plans.
Adopt a mitigation hierarchy: <ul style="list-style-type: none"> <li>• Anticipate and avoid risks and impacts</li> <li>• Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels</li> <li>• Once risks and impacts have been minimized or reduced, mitigate and</li> <li>• Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible</li> </ul>	Mitigation required under NEMA which is, in the case of the Project, is reviewed by the DFFE or Provincial environmental authority. For any residual impacts DFFE or DARDLEA can issue licenses related to pollution control, waste management or hazardous waste management subject to environmental impact statements and mitigation plan approval.	South African law requires comprehensive mitigation plans in place to prevent, reduce and manage environmental impacts but is silent on social impact. The Component C sub-project approach will provide comprehensive mitigation of environmental and social risks, guided by the ESMF.	Participatory community engagement will contribute to identification of mitigation measures.  Each project activities with moderate risk classification will require the preparation of a site specific <b>ESMP</b> by the contractor.

ESS Objectives	South African National Laws and Regulations	Project Approach to Align National and World Bank Requirements	Relevant E&S Standards Instrument
Adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable.	South African law has equal protections embedded in the country's legal framework.		
Utilize national environmental and social institutions, systems, laws, regulations and procedures where appropriate.	NEMA does not require monitoring of activities, which are considered low risk.	Where required, ESMPs and ESIA's, including Basic Assessment and Scoping Reports as required by NEMA will be shared with Provincial officials in Environmental Affairs for review and approval.	<b>Site specific ESMP, ESIA, Basic Assessment and Scoping Reports</b> , where needed.
Promote improved environmental and social performance, in ways which recognize and enhance Borrower capacity.	South African law requires equitable and sustainable use of resources. The South African Constitution sets out the right of all to an environment that is not harmful to their health or well-being and to have the environment protected for the benefit of present and future generations	Component C will promote efficiency and sustainability in environmental and social performance as a core principle embedded in sub-project design.	The principle is embedded in the ESMP approach to enhance local capacity.
<b>ESS2: Labour and Working Conditions</b>			
Promote safety and health at work.	The Occupational Health and Safety Act outlines requirements to ensure health and safety conditions in the workplace, and the related articles has broad provisions related to safety in construction as well as training related to occupational health and safety.	South African labour law outlines broad principles for safety and health that are consistent with ESS2, and the ILO Core Labour Standards. In addition, the World Bank Group Occupational Health and Safety Guidelines <sup>1</sup> provide detailed guidance that will be referenced where relevant related to: <ul style="list-style-type: none"> <li>• General Facility Design and Operation (2.1)</li> <li>• Communication and Training (2.2)</li> <li>• Physical Hazards (2.3)</li> <li>• Chemical Hazards (2.4)</li> <li>• Personal Protective Equipment (2.7)</li> </ul>	During the scoping and screening of activities' environment and social risks and impacts the Project will determine which of the standard mitigation measures in <b>ESMP</b> are proportional to health and safety and apply. <p>Where the risk of an activity is rated moderate, substantial or high there may be a need to include higher levels or measures to mitigate site-specific risks and impacts, which will be</p>

ESS Objectives	South African National Laws and Regulations	Project Approach to Align National and World Bank Requirements	Relevant E&S Standards Instrument
		<ul style="list-style-type: none"> <li>Monitoring (2.9)</li> </ul>	<p>stipulated in associated <b>ESMPs and/or ESIAs</b>.</p> <p>Implementing agencies including any contractors and sub-contractors engaged by the Project under Component C must maintain accurate records of occupational accidents, diseases, including environmental or social incidents.</p>
<p>Promote the fair treatment, non-discrimination, and equal opportunity of workers.</p>	<p>The Promotion of Equality and Prevention of Unfair Discrimination Act provides the right to equality, disbands discrimination and the Employment Equity Act promotes equity in the workplace.</p>	<p>The Project will, in accordance with ESS2 and National Laws, recruit a diverse workforce and ensure that contractors and sub-project workers have equal protections in place. The Project will provide oversight to ensure that there is no discrimination or harassment with respect to any aspects of the employment relationship, including recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, including based on gender, age, race or ability based.</p>	<p>Labour management procedures are provided in Section 6 of the ESMF and reflected in the standard mitigation measures in the ESMF. Recruitment of any Component C Project and sub-project related staff must promote non-discrimination, fair treatment and equal opportunity.</p>
<p>Protect workers, with emphasis on vulnerable workers.</p>		<p>The EJTEP will ensure that there is induction of all workers, whether directly employed or through contractors, and establish:</p> <ul style="list-style-type: none"> <li>Equal opportunities for employment</li> <li>Contract rights and conditions, including salary, overtime, grievance</li> <li>Workplace conduct/Code of Conduct</li> <li>Register of all workers, including age and contract conditions</li> <li>Worker grievance system</li> <li>Health and safety policy based on WBG EHS guidelines, provision of PPE where needed</li> </ul>	<p>Incorporate labour management requirements in all <b>procurement documents</b> to require adequate records and training of all workers engaged and associated with the Component C project and sub-projects. Worker's records will be subject to supervision by Eskom, JETO and/or the Bank.</p>

ESS Objectives	South African National Laws and Regulations	Project Approach to Align National and World Bank Requirements	Relevant E&S Standards Instrument
		<ul style="list-style-type: none"> <li>• Health surveillance, record injuries and near misses.</li> <li>•</li> </ul>	
Prevent the use of all forms of forced labour and child labour.	The South African Constitution states that no one may be subjected to slavery, servitude or forced labour. It further provides that children under 18 have a right to be protected from work that is exploitative, hazardous, inappropriate for their age, detrimental to their schooling, or detrimental to their social, physical, mental, spiritual, or moral development. The minimum age for work in South Africa is 15 years for non-hazardous engagement.	International and national labour protections are aligned in aspects related to child and forced labour. No one under the age of 18 may be engaged in any Project activities.	The initial <b>screening of risk and impact</b> must identify activities where anyone below the age of 18 may participate. All prospective persons employed under Component C must provide a copy of their National ID to verify age requirements.  Workers age, regardless of the type of labour contributed, must be recorded by the respective employer and is subject to review.
Support the principles of freedom of association and collective bargaining of workers in a manner consistent with national law.	The South African Constitution's Bill of Rights Section 18 establishes the right to freedom of association.	Worker organisations and/or unions and their representatives will be recognized through all employer/ employee relationship, as relevant.	Contract provisions and worker management must recognize the right to participate in and form worker associations.
Provide workers with accessible means to raise workplace concerns.	The South African Constitution provisions for the Public Service Commission to investigate grievances of employees in the Public Services. The Labour Relations Act, Section 185, provides the right to not be unfairly dismissed or be subjected to unfair labour practices and outlines mechanism for addressing disputes and grievances that cannot be resolved in the workplace.	The Project and Project contractors must have workplace procedures in place. Workers may appeal determinations in accordance with the South African Labour Relations Act.	<b>Contract provisions</b> should reflect grievance procedures in place by the contractor as measures in place to appear through the Project. These must be shared with workers at induction in workplace procedures.
<b>ESS3: Resource Efficiency and Pollution Prevention and Management</b>			
Promote the sustainable use of resources, including energy, water, and raw materials.	NEMA, Section 28, addresses duty of care and remediation of environmental damage, National Water Act specifically addresses	ESS3 has a wider reach than South African Law and will apply to the Project approach to ensuring resource efficiency and sustainable	The standard mitigation measures, part of the ESMP, incorporate resource

ESS Objectives	South African National Laws and Regulations	Project Approach to Align National and World Bank Requirements	Relevant E&S Standards Instrument
	the need to conserve and manage water resources.	use of resources required to implement activities.	efficiency and pollution prevention and management. Where required, additional measures may be included in sub-project specific <b>ESMP or ESIA</b> , where needed, will be guided by these principles.
Avoid or minimize adverse impacts on human health and the environment caused by pollution from activities.	A primary purpose of the South African Constitution, Labour, Social and Environmental Law is to protect the health of humans and the environment.	ESS3 and South African Law concur on the purpose of efforts to avoid and minimize impacts, as well as enhance livelihoods through active management.	
Avoid or minimize project-related emissions of short and long-lived climate pollutants.	South African law requires best practicable environmental options to be adopted in relation to discharges or emissions.	ESS3 and South African Environment Law are equivalent.	
Avoid or minimize generation of hazardous and non-hazardous waste.	Where hazardous waste is kept or utilized, a project proponent must obtain permit through the Provincial environmental authority.	ESS3 and South African Environment Law have the equivalent intent to avoid or minimize hazardous and non-hazardous waste.	
Minimize and manage the risks and impacts associated with pesticide use.	DEFF regulates the manufacture, distribution, sales, use and advertisement of pesticides. It derives this mandate from the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947.	ESS3 and South African Law have the equivalent intent to avoid or minimize use of pesticides.	Where pesticide will be used as part of the agricultural activities; required for any activity a site-specific <b>ESMP or ESIA</b> will be developed.
<b>ESS4: Community Health and Safety</b>			
Anticipate or avoid adverse impacts on the health and safety of activity-affected communities during activity life-cycle from routine and non-routine circumstances.	The Constitution provides broad protection of people's social rights and justice, including right to health care, food, water and social security. Labour Law provides protection for community health and safety through ensuring safe workplaces.	ESS4 and the South African legislative framework provide broad protections of community health and safety. The World Bank Occupational Health and Safety guidelines can be referenced for specific and operational guidance for community health and safety related to: <ul style="list-style-type: none"> <li>Water Quality and Availability (3.1)</li> <li>Structural Safety of Project Infrastructure (3.2)</li> </ul>	Potential for adverse risk and impact for community health and safety must be captured during screening of activities and mitigation reflected in <b>ESMP or ESIA</b> prior to commencement of activities.
Promote quality, safety, and climate change considerations in infrastructure design and construction, including dams.			Standards provision to integrated quality, safety and climate change considerations in design is contained in the ESMP. Where an activity is rated

ESS Objectives	South African National Laws and Regulations	Project Approach to Align National and World Bank Requirements	Relevant E&S Standards Instrument
<p>Avoid or minimize community exposure to activity-related traffic and road safety risks, diseases and hazardous materials, and have in place effective measures to address emergency events.</p>		<ul style="list-style-type: none"> <li>• Life and Fire Safety (3.3)</li> <li>• Traffic Safety (3.4)</li> <li>• Transport of Hazardous Materials (3.5)</li> <li>• Disease Prevention (3.6)</li> <li>• Emergency Preparedness and Response (3.7)</li> </ul>	<p>moderate, substantial or high risk additional measures will be reflected in the sub-project specific <b>ESMP or ESIA</b>.</p>
<p>Ensure that safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the activity-affected communities.</p>		<p>Standard HR procedures are in place in Eskom to prevent communicable disease and GBV/SEA, including procedures to handle grievance.</p>	
<p><b>ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b></p>			
<p>Protect and conserve biodiversity and habitats.</p>	<p>The Biodiversity Act and the Protected Areas Act provides for the management and conservation of South Africa's biodiversity within the framework of the National Environmental Management Act. This includes the protection of species and ecosystems that warrant protection to ensure that there is no net loss as well as preventive measures to ensure that no species become critically endangered, the fair and equitable sharing of benefits arising from bio-prospecting involving indigenous biological resources, the establishment and functions of a South African National Biodiversity Institute; and for matters connected therewith.</p>	<p>ESS6 and the South African law on biodiversity conservation and sustainable management are equivalent.</p>	<p>The standard mitigation measures, part of the ESMP, incorporate simple mitigation measures. However, where required, additional measures may be included in site specific <b>ESMP or ESIA</b>, where needed, will be guided by these principles.</p>
<p>Apply the mitigation hierarchy and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity.</p>		<p>Specialist will be consulted where necessary to assess biodiversity habitats potentially affected by sub-project activities</p>	
<p>Support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities.</p>			

ESS Objectives	South African National Laws and Regulations	Project Approach to Align National and World Bank Requirements	Relevant E&S Standards Instrument
<b>ESS8: Cultural Heritage</b>			
To protect cultural heritage from the adverse impacts of project activities and support its preservation.	The National Heritage Resources Act serves to protect and promote good management of South Africa's heritage resources. While the EIA regulations allow for meaningful consultation with stakeholders as part of the EIA process.	The National Heritage Resources Act promotes the protection of tangible and intangible (living heritage) cultural heritage	The standard mitigation measures, part of the ESMP, incorporate simple mitigation measures. However, where required, additional measures may be included in site specific <b>ESMP or ESIA</b> , where needed, will be guided by these principles.
To address cultural heritage as an integral aspect of sustainable development			
To promote meaningful consultation with stakeholders regarding cultural heritage.			
To promote the equitable sharing of benefits from the use of cultural heritage			
<b>ESS10: Stakeholder Engagement and Information Disclosure</b>			
Establish a systematic approach to stakeholder engagement that helps Borrowers identify stakeholders and maintain a constructive relationship with them.	South Africa has strict measures in regards to public participation, including through the Access to Information Act. For example, re. legislative initiatives: a law cannot be valid unless the public has been heard and consulted upon with the public. The EIA regulations specifically require that impacted and affected persons be consulted in regards to Project measures.	All environmental and social impact work will be conducted with involvement of impacted and affected persons. Project activities under Component C specifically respond to community need and interest wherefore community members will be closely involved in sub-project design and implementation, including identification of environmental and social risk and impact. Local and most predominant language, in the sub-project area will be used during community engagements	The ESMP is accompanied by the SEP, which is part of the Project design to ensure systematic stakeholder engagement, assessment of interests and on-going information sharing.
Assess stakeholder interest and support for the activity and enable stakeholders' views to be taken into account in activity design.			
Promote and provide means for effective and inclusive engagement with activity-affected parties throughout the activity life-cycle.			
Ensure that appropriate information is disclosed to stakeholders in a			

ESS Objectives	South African National Laws and Regulations	Project Approach to Align National and World Bank Requirements	Relevant E&S Standards Instrument
timely, understandable, accessible and appropriate manner.			
To provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow Borrowers to respond to and manage such grievances.			



### 3 Potential Environmental and Social Impacts and Mitigation

The three sub-projects will be implemented within the existing KPS footprint. The activities associated with the three sub-projects are considered to have a moderate to low environmental and social risks. The section below provides a brief overview of the general setting of each of the proposed sub-projects. The sub-projects activities have been assessed to determine the potential environmental and social impacts, for each of the different phases (planning, implementation/construction, and operation as well decommissioning). Generic Environmental and Social Management Plans (ESMPs) have been prepared for each sub-project and will be further refined once the contractor(s) has been appointed.

#### 3.1 Establishment of Komati Training Facility (KTF)

Refurbishment of the existing training classrooms at the current training center is to commence upon the award of the refurbishment contract. The existing workshop adjacent to the training facility will be repurposed into a technical training facility(laboratory) where the renewable practical training will be executed. While a community training facility will be erected on the Eastern side of Komati Power Station's HV yard outside of the perimeter fence within KPS footprint.

The area earmarked for the community training centre consist of existing buildings, which are currently not in use and a community church consisting of a temporary corrugated iron structure. The proposed site for the community centre is surrounded by vegetation (grass) and has an existing paved (asphalt) car parking next to it and a wetland located nearby.. It has been proposed that existing mobile classrooms (prefabricated buildings) will be moved from the power station to the paved area (parking lot) adjacent to the existing building to serve as the community training centre facilities. Photo 1 below show the area where the containers will be located. Table 3.1.1 – 3.1.5 tabulate the potential Environmental, Occupational Health and Safety and Social Impacts associated with the training facilities.



Photo 1: Location earmarked for the community training facility

### 3.1.1 Komati Training Facilities: Planning phase

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Infrastructure Design	<p>Degradation of sensitive areas or impacts on sensitive social receptors.</p> <p>Energy efficiency</p> <p>Water consumption</p> <p>Accessibility</p> <p>Structural integrity</p>	<p>Identified sensitive areas, areas such as water drainage and wetlands will be avoided. In addition, infrastructure design and siting will, where practical, minimise impacts any nearby social receptors (communities, schools, clinics etc) by ensuring appropriate buffers/setbacks.</p> <p>Ensure that the refurbishment of the existing building take into consideration optimizing energy and water efficiency, as far as reasonable possible.</p> <p>For buildings to be accessed by public (community training facility) ensure that adequate provisions are to ensure universal access (unimpeded access for people of all ages and abilities in different situations), where technically and financially feasible.</p> <p>Ensure that the structural element of a project is designed by competent professionals and certified or approved by competent authorities or professionals to ensure structural integrity.</p>	Project Manager Environmental Officer	N/A	N/A
Finalizing project environmental footprint positions	Land degradation, erosion, disturbance/loss of flora and fauna during survey.	<p>No vegetation clearing must occur without notifying the relevant Eskom Environmental Department.</p> <p>As far as reasonable possible, the placement of the prefabricated buildings should be within the limits of the existing disturbed areas (parking lot) to minimize the need for any additional vegetation clearance.</p> <p>No new access roads must be developed to facilitate access, only existing routes must be used.</p>	Project Manager Environmental Officer	N/A	N/A

<b>Environmental and Social Aspects</b>	<b>Environmental and Social Impacts</b>	<b>Mitigation/Management actions</b>	<b>Responsibility</b>	<b>Reporting/ Indicator</b>	<b>Monitoring Frequency</b>
No-go areas	Degradation of sensitive/preserved areas.	Identification of No-Go site walk through, and any additional areas identified during development.	Project Manager Environmental Officer	N/A	N/A
Stakeholders' and Beneficiaries Identification	Stakeholders needs and expectations uncertainty	Training opportunities will be offered to the community in a transparent manner that will not be discriminatory to any of the community members. Potential beneficiaries will be identified through engagements with local communities. This should be consistent with the Stakeholder Engagement Plan. Interested members of the public will be registered and pre-selected on the basis of the criteria that would have been communicated to all timeously. The outcome of selected trainees will be communicated in a transparent manner and all grievances emanating from the process will be managed as per Grievance Management Mechanism elaborated in the stakeholders Engagement plan.	Project Manager Social Officer	N/A	N/A
Employment Opportunities	Unemployment of the locals community	The construction contractor will, through its Human Resource system, support the preferential recruitment of persons that have been reskilled under other Component C programmes, with focus on existing power station employees and local community workforce.	Social officer Human Resources officer	Employment records	Monthly

### 3.1.2 Training Facility: Pre-construction phase

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Site establishment	Inappropriate site selection	<p>Selection of the proposed site for the construction lay down areas requires permission from Eskom.</p> <p>As far as reasonable possible, select already disturbed areas for the location of contractor's camp.</p> <p>As part of the HSE file the contractor should provide ESKOM with a method statement for site establishment and site camp layout plan.</p> <p>Contractor laydown areas should be fenced to ensure access control. No workers are allowed to stay overnight in the contractor's camp/laydown area.</p>	Project Manager	N/A	N/A
Environmental/Health and Safety awareness training	Environmental degradation/contravention	<p>All staff must receive basic environmental, health and safety awareness training prior commencement of the activities.</p> <p>The training is to be executed to site teams through induction and training awareness.</p>	Project Manager Environmental, health and safety Officer	N/A	N/A
Health and Safety	Fatality, serious injury to workers	<p>The contractor shall ensure that adequate systems are in place for identification and management of OHS hazards during the refurbishment and construction of the training facility. To achieve this the contractor will prepare an OHS Plan and submit an Environmental, health and safety file in the prescribed ESKOM format to ESKOM for approval prior to commencing with the project activities.</p> <p>Contractor will be required to prepare the necessary risk assessments for activities to be undertaken, and risk</p>	Project Manager Health and Safety officer	HSE file in place and approved prior to starting with activities	Once of prior to construction

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
		<p>communicated with workers prior to commencement with the activities.</p> <p>Toolbox topics regarding high-risk activities shall be undertaken on a regular basis.</p> <p>All necessary personal protective equipment must be provided to workers.</p> <p>Workers need to be made aware of OHS risks and hazards associated with the activities to be undertaken at the start of the works.</p> <p>Incidents need to be reported to the ESKOM project representative within the same shift.</p>			
No-go areas	Degradation of sensitive/preserved areas	Demarcate No-Go areas such as the nearby wetland area Limit workers from moving into adjacent areas without authorization to do so.	Project Manager Environmental, Health and Safety Officer	N/A	N/A
Water Supply Management	Responsible water management practices	Ensure that potable water facilities are provided and monitored and that all taps are closed, when not on use, to prevent water wastage.	Project Manager Environmental Officer	N/A	N/A
Protection of Water Resources	Erosion, Sedimentation, Water pollution	<p>Eskom Environmental resources should be consulted to screen project area and identify water courses. The new footprint and the area of disturbance should be limited as far as possible to those areas already disturbed.</p> <p>As far as reasonable possible, stormwater run-off from the footprint should not be directed directly to the wetland area.</p>	Project Manager Environmental, health and safety Officer	N/A	N/A

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Site clearance (Vegetation Clearing)	Degradation of sensitive areas/Loss of Habitat.	Conduct a site walk through and identify any sensitive vegetation species that must either be relocated or left untouched.  Where practically possible relocated/transplant sensitive vegetation species instead of clearing it.	Project Manager Environmental Officer	N/A	N/A
Stormwater Management	Minimize loss of topsoil and enhancement of erosion	If there is a need to install new stormwater systems/drainage, ensure that infrastructure is kept separate from the contaminated water system.  Design the drainage systems (of stormwater infrastructure, trenches, drains and outlets) to encourage dissipation of water, decreasing velocity of water and prevent erosion, ponding and flooding of the site and surrounding environment.	Project Manager Environmental Officer	N/A	N/A
Access router/	Degradation on the environment	It is anticipated that the existing paved roads will be used to access the community training centre and technical training facility.  No unauthorized access, to other areas outside of the training facilities is permitted.  Speed limits of 40 km/h shall be enforced on project site.  Eskom's roads and traffic rules are to be used as the facility is on Eskom's grounds.	Project Manager Environmental Officer All Eskom staff and contractors	N/A	N/A
Skills development and training plan	Unskilled or inappropriately skilled workforce	The construction contractor will, through its Human Resource system, support the preferential recruitment of persons that have been reskilled under other Component C	Project Manager Social Officer	N/A	N/A

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
		programmes, with focus on existing power station employees and local community workforce.	Human resources.		
Strengthening of Local Business Development	Loss of income and employment from the closure of the powerplant.	The construction contractor will, through its Procurement system, maximise the use of local businesses and SMMEs fostered under separate programmes under Component C.	Project Manager Social Officer Construction Contractor.	N/A	N/A
Community Security	Events of Community opposition and violence	Implement the security as per the National Key point Act and that will include observing and complying with all Eskom's security requirements.	Project Manager Occupational Health and Safety officer	N/A	N/A
Ongoing Stakeholder Engagement and Community Relations	Promoting community buy-in for the sub-projects	Continue ongoing stakeholder engagement and awareness building commenced during the planning phase, alongside the Construction Contractor. This should be consistent with the SEP and make provision for (1) implementation of the Grievance Redress Mechanism on-site, (2) promoting engagement with women and vulnerable people, and (3) formation of community forums if needed.	Project Manager Social Officer Stakeholder manager	N/A	N/A
Worker and Community Interactions	Instance of Worker-Community Conflict, Violence of Instances of GBV	The JETO through Construction Contractor Human Resource systems ensure that will workers, suppliers and sub-contractors are provided training on proper community interaction and behaviour. The training will be linked to strict rules / code of conduct that will form part of the suppliers and sub-contractors' legal agreements or part of workers terms of service. The codes will align with the overall Project gender-based plans.	Project Manager Social Officer Stakeholder manager	N/A	N/A



### 3.1.3 During the Refurbishment and Construction of the Training Facility

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Vegetation clearing	Degradation of sensitive areas/Loss of Habitat.	<p>Restrict vegetation clearing to the development footprint.</p> <p>Debris from vegetation clearing should be kept away from the nearby wetland, drainage areas and stormwater systems.</p> <p>Establishment of alien vegetation must be managed to prevent spreading into the nearby areas.</p> <p>Only a registered pest control operator may apply herbicides on a commercial basis and commercial application must be carried out under the supervision of a registered pest control operator.</p> <p>A register must be kept of all relevant details of herbicide usage.</p> <p>Protected or sensitive vegetation identified and not removed during the clearing activity should be mark as No-Go areas and all staff on site should be made aware of them.</p>	Project Manager Environmental Officer	Daily inspection records Reviews/ audits reports	Daily
Noise	Disturbance of neighbours and damage to employee hearing.	<p>Provide and ensure that employee wear appropriate PPE.</p> <p>Maintain the construction equipment.</p> <p>Planning activities in consultation with local communities so that activities with the greatest potential to generate noise are planned during periods of the day that will result in least disturbance.</p> <p>Where there are sensitive community receptors near the construction site, the Contractor will monitor noise emissions.</p>	Contractor	PPE issuing register. Noise monitoring reports	Monthly reports

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Fire prevention	Veld fire resulting in loss of habitat, flora and fauna.	<p>Firefighting equipment must be available on all vehicles and located on site.</p> <p>Firefighting equipment must be inspected and tested on a regular basis as may be required in national regulations.</p> <p>The local Fire Protection Agency (FPA) must be informed of construction activities.</p>	<p>Project Manager</p> <p>Environmental officer</p>	Inspection of firefighting equipment's	Daily
Materials Stockpiling	Improper stockpiling of topsoil and the loss of valuable topsoil.	All material that is excavated during the project construction phase must be stored appropriately on site within a designated approved area particularly ground materials resulting from landscaping and paving of the ground where prefabricated structures will be placed.	<p>Project Manager</p> <p>Environmental officer</p>	<p>Inspection records</p> <p>Reviews/ audits reports</p>	Daily
Fire prevention	Veld fire resulting in loss of habitat, flora and fauna.	Designate smoking areas where the fire hazard could be regarded as insignificant.	<p>Project Manager</p> <p>Occupational Health and Safety officer</p>	<p>Inspection records</p> <p>Reviews/ audits reports</p>	Daily
Emergency procedure	Failure to identify possible environmental incidents	Station fire department, environmental department and relevant local authority must be made aware of a fire as soon as it starts. In the event of emergency necessary mitigation measures to contain the spill or leak must be implemented.	<p>Project Manager</p> <p>Occupational Health and Safety officer</p>	<p>Incidents drills records</p> <p>Reviews/ audits reports</p>	Monthly
Hazardous substance	Improper handling, storage and disposal of hazardous	The use and storage of hazardous substances to be minimised and non-hazardous and non-toxic alternatives substituted where possible. The contractor will prepare a Hazardous substance management plan as part of the HSE file.	<p>Project Manager</p> <p>Environmental Officer</p>	<p>Inspection records</p> <p>Reviews/ audits reports</p>	Daily

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
	chemicals/ substances	<p>All storage areas will be bunded and access to the storage areas must be controlled.</p> <p>All hazardous chemicals that will be used on site will have Safety Data Sheets (SDS).</p> <p>Fire extinguishers shall be place near the storage areas.</p> <p>Contact information in the case of an emergency shall be displayed at the storage area.</p> <p>All employees working with Hazardous Chemical Substance will be trained in the safe use and potential impacts of the substance and according to the safety data sheet and follow appropriate safety measures.</p> <p>The Contractor must ensure that diesel and other liquid fuel, oil and hydraulic fluid is stored in appropriate storage tanks and the bund wall are 110 % of the capacity of the storage tanks.</p>			
Waste Management	Incorrect disposal could lead to soil and surface water pollution	<p>The contractor will prepare a waste management plan as part of the HSE file</p> <p>Ensure skips are provided for the collection of waste generated during building refurbishment.</p> <p>Segregate hazardous waste from general and building rubble.</p> <p>Ensure that a reputable waste service provider, with the necessary waste licences or permits, required under national law is used for the disposal of waste.</p> <p>Contractor needs to keep records of waste disposed, including waste disposal certificates.</p>	Environmental Officer	Waste contract Waste disposal certificates	Monthly

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Workshop, equipment maintenance and storage	Incorrect storage of material on site, spillage and litter to the environment.	During servicing of vehicles or equipment, especially where emergency repairs are affected outside the workshop area, a suitable drip tray must be used to prevent spills onto the soil. Leaking equipment must be repaired immediately or be removed from site to facilitate repair.	Project Manager Environmental Officer	Inspection records	Daily
Batching plants (Concrete mixing)	Incorrect handling of cement product may lead to spillages, soil, surface and ground water contamination.	Concrete mixing must be carried out on an impermeable surface (such as on boards and/or within a bunded area with an impermeable surface.  Concrete mixing areas must be fitted with a containment facility for the collection of cement laden water. This facility must be impervious to prevent soil and groundwater contamination.	Project Manager Environmental Officer	Inspection records  Reviews/ audits reports	Daily
Dust emission	Air pollution due to dust generated by vehicle used on construction site.	Take all reasonable measures to minimise the generation of dust.  Removal of vegetation must be avoided until such time as soil stripping is required and similarly exposed surfaces must be re- vegetated or stabilised as soon as is practically possible.  Vehicle speeds must not exceed 40km/h along dust roads when traversing unconsolidated and non-vegetated areas.  Appropriate dust suppression measures must be used when dust generations unavoidable, such as dampening with water.  Employees must be issued with appropriate PPE to deal with dust impact.	Project Manager Environmental Officer	Dust monitoring records  Reviews/ audits reports	Monthly

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Emergency procedure	Failure to identify possible environmental incidents.	The Emergency team is to manage all incidents, potential spillages and fires in line with relevant legislation.  All staff must be made aware of emergency procedures as part of environmental awareness training.	Project Manager  Occupational Health and Safety officer	Inspection records  Reviews/ audits reports	Daily
Safety of the public	Injury or harm of members of the public.	Identify fire hazards, demarcate and restrict public access to these areas.  All unattended open excavations must be adequately fenced or demarcated.  Maintain an incidents and complaints register.  The Contractors emergency response procedures should also make provisions for any community accidents or emergency incidents with the sub-project traffic, infrastructure, or activities.	Project Manager  Social Officer  Project Manager  Occupational Health and Safety officer	Inspection records and complaints register  Reviews/ audits reports	Daily
Sanitation	Infections to people and pollution to the environment	Have mobile chemical toilets (1 per 10 workers) shall be made available on site if no other ablution facilities are available.  Chemical toilets should not be located closer than 100 m to any watercourse or water body.  Mobile Chemical toilets should be secured to the ground to prevent them toppling over.  Ensure that no spillage occurs when chemical toilets are cleaned.  Chemical toilets should be emptied before long weekends and workers holidays and must be locked after working hours.  Chemical toilets should be service regularly.	Project Manager  Social Officer	Inspection records and complaints register  Reviews/ audits reports	Daily

<b>Environmental and Social Aspects</b>	<b>Environmental and Social Impacts</b>	<b>Mitigation/Management actions</b>	<b>Responsibility</b>	<b>Reporting/ Indicator</b>	<b>Monitoring Frequency</b>
		Copies of the waste disposal certificates must be maintained and sent to environmental department whenever they are emptied.			
Employment Opportunities	Unemployment of the locals community	The construction contractor will, through its Human Resource system, support the preferential recruitment of persons that have been reskilled under other Component C programmes, with focus on existing power station employees and local community workforce.	Social officer Human Resources officer	Employment records	Monthly
Influx of people to the construction site	Crime and social disorder	The Construction Contractor, through its recruitment system, will provide preferential employment to local residents and KPS former workers. In addition to the above, no gate-the-gate recruitment will be permitted to avoid the inward movement of work seekers to the site.	Project Manager Social Officer Occupational Health and Safety officer	Employment records Reviews/ audits reports	Monthly
Community Security	Violence and social disorder	Maintain security around the construction site day and night. Existing Eskom OHS and safety measures will be adopted by JETO and the contractor as part of the ESMP	Project Manager Safety officer	Incidents records	Daily
Ongoing Stakeholder Engagement and Community Relations	Community protests	Continue ongoing stakeholder engagement and awareness building commenced during the planning phase, alongside the Construction Contractor. This should be consistent with the SEP and make provision for (1) implementation of the Grievance Redress Mechanism on-site, (2) promoting engagement with women and vulnerable people, and (3) formation of community forums if needed.	Project Manager Social Officer Stakeholder manager	Stakeholders' records	Monthly report

### 3.1.4 Training Facility: Operation

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Waste Management	Land pollution from general waste emanating from the training area, e.g., food waste and papers, etc.	<p>Ensure adequate bins are provided for waste management.</p> <p>Segregate solid waste from organic waste.</p> <p>Considerations for composting of organic waste and incorporating it as part of the small-scale agricultural activities</p>	Project Manager Environmental Officer	Site inspections Reviews/ audits reports	Daily
Water Management	Water wastage from water points and ablution facilities	<p>Ensure the system is designed to optimize water efficiency.</p> <p>Ensure that leaks are repaired as soon as possible to minimize water losses.</p> <p>Top up water from potable water sources timeously.</p>	Project Manager Environmental Officer	Site inspections Reviews/ audits reports	Daily
Occupational Health and safety	Physical hazards and operational and hazards including ergonomics.	Risk assessments must be conducted on daily basis. Ensure that Occupational Health and Safety risks associated with the Training facility activities is also communicated to all trainees.	Project Manager Occupational Health and Safety officer	Employment safety records Reviews/ audits reports	Daily
Labour issues	Industrial actions, protests and strikes,	<p>Ensure that everyone have equal access opportunities:</p> <ul style="list-style-type: none"> <li>○ Equal job opportunity to all.</li> <li>○ Training and upskilling of labour</li> <li>○ Support for local business enterprises</li> </ul>	Project Manager Social Officer HR	Incidents records/	Daily
Transport for trainees	Road worthy transport and no transportation on the back of open bakkies and trucks	All employees and trainees are to be transported by sedans, mini-bus taxis and where necessary by buses. Weekly inspections are to be conducted on the transport used by employees and trainees. Inspections are to confirm vehicles compliance to South African Traffic management legislation and Eskom's safety requirements. Where noncompliance is identified, the transport shall be banned from operating on site.	Project Manager Social Officer Occupational Health and Safety officer	Site inspections Reviews/ audits reports	Daily

### 3.1.5 Training Facility: Post construction/Rehabilitation

Environmental Aspects	Environmental Impacts	Mitigation/Management actions	Responsibility	Compliance status	Comments
Landscaping and rehabilitation	Soil erosion/ water ponding	<p>All areas disturbed by refurbishment and construction activities must be subject to landscaping and rehabilitation.</p> <p>All waste must be disposed at a registered disposal waste site and certificates of disposal should be provided.</p> <p>Indigenous species will be used for revegetation</p> <p>Stockpiled topsoil will be evenly spread to facilitate seeding and minimise loss of soil due to erosion</p> <p>Before placing topsoil, all visible weeds from the placement area and from the topsoil must be removed.</p> <p>Subsoil must be ripped before topsoil is placed.</p> <p>The project must be timed so that rehabilitation can take place at the optimal time for vegetation establishment</p>	<p>Project Manager</p> <p>Environmental Manager</p>	<p>Site inspection records</p> <p>Reviews/ audits reports</p>	Monthly records
Temporary closure of site	Disturbance of rehabilitated areas	<p>Hazardous storage areas must be well ventilated</p> <p>Fire extinguishers must be s and accessible to all employees</p> <p>Emergency and contact details must be displayed in all notice boards</p> <p>Security personnel must be briefed and have the facilities to contact or be contacted by relevant management and emergency personnel</p> <p>Fire hazards identified and the local authority must have been notified of any potential threats</p>	<p>Project Manager</p> <p>Social Officer</p> <p>Occupational Health and Safety officer</p>	<p>Site inspection records</p> <p>Reviews/ audits reports</p>	Monthly records



### 3.2 Containerised Microgrids Assembly Line

Existing workshops situated within the Komati Power Station footprint will be re-furbished and optimised for the containerised Microgrids Assembly line. This facility will assemble microgrids through the utilisation of existing buildings and workshops located on the KPS site. The main activities will include assembling microgrid system that consists of solar panels mounted on a repurposed shipping container, while the container houses inverters and two (2) batteries for storing the generated electricity from the solar panels. The assembled microgrids will be distributed to disadvantaged areas to facilitate access to electricity.

There will be no major construction activities involved during refurbishments of the existing workshops. Photo 2 below depicts some of the existing workshops to be used as microgrids assembly site. Table 3.2.1 – 3.2.4 tabulate the potential Environmental, Occupation Health and Safety and Social Impacts associated with Microgrids Assembly Line.



Photo 2: A workshop to be used for Microgrids Assembly line activities

### 3.2.1 Containerized Microgrids Assembly Line: Planning (pre-refurbishment phase)

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Infrastructure refurbishment	Energy efficiency Water consumption Accessibility Structural integrity	<p>Ensure that the refurbishment of the existing building take into consideration optimizing energy and water efficiency, as far as reasonable possible.</p> <p>For buildings to be accessed by public (community training facility) ensure that adequate provisions are to ensure universal access (unimpeded access for people of all ages and abilities in different situations), where technically and financially feasible.</p> <p>Ensure that the structural element of a project is designed by competent professionals and certified or approved by competent authorities or professionals to ensure structural integrity.</p>	Project Manager Environmental Officer	N/A	N/A
Skills development and training plan implementation	Unskilled or inappropriately skilled workforce	The refurbishment contractor will, through its Human Resource system, support the preferential recruitment of persons that have been reskilled under other Component C programmes, with focus on existing power station employees and local community workforce. This should be reflected in the Construction Contractors labour management plans and procedures related to local recruitment.	Project Manager Social Officer Human resources officer	N/A	N/A

### 3.2.2 During the Refurbishment of Containerized Microgrids Assembly Plant

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Health and Safety	Fatality, serious injury to workers	<p>The contractor shall ensure that adequate systems are in place for identification and management of OHS hazards during the refurbishment and construction of the training facility. To achieve this the contractor will prepare an OHS Plan and submit an Environmental, health and safety file in the prescribed ESKOM format to ESKOM for approval prior to commencing with the project activities.</p> <p>Contractor will be required to prepare the necessary risk assessments for activities to be undertaken, and risk communicated with workers prior to commencement with the activities.</p> <p>Toolbox topics regarding high-risk activities shall be undertaken on a regular basis. All necessary personal protective equipment must be provided to workers.</p> <p>Workers need to be made aware of OHS risks and hazards associated with the activities to be undertaken at the start of the works.</p> <p>Ensure that there is adequate ventilation in the workshop during the refurbishment. Ensure that all workers are provided with the necessary Personal Protective Equipment and correct tools to use.</p> <p>If the use of scaffolding and working at heights will be required, ensure that the adequate provision in terms of scaffolding erection and inspection and working at heights, as stipulated in the national legislation/ regulations are in place.</p> <p>Incidents need to be reported to the ESKOM project representative within the same shift.</p>	Project Manager Health and Safety officer	HSE file in place and approved prior to starting with activities	Once of prior to construction

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Emergency procedure	Failure to identify possible environmental and safety incidents and how to respond to those incidents can result in environmental pollution.	<p>Ensure that there is an Emergency Preparedness and Response plan in place. All emergency exits within the existing building shall be clearly marked and kept free of any obstructions.</p> <p>The Emergency Plan must deal with accidents, potential spillages and fires in line with relevant legislation.</p> <p>Ensure that the emergency assembly point is clearly marked and indicated in the emergency evacuation plan.</p> <p>All staff must be made aware of emergency procedures as part of environmental awareness training.</p> <p>This include measures for the medical evacuation / response of injured persons that are of a direct result of the sub-projects (e.g., pedestrian strike by sub-project vehicles).</p> <p>Station fire department, environmental department and relevant local authority must be made aware of a fire as soon as it starts. In the event of emergency necessary mitigation measures to contain the spill or leak must be implemented.</p>	Project Manager Environmental Officer Safety Officer	N/A	N/A
Fire risk	Fire risk of the equipment	<p>Designate smoking areas where the fire hazard could be regarded as significant.</p> <p>Allocate firefighting equipment in all workshops and high fire risks areas.</p> <p>Firefighting equipment should be inspected and tested on a regular basis as per the national requirements. ESKOM OHS and fire safety measures will be adopted by JETO and the contractor as part of the ESMP.</p>	Project Manager Environmental Officer Safety officer	N/A	N/A

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Environmental, Health and Safety awareness training	Pollution	<p>All staff must receive environmental awareness training as part of the HSE induction prior commencement of the activities.</p> <p>The training must also outline the requirements of this ESMP as a management tool for the protection of the environment, and health and safety.</p>	<p>Project Manager Environmental Officer HSE Officer</p>	N/A	N/A
Workshop, equipment maintenance and storage	Incorrect storage of material on site can lead to poor housekeeping, spillage and litter to the environment.	<p>During servicing of vehicles or equipment, especially where emergency repairs are affected outside the workshop area, a suitable drip tray must be used to prevent spills onto the soil. Leaking equipment must be repaired immediately or be removed from site to facilitate repair.</p> <p>Workshop areas must be monitored for oil and fuel spills.</p> <p>Appropriately sized spill kit place must be available.</p> <p>The workshop area must have a bunded concrete slab that is sloped to facilitate runoff into a collection sump.</p> <p>Water drainage from the workshop must be contained and managed appropriately.</p>	<p>Project Manager Environmental Officer Safety officer</p>	N/A	N/A
Hazardous substance management	Improper handling, storage and disposal of hazardous chemicals can lead to environmental pollution and lead to legal contravention	<p>The use and storage of hazardous substances to be minimised and non-hazardous and non-toxic alternatives substituted where possible. The contractor will prepare a Hazardous substance management plan as part of the HSE file.</p> <p>Containers will be clearly marked to indicate contents, quantities and safety requirements. All storage areas will be bunded.</p> <p>All hazardous chemicals that will be used on site will have Safety Data Sheets (SDS).</p>	<p>Project Manager Environmental Officer Occupational Health and Safety officer</p>	N/A	N/A

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
	and non-compliances.	<p>All employees working with Hazardous Chemical Substance will be trained in the safe use and potential impacts of the substance and according to the safety data sheet and follow appropriate safety measures.</p> <p>The Contractor must ensure that diesel and other liquid fuel, oil and hydraulic fluid is stored in appropriate storage tanks and the bund wall are 110 % of the capacity of the storage tanks.</p> <p>No unauthorised access into the hazardous substance storage areas shall be permitted.</p> <p>No smoking must be allowed within the vicinity of the hazardous storage areas.</p> <p>An appropriately sized spill kit must be always available, and the responsible operator must have the required training to make use of the spill kit in emergency situations.</p> <p>Hazardous waste should not be stored on site for more than 90 days</p>			
Waste Management	Incorrect disposal could lead to soil and surface water pollution	<p>The contractor will prepare a waste management plan as part of the SHE file</p> <p>Ensure skips are provided for the collection of waste generated during building refurbishment.</p> <p>Segregate hazardous waste from general and building rubble.</p> <p>Ensure that a reputable waste service provider, with the necessary waste licences or permits, required under national law is used for the disposal of waste.</p> <p>Contractor needs to keep records of waste disposed, including waste disposal certificates.</p>	Environmental Officer	Waste contract Waste disposal certificates	Monthly

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Sanitation	Infections to people and pollution to the environment	<p>Have mobile chemical toilets available on site if no other ablution facilities are available.</p> <p>Chemical toilets should not be located closer than 100 m to any watercourse or water body.</p> <p>Mobile Chemical toilets should be secured to the ground to prevent them toppling over.</p> <p>Ensure that no spillage occurs when chemical toilets are cleaned.</p> <p>Chemical toilets should be emptied before long weekends and workers holidays and must be locked after working hours.</p> <p>Chemical toilets should be service regularly.</p> <p>Copies of the waste disposal certificates must be maintained and sent to environmental department whenever they are emptied.</p> <p>One chemical Toilet should be provided for every ten employees on site (1:10).</p>	Project Manager Occupational Health and Safety officer	N/A	N/A

### 3.2.3 Containerized Microgrids Assembly Plant: Operational

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
General Waste Management	Land pollution from general waste emanating from the training area, e.g., food waste and papers.	Ensure adequate bins/ skips are provided for waste management. Dispose it appropriately. Segregate general waste from organic waste. Considerations for composting of organic waste and incorporating it as part of the small-scale agricultural activities	Project Manager Environmental Officer	Site inspections Reviews/ audits reports	Daily
Hazardous Waste Management	Land, surface, and ground water pollution	Ensure adequate bins/skips are provided for waste management. Dispose all hazardous waste in legal landfill sites.	Project Manager Environmental Officer	Site inspections Reviews/ audits reports	Daily
Water Management	Water wastage from water points and ablution facilities	Ensure the system is designed to optimize water efficiency. Ensure that leaks are repaired as soon as possible to minimize water losses. Top up water from potable water sources timeously.	Project Manager Environmental Officer	Site inspections Reviews/ audits reports	Daily
Occupational Health and safety	Physical hazards and operational and hazards including ergonomics.	Risk assessments must be conducted on daily basis. Ensure that Health and Safety risks associated microgrids assembly are also communicated to all employees.	Project Manager Occupational Health and Safety officer	Employment safety records Reviews/ audits reports	Daily
Labour issues	Industrial actions, protests and strikes,	Ensure that everyone have equal access opportunities: <ul style="list-style-type: none"> <li>○ Equal job opportunity to all.</li> <li>○ Training and upskilling of labour</li> <li>○ Support for local business enterprises</li> </ul>	Project Manager Social Officer HR	Incidents records/	Daily



Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Transport for employees	Road worthy transport and no transportation on the back of open bakkies and trucks	All employees and trainees are to be transported by sedans, mini-bus taxis and where necessary by buses. Weekly inspections are to be conducted on the transport used by employees and trainees. Inspections are to confirm vehicles compliance to South African Traffic management legislation and Eskom's safety requirements. Where noncompliance is identified, the transport shall be banned from operating on site.	Project Manager Social Officer Occupational Health and Safety officer	Site inspections Reviews/ audits reports	Daily

### 3.2.4 Containerized Microgrids Assembly Plant: Post Refurbishment

Environmental Aspects	Environmental Impacts	Mitigation/Management actions	Responsibility	Compliance status	Comments
Post waste disposal	Poor housekeeping and Littering	All types of waste generated during refurbishments is to be disposed appropriately	Project Manager Environmental manager	Waste disposal records Audits and reviews records	Monthly records
Temporary closure of site	Disturbance of rehabilitated areas	Hazardous storage areas must be well ventilated Fire extinguishers must be s and accessible. Emergency and contact details must be displayed Security personnel must be briefed and have the facilities to contact or be contacted by relevant management and emergency personnel Fire hazards identified and the local authority must have been notified of any potential threats.	Project Manager Social Officer Occupational Health and Safety officer	Site inspection records Audits and reviews records	Monthly records
Environmental awareness training	Pollution	All staff must receive environmental awareness training prior commencement of the activities. The training must also outline the requirements of this ESMP as a management tool for the protection of the environment.	Project Manager Environmental Officer	Training records Audits and reviews records	Monthly

### 3.3 Agri-voltaic Plant: Planning phase

Agri-voltaic Plant construction is already executed, and it involved Solar PV pilot facility (includes agri-voltaics and ground mount) at KPS. The project entailed the PV Facility site layout, Foundation, Photovoltaic Module Mounting which has already been completed. The structure of the Agri-voltaic is depicted in Photo 3 below. Table 3.3.1 – 3.3.5 tabulate the potential Environmental, Occupational Health and Safety and Social Impacts associated with the Agri-voltaic Plant's associated agricultural activities.

The Agrivoltaics plant will combine repowering brought by solar PV with agricultural activities underneath and alongside the PV array to support agricultural production. The agricultural activities proposed include a commercial scale gravel barrel aquaponics farming system and exotic MushMag mushroom domes. It will also incorporate the localised technology of gravel barrel aquaponics system will combine fish farming and vegetable/crop farming, the latter grown in a locally designed gravel barrel thus providing all year-round crop yields.



Photo 3: Agri-voltaic Plant at Komati Power Station

The pilot project shall be scientifically monitored in order to find out how the combination affects the usability of agricultural machines, the agricultural productivity of the area and the microclimatic influence of the agro-photovoltaic system on the area. Solar PV panels may affect crop yield due to shadowing effects. Crops can be classified as either being shadow-intolerant or shade-tolerant. Simulating and piloting of agrivoltaics with shade-tolerant crops shows that crop yield generally do not decrease.

Experimental investigations of dynamic agrivoltaics, which controls the tilt angle of panels using algorithms for optimum PV generation and crop production, have been undertaken by research institutions. Dynamic tracking involves the integration of two algorithms, the energy yield of the PV panels and the solar radiation requirement of the crops. The panels are moved or tilted in various configurations to optimise energy yield and crop yield.

### 3.3.1 Agri-voltaic Plant: Planning phase (Agricultural activities)

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Infrastructure Design	Degradation of sensitive areas or impacts on sensitive social receptors.	Identified sensitive areas, areas such as water drainage and wetlands will be avoided. In addition, infrastructure design and siting will, where practical, minimise impacts any nearby social receptors (communities, schools, clinics etc) by ensuring appropriate buffers/setbacks.	Project Manager Environmental Officer	N/A	N/A
Finalizing project environmental footprint positions	Land degradation, erosion, disturbance/loss of flora and fauna during survey.	No vegetation clearing must occur without notifying Environmental Department  No new access roads must be developed to facilitate access, only routes approved form Environmental authorisation.	Project Manager Environmental Officer	N/A	N/A
No-go areas	Degradation of sensitive/ preserved areas.	Identification of No-Go site walk through, and any additional areas identified during development.	Project Manager Environmental Officer	N/A	N/A
Stakeholders' and Beneficiaries Identification	Stakeholders needs and expectations uncertainty	Commence community and stakeholder engagement to raise public awareness of the three sub-projects and to foster community buy-in. This should include collecting any community concerns related to the three sub-projects that should be considered in the project design. This will be consistent with the Stakeholder Engagement Plan.	Project Manager Social Officer Stakeholder manager	N/A	N/A

### 3.3.2 Agri-voltaic Plant: Pre-Agricultural activities execution phase

<b>Environmental and Social Aspects</b>	<b>Environmental and Social Impacts</b>	<b>Mitigation/Management actions</b>	<b>Responsibility</b>	<b>Reporting/ Indicator</b>	<b>Monitoring Frequency</b>
Site establishment	Inappropriate site selection	Selection of the proposed site for the construction lay down areas requires permission from Eskom.	Project Manager	N/A	N/A
Emergency procedure	Failure to identify possible environmental incidents	The Emergency to deal with accidents, potential spillages and fires in line with relevant legislation. All staff must be made aware of emergency procedures as part of environmental awareness training.	Project Manager Environmental Officer	N/A	N/A
Environmental awareness training	Environmental degradation/contravention	All staff must receive environmental awareness training prior commencement of the activities.  The training is to be executed to site teams through induction and training awareness.	Project Manager Environmental Officer	N/A	N/A
Fire prevention	Veld fire resulting in loss of habitat, flora and fauna.	Designate smoking areas where the fire hazard could be regarded as insignificant.	Project Manager Environmental Officer	N/A	N/A
No-go areas	Degradation of sensitive/preserved areas	Demarcate No-Go areas by whatever means as authorised by EO	Project Manager Environmental Officer	N/A	N/A
Water Supply Management	Responsible water management practices	Ensure that the tap allocate to the project facility is monitored and closed when not on use.	Project Manager Environmental Officer	N/A	N/A

<b>Environmental and Social Aspects</b>	<b>Environmental and Social Impacts</b>	<b>Mitigation/Management actions</b>	<b>Responsibility</b>	<b>Reporting/ Indicator</b>	<b>Monitoring Frequency</b>
Protection of Water Resources	Erosion, Sedimentation, Water pollution	Eskom Environmental resources should be consulted to screen project area and identify water courses. The new footprint and the area of disturbance should be limited as far as possible to those areas already disturbed.	Project Manager Environmental Officer	N/A	N/A
Site clearance (Vegetation Clearing)	Degradation of sensitive areas/Loss of Habitat.	Restrict vegetation clearing to the development footprint. Protected and or endangered vegetation species must be identified and left untouched where possible. Where practically possible relocated/transplant protected and or endangered vegetation species instead of clearing it.	Project Manager Environmental Officer	N/A	N/A
Stormwater Management	Minimize loss of topsoil and enhancement of erosion	Ensure that Komati stormwater infrastructure is kept separate from contaminated water Design the drainage systems (of stormwater infrastructure, trenches, drains and outlets) to encourage dissipation of water, decreasing velocity of water and prevent erosion, ponding and flooding of the site and surrounding environment.	Project Manager Environmental Officer	N/A	N/A
Access router/haul roads	Degradation on the environment	Planning of any new access routes must be done in conjunction with the Eskom and the relevant landowner. No unauthorized access is permitted. Speed limits of 40 km/h shall be enforced on project site.	Project Manager Environmental Officer All Eskom staff and contractors	N/A	N/A
Skills development and training plan	Unskilled or inappropriately skilled workforce	The construction contractor will, through its Human Resource system, support the preferential recruitment of persons that have been reskilled under other Component C programmes, with focus on existing power station employees and local community workforce.	Project Manager Social Officer Human resources.	N/A	N/A

<b>Environmental and Social Aspects</b>	<b>Environmental and Social Impacts</b>	<b>Mitigation/Management actions</b>	<b>Responsibility</b>	<b>Reporting/ Indicator</b>	<b>Monitoring Frequency</b>
Strengthening of Local Business Development	Loss of income and employment from the closure of the powerplant.	The construction contractor will, through its Procurement system, will maximise the use of local businesses and SMMEs fostered under separate programmes under Component C.	Project Manager Social Officer	N/A	N/A
Community Security	Events of Community opposition and violence	Implement the security as per the National Key point act	Project Manager Social Officer Occupational Health and Safety officer	N/A	N/A
Ongoing Stakeholder Engagement and Community Relations	Promoting community buy-in for the sub-projects	Continue ongoing stakeholder engagement and awareness building commenced during the planning phase, alongside the Construction Contractor. This should be consistent with the SEP and make provision for (1) implementation of the Grievance Redress Mechanism on-site, (2) promoting engagement with women and vulnerable people, and (3) formation of community forums if needed.	Project Manager Social Officer Stakeholder manager	N/A	N/A
Worker and Community Interactions	Instance of Worker-Community Conflict, Violence of Instances of GBV	The JETO through Construction Contractor Human Resource systems ensure that will workers, suppliers and sub-contractors are provided training on proper community interaction and behaviour. The training will be linked to strict rules / code of conduct that will form part of the suppliers and sub-contractors' legal agreements or part of workers terms of service. The codes will align with the overall Project gender-based plans.	Project Manager Social Officer Stakeholder manager	N/A	N/A



### 3.3.3 Agri-voltaic Plant: Agricultural activities implementation phase

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Noise	Disturbance of neighbours and damage to employee hearing.	Provide and ensure that employee wear appropriate PPE. Maintain the construction equipment. Where there are sensitive community receptors near the construction site, the Contractor will monitor noise emissions.	Project manager Occupational Health and Safety officer	PPE issuing register Noise monitoring reports	Monthly reports
Fire prevention	Veld fire resulting in loss of habitat, flora and fauna.	Firefighting equipment must be available on all vehicles located on site. FPA must be informed of construction activities.	Project Manager Occupational Health and Safety officer	Inspection of firefighting equipment's	Daily
Stockpiling and stockpile areas	Improper stockpiling of topsoil and the loss of valuable topsoil.	All material that is excavated during the project construction phase must be stored appropriately on site within a designated approved area.	Project Manager Environmental Officer	Inspection records Audits/ reviews records	daily
No-go areas	Degradation of sensitive/preserved areas.	Unauthorized access and development related activity inside No-Go areas is prohibited.	Project Manager Environmental Officer	Site inspection Audits/ reviews records	
Emergency procedure	Failure to identify possible environmental incidents.	Station fire department, environmental department and relevant local authority must be made aware of a fire as soon as it starts. In the event of emergency necessary mitigation measures to contain the spill or leak must be implemented.	Project Manager Safety officer	Incidents drills records	Monthly

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Hazardous substance	Improper handling, storage and disposal of hazardous chemicals/ substances	<p>The use and storage of hazardous substances to be minimised and non-hazardous and non-toxic alternatives substituted where possible.</p> <p>All storage areas will be bunded.</p> <p>All hazardous chemicals that will be used on site will have Safety Data Sheets (SDS).</p> <p>All employees working with Hazardous Chemical Substance will be trained in the safe use and potential impacts of the substance and according to the safety data sheet and follow appropriate safety measures.</p> <p>The Contractor must ensure that diesel and other liquid fuel, oil and hydraulic fluid is stored in appropriate storage tanks and the bund wall are 110 % of the capacity of the storage tanks.</p>	<p>Project Manager</p> <p>Environmental Officer</p>	<p>Inspection records</p> <p>Audits/ reviews records</p>	Daily
Workshop, equipment maintenance and storage	Incorrect storage of material on site, spillage and litter to the environment.	<p>During servicing of vehicles or equipment, especially where emergency repairs are affected outside the workshop area, a suitable drip tray must be used to prevent spills onto the soil.</p> <p>Leaking equipment must be repaired immediately or be removed from site to facilitate repair.</p>	<p>Project Manager</p> <p>Environmental Officer</p>	Inspection records	Daily
Batching plants (Concrete mixing)	Incorrect handling of cement product may lead to spillages, soil, surface and ground water contamination.	<p>Concrete mixing must be carried out on an impermeable surface (such as on boards and/or within a bunded area with an impermeable surface).</p> <p>Concrete mixing areas must be fitted with a containment facility for the collection of cement laden water. This facility must be impervious to prevent soil and groundwater contamination.</p>	<p>Project Manager</p> <p>Environmental Officer</p>	<p>Inspection records</p> <p>Audits/ reviews records</p>	Daily

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Dust emission	Air pollution due to dust generated by vehicle used on construction site.	<p>Take all reasonable measures to minimise the generation of dust.</p> <p>Removal of vegetation must be avoided until such time as soil stripping is required and similarly exposed surfaces must be re- vegetated or stabilised as soon as is practically possible.</p> <p>Vehicle speeds must not exceed 40km/h along dust roads when traversing unconsolidated and non-vegetated areas.</p> <p>Appropriate dust suppression measures must be used when dust generations unavoidable, such as dampening with water.</p> <p>Employees must be issued with appropriate PPE to deal with dust impact.</p>	Project Manager Environmental Officer	Dust monitoring records	Monthly
Vegetation clearing	Degradation of sensitive areas/Loss of Habitat.	<p>Restrict vegetation clearing to the development footprint.</p> <p>Protected and or endangered vegetation species must be identified and left untouched were possible.</p> <p>Where practically possible relocated/transplant protected and or endangered vegetation species instead of clearing it.</p> <p>Records of vegetation clearing should be kept e.g., number of protected trees cut.</p> <p>Debris from vegetation clearing should be kept out of rivers and watercourses.</p> <p>Only a registered pest control operator may apply herbicides on a commercial basis and commercial application must be carried out under the supervision of a registered pest control operator.</p>	Project Manager Environmental Officer	Daily inspection records Audits/ reviews records	Daily

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
		<p>A register must be kept of all relevant details of herbicide usage.</p> <p>Protected or sensitive vegetation identified and not removed during the clearing activity should be mark as No-Go areas and all staff on site should be made aware of them.</p>			
Protection of fauna	Loss/theft of animals.	<p>No interference with livestock or any animals is allowed on site.</p> <p>Breeding sites of vulnerable and or endangered birds must be kept intact and disturbance to breeding birds must be avoided.</p>	<p>Project Manager</p> <p>Environmental Officer</p>	Daily inspection records	Daily
Safety of the public	Injury or harm of members of the public.	<p>Identify fire hazards, demarcate and restrict public access to these areas.</p> <p>All unattended open excavations must be adequately fenced or demarcated.</p> <p>Maintain an incidents and complaints register.</p> <p>The Contractors emergency response procedures should also make provisions for any community accidents or emergency incidents with the sub-project traffic, infrastructure, or activities.</p>	<p>Project Manager</p> <p>Social Officer</p> <p>Occupational Health and Safety officer</p>	<p>Inspection records and complaints register</p> <p>Audits/ reviews records</p>	Daily
Sanitation	Infections to people and pollution to the environment	<p>Have mobile chemical toilets available on site if no other ablution facilities are available.</p> <p>Mobile Chemical toilets should be secured to the ground to prevent them toppling over.</p> <p>Ensure that no spillage occurs when chemical toilets are cleaned.</p> <p>Chemical toilets should be emptied before long weekends and workers holidays and must be locked after working hours.</p> <p>Chemical toilets should be service regularly.</p>	<p>Project Manager</p> <p>Social Officer</p> <p>Occupational Health and Safety officer</p>	<p>Inspection records and complaints register</p> <p>Audits/ reviews records</p>	Daily

<b>Environmental and Social Aspects</b>	<b>Environmental and Social Impacts</b>	<b>Mitigation/Management actions</b>	<b>Responsibility</b>	<b>Reporting/ Indicator</b>	<b>Monitoring Frequency</b>
		<p>Copies of the waste disposal certificates must be maintained and sent to environmental department whenever they are emptied.</p> <p>One chemical Toilet should be provided for every ten employees on site (1:10).</p>			
Employment Opportunities	Unemployment of the locals community	The construction contractor will, through its Human Resource system, support the preferential recruitment of persons that have been reskilled under other Component C programmes, with focus on existing power station employees and local community workforce.	Social officer Human Resources officer	Employment records	Monthly
Influx of people to the construction site	Crime and social disorder	<p>The Construction Contractor, through its recruitment system, will provide preferential employment to local residents and KPS former workers.</p> <p>In addition to the above, no gate-the-gate recruitment will be permitted to avoid the inward movement of work seekers to the site.</p>	Project Manager Social Officer Occupational Health and Safety officer	Employment records	Monthly
Community Security	Violence and social disorder	Maintain security around the construction site day and night	Project Manager Occupational Health and Safety officer	Incidents records Audits/ reviews records	Daily
Ongoing Stakeholder Engagement and Community Relations	Community protests	Continue ongoing stakeholder engagement and awareness building commenced during the planning phase, alongside the Construction Contractor. This should be consistent with the SEP and make provision for (1) implementation of the Grievance Redress Mechanism on-site, (2) promoting engagement with women and vulnerable people, and (3) formation of community forums if needed.	Stakeholders manager	Stakeholders' records	Monthly report

### 3.3.4 Agri-voltaic Plant: Operational Phase

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Soil management	Exposure to contaminated soils	Ensure that adequate testing of soils is conducted to ensure there are no residual contaminants in the soils which may negatively impact worker health and agricultural activities	Project Manager Social Officer Occupational Health and Safety officer	Site inspections Reviews/ audits reports	Daily
General Waste Management	Land pollution from general waste emanating from the training area, e.g., food waste and papers.	Ensure adequate bins/ skips are provided for waste management. Dispose it appropriately. Segregate general waste from organic waste. Considerations for composting of organic waste and incorporating it as part of the small-scale agricultural activities	Project Manager Environmental Officer	Site inspections Reviews/ audits reports	Daily
Hazardous Waste Management	Land, surface, and ground water pollution	Ensure adequate bins/skips are provided for waste management. Dispose all hazardous waste in legal landfill sites.	Project Manager Environmental Officer	Site inspections Reviews/ audits reports	Daily
Water Management	Water wastage from water points and ablution facilities	Ensure the system is designed to optimize water efficiency. Ensure that leaks are repaired as soon as possible to minimize water losses. Top up water from potable water sources timeously.	Project Manager Environmental Officer	Site inspections Reviews/ audits reports	Daily
Pesticide use	Land, surface, and ground water pollution	Prepare and implement a pest and pesticide management plan.	Project Manager Social Officer	Site inspections Reviews/ audits reports	Daily

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
		<p>As far as reasonably possible avoid or reduce the need for use of pesticide by considering a natural companion crop approach.</p> <p>Consider organic pesticides above chemical applications.</p> <p>Rotate crops to reduce the presence of insects, diseases or weeds in the soil and crop ecosystems</p> <p>Ensure pesticides are stored as prescribed by the manufacturer in a lockable, bunded container or store that has sufficient space in which can capture of any spills without contaminating the environment.</p> <p>Pesticides should not be stored with food stuff.</p> <p>Operators must read, understand and follow product label directions for safe mixing, application and disposal.</p> <p>Select pesticide application technologies and practices designed to minimize impacts on surrounding areas.</p>	Occupational Health and Safety officer		
Use of Fertilizers	Land, surface, and ground water pollution	<p>Store fertilizers in their original packaging and in a dedicated location that can be locked and properly identified with signs, access to which is limited to authorised persons</p> <p>Ensure that SDS and inventories are available at fertilizer storage facilities and available to first responders when necessary.</p> <p>Keep fertilizer storage separated from pesticides and equipment</p>	Project Manager Social Officer Occupational Health and Safety officer	Site inspections Reviews/ audits reports	Daily
Occupational Health and safety	Physical hazards and operational and hazards including ergonomics.	Risk assessments must be conducted on daily basis. Ensure that Health and Safety risks associated Agrovoltatics plant agricultural activities are also communicated to all employees.	Project Manager Occupational Health and Safety officer	Employment safety records Reviews/ audits reports	Daily
Labour issues	Industrial actions, protests and strikes,	<p>Ensure that everyone have equal access opportunities:</p> <ul style="list-style-type: none"> <li>○ Equal job opportunity to all.</li> <li>○ Training and upskilling of labour</li> <li>○ Support for local business enterprises</li> </ul>	Project Manager Social Officer & HR	Incidents records/	Daily

Environmental and Social Aspects	Environmental and Social Impacts	Mitigation/Management actions	Responsibility	Reporting/ Indicator	Monitoring Frequency
Transport for trainees	Road worthy transport and no transportation on the back of open bakkies and trucks	All employees and trainees are to be transported by sedans, mini-bus taxis and where necessary by buses. Weekly inspections are to be conducted on the transport used by employees and trainees. Inspections are to confirm vehicles compliance to South African Traffic management legislation and Eskom's safety requirements. Where noncompliance is identified, the transport shall be banned from operating on site.	Project Manager Social Officer Occupational Health and Safety officer	Site inspections Reviews/ audits reports	Daily



### 3.3.5 Agri-voltaic Plant: Post construction/Rehabilitation

Environmental Aspects	Environmental Impacts	Mitigation/Management actions	Responsibility	Compliance status	Comments
Landscaping and rehabilitation	Disturbance of the rehabilitated land	<p>All areas disturbed by construction activities must be subject to landscaping and rehabilitation.</p> <p>All waste must be disposed at a registered disposal waste site and certificates of disposal should be provided.</p> <p>Topsoil must be stockpiled, covered to reduce the risk of erosion and re-used for rehabilitation.</p> <p>Indigenous species will be used for revegetation</p> <p>Stockpiled topsoil will be evenly spread to facilitate seeding and minimise loss of soil due to erosion</p> <p>Before placing topsoil, all visible weeds from the placement area and from the topsoil must be removed.</p> <p>Subsoil must be ripped before topsoil is placed.</p> <p>The project must be timed so that rehabilitation can take place at the optimal time for vegetation establishment</p>	<p>Project Manager</p> <p>Environmental Officer</p>	<p>Site inspection records</p> <p>Audits/ reviews records</p>	Monthly records
Temporary closure of site	Exposure to hazardous material	<p>Hazardous storage areas must be well ventilated</p> <p>Fire extinguishers must be s and accessible.</p> <p>Emergency and contact details must be displayed</p> <p>Security personnel must be briefed and have the facilities to contact or be contacted by relevant management and emergency personnel</p> <p>Fire hazards identified and the local authority must have been notified of any potential threats</p>	<p>Project Manager</p> <p>Social Officer</p> <p>Occupational Health and Safety officer</p>	<p>Site inspection records</p> <p>Audits/ reviews records</p>	Monthly records

Environmental Aspects	Environmental Impacts	Mitigation/Management actions	Responsibility	Compliance status	Comments
Waste disposal	Littering and poor housekeeping	All types of waste generated during refurbishments is to be disposed appropriately	Project Manager Social Officer Environmental Officer	Waste disposal records Audits/ reviews records	Monthly records
Environmental awareness training	Site Pollution	All staff must receive environmental awareness training prior commencement of the activities.  The training must also outline the requirements of this ESMP as a management tool for the protection of the environment.	Project Manager Environmental Officer	Training records Audits/ reviews records	Monthly

## 4 Stakeholder engagement feedback and Grievance Procedures

### 4.1 Grievance Redress Mechanism

A Grievance Redress Mechanism (GRM) dedicated to the project is informed by the World Bank's ESS10 by using existing Eskom mechanisms relevant to stakeholder management or channels dedicated to the raising of concerns by stakeholders.

The central purpose or objective of the GRM is to provide a method for project-affected stakeholders to raise concerns and grievances while allowing implementing authorities to respond. Crucially, the GRM allows for a timely, effective and efficient manner of resolving concerns and grievances in such a way that is acceptable to all involved parties. Furthermore, the GRM also allows for the establishment of trust and cooperation, which is considered an integral component of broader community participation.

More specifically, the objectives of the GRM are to:

- Provide affected stakeholders with a method of lodging complaints and for implementing authorities to resolve such complaints that may arise during the project's implementation.
- Ensure that the appropriate and acceptable redress actions are determined and implemented to the satisfaction of complainants.
- Avoid the escalation of concerns or grievances.

The GRM is established utilising existing Eskom mechanisms, in addition to those specifically related to or devised for KPS. A dedicated stakeholder manager/management team at KPS is to be responsible for the broader SEP, in addition to the GRM. Support for the dedicated KPS stakeholder team is to be provided by Eskom's Gx (i.e., the Stakeholder and Communication Manager as per the advisory services outlined in an agreed-upon service level agreement and Mpumalanga stability teams or community structures). A designated representative(s) from the KPS stakeholder management team is to be appointed to manage the GRM. The GRM and resolution framework are further explained and set out in the draft Stakeholder Engagement Plan (SEP) for the Shutdown and Repurposing of Komati Power Station Prepared by Urban-Econ Development Economists & Urban-Econ: NIKELA (August 2022).

## 5 Labour Management Procedures

Labour aspects falls under the Human Resource departments at Eskom, and JETO will oversee the implementation of labour management plans for the sub-projects. and contractors. The general provisions in this section reflect labour management requirements that comply with national legislation and World Bank standards. These provisions will be adopted and operationalised by both the JETO and the contractors on each sub-project through their internal Human Resources department. Human Resources will need to establish specific procedures that specifically address labour requirements for each sub-project.

As part of the Labour Management Procedures and contractor engagement, the related management objectives for the EJETP/ Eskom will be followed. The South African legislative framework and regulation provide protections for workers which is equivalent to protections required in World Bank funded projects in accordance ESS2 – Labour and Working Conditions. The key relevant aspects to the Project are:

- Occupational Health and Safety** to ensure health and safety conditions in the workplace, including adequate training and protective measures such as Personal Protective Equipment (PPE).
- Equality, equity and fair treatment** is strongly legislated in South Africa to address past inequality and affirmative action is required in accordance with the Black Economic Empowerment Act (BEE) and the associated BEE Codes, as well as protection against discrimination based on gender, age or ability.
- Prevention of forced and child labour.** The minimum age for non-hazardous work in South Africa in 15 years and the Constitution states that no one may be subjected to slavery, servitude or forced labour.
- Freedom of association** is guaranteed under Bill of Rights. However, persons in government management are not permitted to unionise.
- Worker’s grievances** is protected under the South African Constitution.

### 5.1 Policies and Procedures

Regardless of the status of workers engaged under or associated with the Project, clear terms and conditions must be shared prior to engagement to assure clear understanding of all persons engaged. Introduction will include terms and conditions, risks and OHS mitigation measures, as well as the general HR policies including access to submit concerns.

#### 5.1.1 Occupational Health and Safety

According to the national laws regular assessments must be undertaken to identify, control, reduce or minimise OHS risks. OHS will be overseen by dedicated OHS personnel on fulltime basis. In addition, a health and safety committee must be established, where dictated by law and monthly meetings to review OHS issues, including incidents, investigations and complaint must be held. Management of HSE risks, includes risks which may arise from changes to the contractual scope of work.

OHS policies, must be establish which stipulates that every individual engaged has the duty to:

- Uphold health and safety in the premises and outside of the sub-project.
- Take care of their own health and safety and that of other persons who might be affected by their acts or omissions.
- Comply with all the health and safety rules, instructions, training, supervision and all the safety systems provided through the program.
- Attend health and safety training sessions.
- Use personal protective equipment (PPE) provided by the employer.

- Refrain from damaging, misusing or interfering with anything that has been provided for health and safety reasons.
- Inform the safety representatives, safety committees and any health and safety organ of any situation that may be threatening the health and safety or any shortcomings in the safety program.
- Undertake only those tasks that they are trained and authorized to undertake.

Each sub-project is required to ensure the availability of health and safety policies and guidelines, alert employees to potential hazards, retain updated risk assessments and post risk profiles, have clear health surveillance arrangements, provided adequate PPE and maintain clear accident and emergency procedures. The contractors will establish their own OHS systems consistent with national law and allocate responsibilities to OHS staff. JETO will audit these systems and performance through its own Eskom staff.

Safety induction should be undertaken for sub-projects to inform employees of work/activity related OHS hazards and risks. Training, including refresher courses, must be provided to ensure that all employees have instructions proportionally to their assigned tasks and responsibilities. Persons who are required to use PPE must receive proper training in use. Registers will be kept of training and acceptance of PPE.

Every sub-project must have a trained first aider and for large scale activities at least one of every 50 employees must have first aid training. These first aid representatives must retain a valid certificate of competence. First aid boxes are to be posted in accessible and well-known locations in the work locations and content must be replenished upon use. Any incidents requiring first aid are to be recorded; in case of serious incidents the heads of departments must be notified.

ESKOM permit to work (PTW) system shall be used as a formal recorded process to control work which is identified as potentially hazardous for each of the sub projects. It will also serve as a means of communication between site management, plant supervisors and operators and those who carry out the hazardous work. Contractors are to ensure that all equipment, plant, machinery, and apparatus brought into or used for the sub-project are safe and without risk to health and safety or the environment and is maintained as per applicable standards. All necessary calibration, test and examination certificates of such equipment/machinery must be available for verification at any time at site.

For all Component C's sub-projects, a qualitative, simple checklist method should be compiled for a pre-task risk assessment, staff at all levels of the project should be able to perform this task diligently, where necessary employees should be trained to conduct a risk assessment. As a minimum, the checklist should consider the following areas: Work area, Unsafe conditions, Environmental conditions, condition of PPE, Tools, and equipment, Ergonomic risks, Personal risks, Health conditions and Emergency response risks. When circumstances change during the course of the activity, implementation must be stopped and risk assessments must be updated and discussed with all involved in the task, for instance: working at height, welding, cutting, scaffolding, lifting activities, use of gas & oxygen equipment, use of electrical devices / energized equipment etc.) and provide a justification and a reason for conducting risk assessment.

Each sub-project's team leader is to have a list of emergency contact numbers that include the following as minimum:

**Komati Power Station:** Ambulance and Fire Emergency Number

**Komati Power Station:** Protective (Security Services) Number

**Private Hospital:** Life Midmed Hospital (Middleburg) Number

**Public Hospital:** Middelburg Provincial Hospital Number

**Police:** Local South African Police Service Number

Emergency and fire preventive measures must be implemented as part of the sub-projects and regular emergency and fire drills participation in emergency exercises, drills, and tests, as applicable. Conduct inspections on escape routes, and maintenance of emergency and fire warning systems and equipment maintenance.

### 5.1.2 Age of Employment

The minimum age for engagement in the Project is 18.

Sub-project activities may not engage child labour, defined as any person below 18 years of age. Implementing agencies, contractors and sub-contractors are therefore required to retain records of anyone engaged in activities funded by the sub-project and verify age through details obtained from the South African National Identify Card.

Should implementing entities, contractor or sub-contractor be found to be in violation of this policy they will be suspended pending further investigation and may face government prosecution.

### 5.1.3 Terms and Conditions

The contractors or suppliers used on the sub-projects will obtain a signed agreement with the following details when a worker is engaged. The information captured shall be readily available during inspection of by Eskom/JETO and during World Bank supervision missions. The agreement, as applicable to the type of engagement, should be jointly signed by worker and employer.

- Name of employer(s)
- Job description
- Employee details
  - South African National Identify Card
  - Name
  - Date of Birth
  - Contact details/address
- Date of employment commencement
- Wage agreement:
  - Remuneration
  - Frequency of payment
  - Method of payment
  - Mandatory deductions, as relevant (taxes, other)

The employer must keep a signed record that affirms that the following information has been provided to the worker and associated induction training records:

- Collective agreement, if applicable
- Hours of work
- Probation period
- Notice period
- Acknowledgement of knowledge of access to grievances related to Project and/or employment (signature)
- Leave entitlements
- Code of Conduct (see following section)
- Other benefits, as relevant (Pension, Transport, Housing, Holiday, Education, Health)

### 5.1.4 Code of Conduct (Annexure:1)

Strict policy to prevent sexual harassment as well as procedures for settling complaints or grievances are in place in Eskom. To reflect these procedures, and associated GBV or SEA, as well as procedures required to adhere to good procedures for OHS, all persons engaged under the sub-project must adhere to standard principles reflected in the Code of Conduct (to be established for Component C) related to promote

exemplary conduct in the workplace and when engaging with local communities or people.

Implementing entities, contractor and sub-contractor's personnel procured for works may submit their existing Codes of Conduct for review of equivalence in response to request for proposals or adopt Code of Conduct from the World Bank's Standard Procurement Document, which is provided in Annexure 1. This document, or the Contractors approved Code of Conduct, must be signed by the worker engaged and maintained as part of the labour management procedure.

### 5.1.5 Worker Grievance

In accordance with national legislation employees have the right to raise issues without fear of victimisation. Issues should be raised with the immediate management if possible and be sought resolved at the lowest level possible. The aim is to resolve issues expeditiously and not cause unreasonable delays. If the grievance is not resolved the employee should use the EJET Project grievance form and management will subsequently investigate. Hr o manage is to manage all grievances associated with the sub-projects.

Permanent Eskom and ERI workers are to use the existing structures at KPS to lodge complaints or concerns. Crucially, the GRM aims to address any discontent, dissatisfaction and unfair treatment within the context of employee relationships and is applicable throughout Eskom and its respective divisions.

- ❑ The following roles and responsibilities have been identified for the following two agents:
  - Superior of the manager alleged to have caused the dissatisfaction/grievance or any authorised person will:
    - Chair the grievance meeting;
    - Provide recommendations; and
    - Complete all necessary forms.
  - Employee relations practitioner or any other person who facilitates the grievance will:
    - Arrange a grievance meeting;
    - Advise all parties of the process;
    - Monitor adherence to the procedure; and
    - Keep records.
  
- ❑ The following general principles apply to the grievance procedure:
  - The grievant has the right to be represented by no more than two representatives in a grievance meeting.
  - Witnesses do not have to appear in person and may submit their written statements or be interviewed by the chairperson outside/during the grievance meeting.
  
  - A group of grievants that belong to three recognised trade unions may be represented by not more than three representatives as a group.
  - A group of grievants that belong to two recognised trade unions may be represented by not more than two representatives as a group.
  - The manager that allegedly caused the grievance is not entitled to any representation during the grievance process.
  - The grievance meeting may be adjourned if further investigation, clarification, or preparation of a recommendation is required. However, adjournment may not be for a period longer than three working days.
  - Forms will serve as a record of meetings and no other recording material is necessary.

Before the undertaking of a formal grievance process, the aggrieved employee or group of employees may attempt to resolve the matter informally with the relevant manager. However, should the matter not be resolved, a formal grievance process will be lodged as illustrated in Figure 2. The following paragraphs provide an overview of each stage of the formal grievance process. The grievant or group of grievants are

required to lodge the grievance in writing within 15 working days from the date of dissatisfaction (or being aggrieved) or following an attempt to address the matter informally. The grievance is to be lodged with an immediate supervisor of the grievant, with a copy of the grievance being submitted to the business unit (BU), the employee relations practitioner and the employee allegedly having caused the grievance.

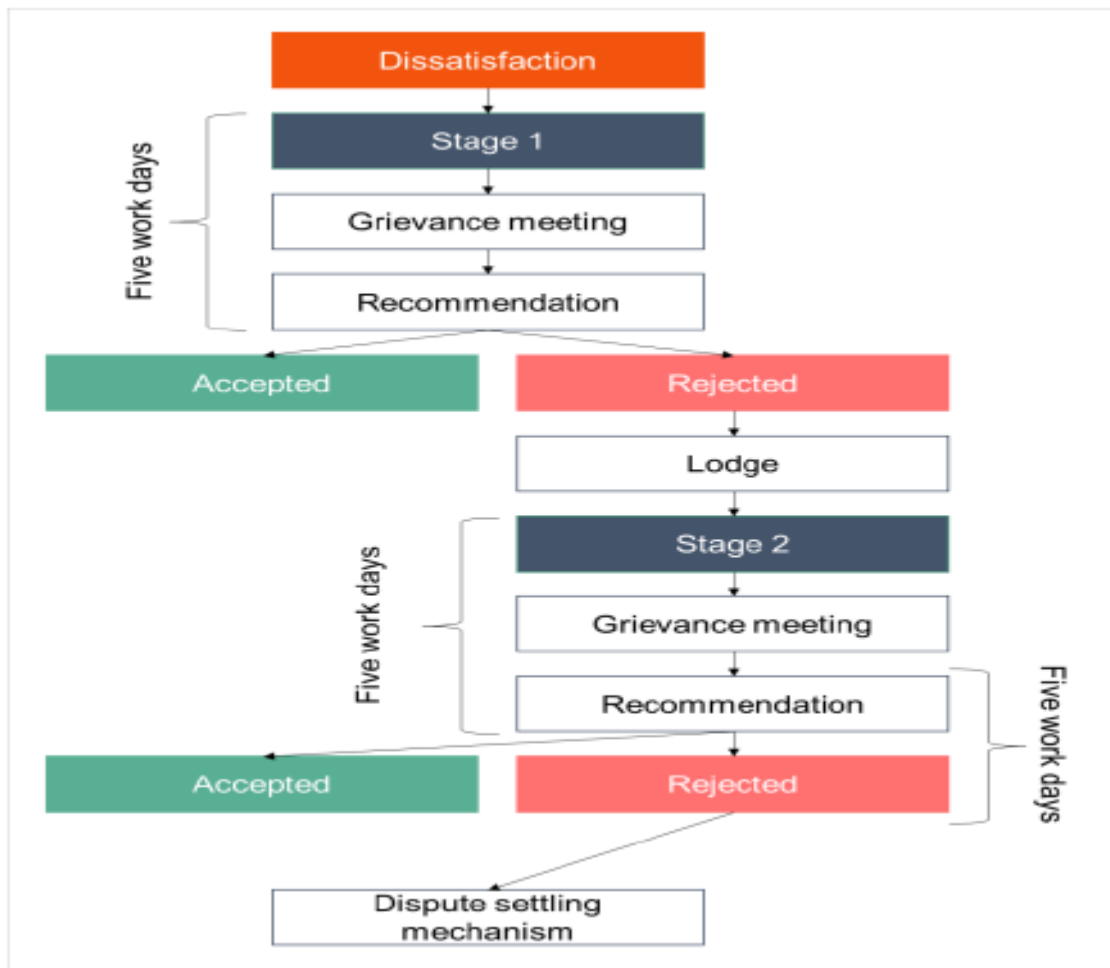


Figure 2: Formal grievance process

## 5.1.6 Monitoring and Reporting

### 5.1.6.1 Contractor Monitoring and Reporting Obligations

Monitoring will be undertaken by the Contractor and by the EJETO. The purpose of monitoring is to measure that the mitigation measures proposed in ESMP are effectively implemented, and to determine whether the mitigation measures are adequate to address adverse environmental and social impacts or require revision.

In addition to the monitoring requirements, the EJETO will regularly conduct inspections and audits as set out in Section 5.1.1.2, below to determine and document the overall environmental and social performance of the contractors. An inspection form will be drawn up based on the site-specific implementation requirements and reported upon using the following, or similar format.



Project Activity				
Construction stage				Inspection time
Inspection date				Weather
Inspected by				
<b>Inspection items</b>	<b>Implemented</b>			
	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Remarks<sup>2</sup></b>
(Prefill table with required actions)				

The monthly reports to be prepared by the contractor will include the following as a minimum:

- a) Environmental Performance
  - Number of environmental incidents recorded during the reporting period
  - Summary of water usage and waste disposed for the reporting period
  - Number of environmental awareness sessions conducted during the reporting period
  
- b) Occupational health and safety
  - Total number of the health and safety incidents.
  - Risk assessments: risks identified and attended to.
  - Number of Lost time injuries (LTIs)
  - Number of medical treatment cases/ fatalities
  - Number of Property damages recorded
  - Disabling Injury Frequency Rate (DIFR) and Disabling Injury Severity Rate (DISR).
  - Number of inspections completed, deviations noted and correction measures.
  
- c) Social Performance
  - Total number of labourers appointed during the reporting period and gender composition
  - Number of persons from local communities hired for project work out of total number of persons hired during the reporting period
  - Number of project-related grievances, including breakdown of number opened, closed, and pending during the reporting period
  - Number of grievances submitted by project workers through the project worker grievance mechanism, including breakdown of number opened, closed, and pending during the reporting period
  - Number of SEA/SH/GBV complaints submitted, including breakdown of number opened, closed, and pending during the reporting period

- Number of SEA/SH/GBV awareness sessions conducted during the reporting period
- Number of workers (out of total number employed/engaged for the project) who have signed the Code of Conduct during the reporting period.

### 5.1.6.2 ESKOM JETO Monitoring

The ESKOM JETO will be responsible for monitoring and auditing the contractor’s compliance with the ESMP. Environmental monitoring and management actions is essential to ensure that it is effective, is meeting specified goals, and performs in accordance with relevant regulations and standards. Close monitoring of Contractor workforce and subcontractors’ competencies shall be conducted at regular intervals during pre-construction and construction/ refurbishment.

Compliance monitoring is to be undertaken as specified in Table 5-1 below.

**Table 5-1: Implementation of Compliance Monitoring**

TIMEFRAME	METHOD OF MONITORING	MONITORING FREQUENCY	REPORTING FREQUENCY
Planning, design, and pre-construction	A site visit and associated pre-construction audit report to be prepared immediately prior to the start of construction. The report will document existing pre-construction conditions and any non-compliance to be addressed prior to the start of construction.	Once off	Once off
Construction/ Refurbishments and maintenance	<p>As a minimum, risk assessments will be conducted on daily basis prior to the implementation of all activities. Daily site inspections are to be conducted and reported in weekly and monthly reports. As a minimum, the weekly report is to include:</p> <p>The following <b>Environmental Aspects:</b> Littering, Dust suppression, Erosion control, Storm water and/ run off control, Toilets/ ablution facilities, Fuel storage, chemical/ pesticides storage, waste (domestic and hazardous waste) and Environmental Incidents.</p> <p><b>Health and Safety Hazards issues:</b> Health and safety incidents that include amongst others: Number of Lost time injuries (LTIs), Medical incidents and Near misses.</p> <p><b>The social aspects to be reported are:</b> Number labours appointed, grievances received, complaints registered, and SHE awareness conducted.</p>	Daily/ Weekly	Weekly and Monthly
Post-construction	A site visit and associated post-construction and post-	Once off	Once off

	<p>construction/refurbishment inspection report to be prepared upon completion of construction/ refurbishment and prior to contractor demobilization. The report will document the state of the environment post-construction and any remaining outstanding issues that needs to be addressed by the contractor prior to demobilization.</p>		
Operation	<p>Incidents management (SHE and Social Aspects). <b>Environmental Aspects:</b> Surface and ground water monitoring, Dust monitoring, Noise monitoring and Waste management.</p> <p><b>Health and Safety Hazards issues:</b> Health and safety incidents that include amongst others: Number of Lost time injuries (LTIs), Medical incidents and Near misses.</p> <p><b>The social aspects to be reported are:</b> Number labours appointed, grievances received, complaints registered, and SHE awareness conducted.</p> <p><b>During operation, contractor HSE Review meetings shall be held on a regular basis and the scope of review meetings shall amongst others include:</b></p> <ul style="list-style-type: none"> <li>• Contractor HSE KPI review - Performance results against agreed HSE KPIs.</li> <li>• Incident learnings presented by Contractor HSE.</li> <li>• Improvements being implemented by Contractor.</li> </ul>	Weekly/ Monthly	Weekly and Monthly

### 5.1.6.3 Incident Reporting and Management

The existing Eskom incident reporting and management procedures will be implemented. Incidents shall be reported within the same shift to Eskom/ JETO. OHS reporting shall not be limited to incidents that take place at the workplace; it will incorporate non-workplace provided the incidents/ accidents are associated with Component C's activities. Reporting shall also include near misses. For any incident (accident or near miss), root causes analysis (RCA) shall be conducted, and lessons learned (from the RCA) implemented on the ground and reflected in the training programs, toolbox talks and risk assessment (in a systematic and timely manner).

Eskom will notify the Bank promptly (within 24 hours) of any incident or accident relating to the project which has or is likely to have a significant adverse effect on the environment, the affected communities, the public or works. The initial notification must provide sufficient details regarding such incident or accident,

including any fatalities or serious injuries. To establish the relationship of an incident with the project, and to identify the actions required to prevent recurrence, an investigation of the incident may be needed.

The level of the investigation and the method for analysis will be dependent on the type of incident to adequately establish/ understand the cause of the incident. Incidents will be investigated following the Eskom incident reporting and management procedure as well as the guidance received from the Bank. An incident investigation report within the prescribed format will be submitted to the Bank for review and consideration within 10 days from the day of the incident. Following the investigation, a Corrective Action plan (CAR) will be developed and agreed with the Bank and regular feedback on the close-out and monitoring of the CAR will be submitted to the Bank.

The Bank will be duly notified of any EHS related incidents associated with the project, after which the necessary documentation and evidence will be prepared with guidance from the Bank. Where incidents related to Gender Based Violence, Sexual Abuse or Harassment, specialist formats are provided in the ESIRT guidance from the World Bank.

To be completed and submitted to the World Bank within 24 hours

B1: Incident Details			
Date of Incident:	Time:	Date Reported to PIU:	Date Reported to WB:
Reported to PIU by:	Reported to WB by:	Notification Type: Email/phone call/media notice/other	
Full Name of Main Contractor:		Full Name of Subcontractor:	

B2: Type of incident (please check all that apply, see definitions)
Fatality <input type="checkbox"/> Lost Time Injury <input type="checkbox"/> Displacement Without Due Process <input type="checkbox"/> Child Labor <input type="checkbox"/> Acts of Violence/Protest <input type="checkbox"/> Disease Outbreaks <input type="checkbox"/> Forced Labor <input type="checkbox"/> Unexpected Impacts on heritage resources <input type="checkbox"/> Unexpected impacts on biodiversity resources <input type="checkbox"/> Environmental pollution incident <input type="checkbox"/> Dam failure <input type="checkbox"/> Other <input type="checkbox"/>

B3: Description/Narrative of Incident
<i>Please replace text in italics with brief description, noting for example:</i> <ol style="list-style-type: none"> <li>I. <i>What is the incident?</i></li> <li>II. <i>What were the conditions or circumstances under which the incident occurred (if known)?</i></li> <li>III. <i>Are the basic facts of the incident clear and uncontested, or are there conflicting versions? What are those versions?</i></li> <li>IV. <i>Is the incident still ongoing or is it contained?</i></li> <li>V. <i>Have any relevant authorities been informed?</i></li> </ol>

B4: Actions taken to contain the incident			
Short Description of Action	Responsible Party	Expected Date	Status

<b>For incidents involving a contractor:</b> Have the works been suspended (for example, under GCC8.9 of Works Contract)? Yes <input type="checkbox"/> ; No <input type="checkbox"/> ; Trading name of Contractor (if different from B1):  Please attach a copy of the instruction suspending the works.			

<b>B5: What support has been provided to affected people</b>

Following investigation, where required, fill in and submit to the World Bank

<b>C1: Investigation Findings</b>
<p><i>Please replace text in italics with findings, noting for example:</i></p> <ul style="list-style-type: none"> <li><i>I. where and when the incident took place,</i></li> <li><i>II. who was involved, and how many people/households were affected,</i></li> <li><i>III. what happened and what conditions and actions influenced the incident,</i></li> <li><i>IV. what were the expected working procedures and were they followed,</i></li> <li><i>V. did the organization or arrangement of the work influence the incident,</i></li> <li><i>VI. were there adequate training/competent persons for the job, and was necessary and suitable equipment available,</i></li> <li><i>VII. what were the underlying causes; where there any absent risk control measures or any system failures,</i></li> </ul>

<b>C2: Corrective Actions from the investigation to be implemented (To be fully described in Corrective Action</b>		
<b>Action</b>	<b>Responsible Party</b>	<b>Expected Date</b>

<b>C3a: Fatality/Lost time Injury information</b> <b>Immediate cause of fatality/injury for worker or member of the public (please check all that apply, see definitions):</b> 1. Caught in or between objects <input type="checkbox"/> 2. Struck by falling objects <input type="checkbox"/> 3. Stepping on, striking against, or struck by objects <input type="checkbox"/> 4. Drowning <input type="checkbox"/> 5. Chemical, biochemical, material exposure <input type="checkbox"/> 6. Falls, trips, slips <input type="checkbox"/> 7. Fire & explosion <input type="checkbox"/> 8. Electrocution <input type="checkbox"/> 9. Homicide <input type="checkbox"/> 10. Medical Issue <input type="checkbox"/> 11. Suicide <input type="checkbox"/> 12. Others <input type="checkbox"/>
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**Vehicle Traffic: 13. Project Vehicle Work Travel**  **14. Non-project Vehicle Work Travel**   
**15. Project Vehicle Commuting**  **16. Non-project Vehicle Commuting**  **17. Vehicle Traffic Accident (Members of Public Only)**

Name	Age/DOB	Date of Death/Injury	Gender	Nationality	Cause of Fatality/Injury	Worker (Employer)/Public

**C3b: Financial Support/Compensation Types (To be fully described in Corrective Action Plan template)**

1. Contractor Direct  2. Contractor Insurance  3. Workman’s Compensation/National Insurance   
4. Court Determined Judicial Process  5. Other  6. No Compensation Required

Name	Compensation Type	Amount (US\$)	Responsible Party

**C4: Supplementary Narrative**

LIST OF REPORTABLE INCIDENTS FOR WITH AN ENVIRONMENTAL AND SOCIAL INCIDENT REPORT WILL BE GENERATED FOR THE BANK.

The following are incident types to be reported using the environmental and social incident response process:

**Fatality:** Death of a person(s) that occurs within one year of an accident/incident, including from occupational disease/illness (e.g., from exposure to chemicals/toxins).

**Lost Time Injury:** Injury or occupational disease/illness (e.g., from exposure to chemicals/toxins) that results in a worker requiring 3 or more days off work, or an injury or release of substance (e.g., chemicals/toxins) that results in a member of the community needing medical treatment.

**Acts of Violence/Protest:** Any intentional use of physical force, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, deprivation to workers or project beneficiaries, or negatively affects the safe operation of a project worksite.

**Disease Outbreaks:** The occurrence of a disease in excess of normal expectancy of number of cases. Disease may be communicable or may be the result of unknown etiology.

**Displacement Without Due Process:** The permanent or temporary displacement against the will of individuals, families, and/or communities from the homes and/or land which they occupy without the provision of, and access to, appropriate forms of legal and other protection and/or in a manner that does not comply with an approved resettlement action plan.

**Child Labor:** An incident of child labor occurs: (i) when a child under the age of 14 (or a higher age for employment specified by national law) is employed or engaged in connection with a project, and/or (ii) when a child over the minimum age specified in (i) and under the age of 18 is employed or engaged in connection with a project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral or social development.

**Forced Labor:** An incident of forced labor occurs when any work or service not voluntarily performed is exacted from an individual under threat of force or penalty in connection with a project, including any kind of involuntary or compulsory labor, such as indentured labor, bonded labor, or similar labor-contracting arrangements. This also includes incidents when trafficked persons are employed in connection with a project.

**Unexpected Impacts on heritage resources:** An impact that occurs to a legally protected and/or internationally recognized area of cultural heritage or archaeological value, including world heritage sites or nationally protected areas not foreseen or predicted as part of project design or the environmental or social assessment.

**Unexpected impacts on biodiversity resources:** An impact that occurs to a legally protected and/or internationally recognized area of high biodiversity value, to a Critical Habitat, or to a Critically Endangered or Endangered species (as listed in IUCN Red List of threatened species or equivalent national approaches) that was not foreseen or predicted as part of the project design or the environmental and social assessment. This includes poaching or trafficking of Critically Endangered or Endangered species.

**Environmental pollution incident:** Exceedances of emission standards to land, water, or air (e.g., from chemicals/toxins) that have persisted for more than 24 hrs or have resulted in harm to the environment.

**Dam failure:** A sudden, rapid, and uncontrolled release of impounded water or material through overtopping or breakthrough of dam structures.

**Other:** Any other incident or accident that may have a significant adverse effect on the environment, the affected communities, the public, or the workers, irrespective of whether harm had occurred on that occasion. Any repeated non-compliance or recurrent minor incidents which suggest systematic failures that the task team deems needing the attention of Bank management.

## Annexure 1: Code of Conduct for Contractor's Personnel

[Adopted from World Bank Standard Procurement Document with minor modifications]

### Code of Conduct for Contractor's Personnel

We are the Contractor, [enter name of Contractor]. We have signed a contract with [enter name of Employer] for [enter description of the Works]. These Works will be carried out at [enter the Site and other locations where the Works will be carried out]. Our contract requires us to implement measures to address environmental and social risks related to the Works, including the risks of sexual exploitation, sexual abuse and sexual harassment.

#### Note to the Bidder:

**The minimum content of the Code of Conduct form as set out by the Employer shall not be substantially modified.** However, the Bidder may add requirements as appropriate, including to take into account Contract-specific issues/risks.

The Bidder shall initial and submit the Code of Conduct form as part of its bid.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Works. It applies to all our staff, labourers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting us in the execution of the Works. All such persons are referred to as "**Contractor's Personnel**" and are subject to this Code of Conduct.

This Code of Conduct identifies the behaviour that we require from all Contractor's Personnel.

Our workplace is an environment where unsafe, offensive, abusive or violent behaviour will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

#### Required Conduct

Contractor's Personnel shall:

1. Carry out his/her duties competently and diligently;
2. Comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person;
3. Maintain a safe working environment including by:
  - a. Ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
  - b. Wearing required personal protective equipment;
  - c. Using appropriate measures relating to chemical, physical and biological substances and agents; and
  - d. Following applicable emergency operating procedures.
4. Report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. Treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;



6. Not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature with other Contractor's or Employer's Personnel;
7. Not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
8. Not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. Not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. Complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH);
11. Report violations of this Code of Conduct; and
12. Not retaliate against any person who reports violations of this Code of Conduct, whether to the Employer, or us or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Redress Mechanism.

### **Raising Concerns**

If any person observes behaviour that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly to Eskom or JETO.

The Project will require the name of the complainant in order to provide follow up and resolutions. The Project will assure that the person's identity will be kept confidential. However, anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action.

There will be no retaliation against any person who raises a concern in good faith about any behaviour prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

### **Consequences of Violating the Code of Conduct**

Any violation of this Code of Conduct by Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

#### **For Contractor's Personnel:**

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact [*enter name of Contractor's contact person(s) with relevant experience*] requesting an explanation.

Name of Contractor's Personnel: [insert name]

Signature: \_\_\_\_\_

Date (day month year): \_\_\_\_\_

Countersignature of authorized representative of the Contractor:

Signature: \_\_\_\_\_

Date (day month year): \_\_\_\_\_