



**PROJECT BRIEF FOR THE CONSTRUCTION OF OFFICE
BUILDING AND STAFF ACCOMMODATION FOR KAGOMBE
CENTRAL FOREST RESERVE IN KAGADI DISTRICT.**

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September 2024

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LIST OF ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
AQG	Air Quality Guideline
AQI	Air Quality Index
ARVs	Anti-Retroviral Drugs
Cap	Caption
CBD	Convention on Biological Diversity
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
CO	Carbon Dioxide
NO _x	Nitrogen Oxides
SO ₂	Sulphur Dioxide
CSC	Construction Supervision Consultant
dB	Decibels
DIZ	Direct Impact Zone
DWRM	Directorate of Water Resources Management
E & S	Environment and Safety
EA	Environmental Assessment
EHS	Environmental, Health and Safety
EHS	Environment Health and Safety
EHSG	Environment Health and Social Safe Guards
EIA	Environmental Impact Assessment
EMP	Environment Management Plan
EMT	Environment Management Team
NFA	National Forestry Authority
ES	Environmental Staff
ESF	Environmental and Social Framework
ESHS	Environmental, Social, Health and Safety
ESIA	Environmental Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
FGDs	Focus Group Discussions
FESMMR	Final Environmental Management Monitoring Report

GBV	Gender Based Violence
GBV	Gender-Based Violence
GHG	Green House Gas
GMC	Grievance Management Committee
GMM	Grievance Management Mechanism
GPS	Global Positioning System
GRC	Grievance Redress Committee
H & S	Health and Safety
HC	Health Center
HIV	Human Immuno-Deficiency Virus
Hrs	Hours
HSE	Health Safety and Environment
IIZ	Indirect Impact Zone
IPF	Investment Project Financing
IUCN	International Union for Conservation of Nature
KII	Key Informant Interviews
LC	Local Council
LTD	Limited
MGLSD	Ministry of Gender Labour and Social Development
mi	Mile
mm	Millimeter
MoWE	Ministry of Water and Environment
NDP	National Development Plan
NEA	National Environment Act
NEMA	National Environment Management Authority
NFA	National Forestry Authority
NGO	Non-Government Organization
NGP	National Gender Policy
NIP	National Implementation Plan
No.	Number
OSH	Occupational Health and Safety
PC	Project Contractor

PM	Project Manager
Pm	Past Midnight
POPs	Persistent Organic Pollutants
PPEs	Personal Protective Equipment
SEO	Social and Environmental Officer
SGBV	Sexual and Gender-Based Violence
SMP	Social Management Plan
SP	Safeguard Policies
SRH	sexual and Reproductive Health
STDs	Sexually-Transmitted Diseases
ToR	Terms of Reference
UGP	Uganda Gender Policy
VAC	Violence Against Children
VAWG	Violence Against Women and Girls
VES	Visual Encounter Surveys
VOL	Volume
VAC	Violence Against Children
WB	World Bank
WCS	World Conservation Status
ZOI	Zone of Influence

EXECUTIVE SUMMARY

With support from the World Bank, the National Forestry Authority (NFA) contracted Infrastructure Development and Management Limited (IDML) to undertake preparation of a project brief for office building and staff house for Kagombe Central Forest Reserve (CFR).

The project activities shall involve the development of one new office housing and one staff housing both at Kagombe CFR.

The proposed office building will have a meeting room, reception, store, 2 offices, porches, two toilets (1 for males and 1 for females), kitchen facility, rainwater harvesting facility and solar system.

The proposed staff building will have Lounge – Dining, Front Porch, Mini Kitchen (With service porch, laundry and pantry), Store, 2 bedrooms, Toilet-bathroom spaces, rainwater harvest facility, and solar system.

To undertake the assessment, different approaches were used that included site reconnaissance, onsite assessment, literature review, review of the legal and regulatory framework relevant to the project, professional judgement, observations as described in Chapter 4. These were used in acquisition of secondary baseline data, primary data and map development to ensure a comprehensive report is prepared.

A detailed assessment of the baseline social and environmental data was done to understand the existing parameters in the physical, biological and socio-economic environment within the project site. The assessment covered several key aspects, including climate data, geological data, soil conditions, hydrology, and air and noise quality, among others, as detailed in Section 3 of the report. Additionally, social data was collected, capturing demographic trends, community health, land use, and local livelihoods, which were essential in evaluating the project's potential impacts on the social environment.

Comprehensive stakeholder engagement was carried out, and views of key stakeholders such as Patrol teams and the local leaders at different levels and district officials, community members, UWA, NFA head office, Ministry of Tourism Wildlife and Antiquities, Ministry of Gender, Labour and Social Development, Uganda Tourism Board were obtained. A summary of key issues raised by stakeholders is shown in section 6.3.2 and the minutes of these engagements are shown in appendix 3. From the engagements, stakeholders were positive about the project especially the NFA staff at the reserve and local leaders. The engagements emphasized

sustainable construction, waste and pollution management, worker safety and training, biodiversity compensation, HIV/AIDS awareness, community sensitization, strict worker discipline, local employment opportunities, and environmental monitoring.

The Three project alternatives were analyzed and these included the “No Project Alternative”, the Alternative Locations and the Alternative Designs. The project alternative was chosen to maximize benefits while minimizing environmental impact. In addition, NFA selected the sites after thorough evaluation, ensuring minimal disturbances and minimal clearance of indigenous vegetation.

Considerations of alternatives were carried out and the Proposed Project Alternative was selected as the optimal option due to its ability to deliver significant environmental, social, and economic benefits while minimizing negative impacts. The NFA identified the project sites through a thorough evaluation, prioritizing areas with minimal environmental disturbance and limited clearance of indigenous vegetation.

Impact identification and analysis was carried out and both positive and negative risks and impacts were identified in relation to the proposed project. Most of the negative impacts are anticipated in the construction phase, while few in the operational phase of the project. These negative impacts are expected to be highly localized, temporary, and minimal in scope. A summary of the identified potential project impacts is outlined below:

Positive Impacts	Negative Impacts
<p>Construction phase</p> <ul style="list-style-type: none"> • Employment opportunities • Market for Construction material <p>Operation phase</p> <ul style="list-style-type: none"> • Enhanced forest Protection • Improved Emergency Response • Sustainable Infrastructure and Operations 	<p>Construction phase</p> <ol style="list-style-type: none"> 1. Noise and Vibrations 2. Air and Dust Emissions 3. Erosion effects 4. Destruction of the floral characteristics 5. Occupational Health and Safety Hazards 6. HIV/AIDS spread 7. Poor waste management 8. Gender and sexual exploitation and abuse Impacts such as sexual harassment and abuse, discrimination and gender-based Violence <p>Operational Phase</p>

	<ol style="list-style-type: none">1. Risks of fire out breaks2. Poor waste management
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For the positive impacts, enhancement measures have been proposed, while adequate mitigation measures have been provided for the negative impacts as described in section 8 of this project brief.

To ensure effective implementation of the mitigation measures, an environmental and social management and monitoring plan has been prepared to guide the implementation of the project in an environmentally and socially sound manner.

For the proposed project to be implemented in Kagombe CFR adequate measures should be taken to manage any potential negative environmental and social impacts including impacts on occupational and public health and safety.

1 INTRODUCTION

1.1 PROJECT BACKGROUND

The National Forestry Authority is an implementing arm under the Investing in Forests and Protected Areas for Climate-Smart Development Project (IFPA-CD Project), supported by financing from the World Bank. The primary goal of this initiative is to bolster forest and wildlife preservation for the betterment of local communities and the national economy. With the project's support, the NFA is spearheading various infrastructure endeavors across 13 specified protected regions. Kagombe CFR has been selected as one of the recipients of the IFPA-CD project. To enhance infrastructure within the reserve, the NFA has contracted Infrastructure Development and Management Limited (IDML) to plan the construction of a new office and staff house for Kagombe CFR.

The main aim of the project is to build an office and staff facility (including associated facilities) for the sector supervisor, ensuring efficient Reserve management and visitor contentment.

The specific project objectives include:

- Providing on-site accommodation for Patrol teams, so it provides decent housing for NFA staff and ensures a continuous staff presence within the reserve. This presence helps deter illegal activities such as poaching, thereby enhancing the security of the reserve and its resources.
- The comfort of the NFA Staff with their families at their workplaces, with inclusion of such features as, for example, water born toilets, rainwater harvesting systems will be installed under this project.
- Safety and Compliance to ensuring that the renovated or newly constructed structure complies with building codes, safety regulations, and industry standards. This involves addressing any structural deficiencies,

1.2 Purpose of the Project Brief

The project brief is prepared to identify the potential environmental and social risks, impacts, and liabilities linked to the project, and to propose mitigation measures to ensure the project's execution aligns with environmental and social standards.

1.3 Specific objectives of this Project Brief

- Assessing the baseline environmental and socio-economic conditions of both the project area and its surroundings and evaluating how these conditions will be influenced by the proposed development.
- Identifying pertinent legislation and policy frameworks that must be adhered to due to the proposed project activities and presenting recommendations on how to address them within the project scope.
- Identifying and evaluating the potential positive and negative environmental and social impacts of the proposed project and recommending practical measures to amplify positive impacts and alleviate negative ones.
- Developing an Environmental and Social Management Plan (ESMP) to direct the implementation and monitoring of mitigation measures for anticipated project risks.
- Engaging in consultations with relevant stakeholders to gather their perspectives and suggestions regarding the environmental and social impacts.

1.4 Need for the Project brief

To comply with the legal requirement under *National Environment Act (NEA) of 2019*, the *National Environment (Environmental and Social Assessment) Regulations of 2020*, and the *Guidelines for Environmental Impact Assessment in Uganda of 1997*, a screening process was conducted to determine the appropriate level of environmental assessment for this project. The NEA of 2019 specifies projects that necessitate either Environmental and Social Impact Assessment (ESIA) or Project Briefs.

The proposed project falls within Schedule 4 (a) of the NEA, 2019 under Construction of planned settlements or housing estates covering at least 2.5 acres but not more than 5 acres, and Section 8(f) Support facilities to (a) to (e).

In Addition, the **Project Brief** will be undertaken in accordance with national regulations, World Bank Environmental and Social Standards, and international best practices. After assessment, this

project is categorized as a moderate risk project, according to the World Bank risk classification. This is because some of the project activities pose significant environmental and social impacts and risks.-

1.5 Details of the Project Developer

Full Details of proponent	National Forestry Authority
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Position	Ag. Executive Director
Address	National Forestry Authority (NFA) Headquarters
Telephone	+256 782786048
Estimated Project Cost	485,838,000 EXCL VAT

1.6 Structure of this Project Brief

The structure of this project brief has the following chapters arranged as shown in the table below:

Table 1: Structure of the Project Brief

Chapter 1	Introduction to the project background, stating purpose and objectives, project brief requirements, background of the proponent, justification, scope, cost etc.
Chapter 2	A review of policies, laws, regulations and standards in relation to the development of the Office building and staff accommodation.
Chapter 3	Description of the proposed project location, components, preparation, construction and operations phase activities.
Chapter 4	Methodology of the Assessment
Chapter 5	Site baseline conditions including the bio-physical and socio-economic information, surrounding area, infrastructure and activities in the project site neighbourhood likely to be affected.
Chapter 6	Public consultations and disclosure, mentioning stakeholder concerns, responses provided to concerns raised and developing measures to address them.
Chapter 7	An analysis of alternatives, including a comparison of feasible alternatives to the proposed project site, their suitability under local conditions
Chapter 8:	Evaluation of the identified Environmental and social impacts and recommendation of appropriate mitigation measures for all significant negative impacts predicted and enhancement of positive impacts.
Chapter 9	Environmental Social Management and Monitoring plan
Chapter 10	Recommendations and conclusions arising out of the study

2 POLICY, LEGAL, REGULATORY AND INSTITUTIONAL FRAMEWORK

2.1 Introduction

This chapter discusses policy, legal, and institutional framework pertinent to the project. Auxiliary facilities associated with the project, such as borrow pits and equipment yards, may impact the environment in two ways: firstly, through the construction process itself and the resulting disruption of ecological and social systems; and secondly, post-construction, the economic activities stemming from the office housing may yield both positive and negative environmental effects. These environmental and social impacts necessitate management within a legal framework. Uganda has a range of laws, policies, and institutional structures governing the management of its natural environment, as outlined below. Consequently, this assessment has prompted consideration of a series of pertinent and applicable regulations and policies. Specifically, the following regulations and policies were considered relevant for this assessment.

2.2 Policy Framework

2.2.1 The National Environment Management Policy, 1994

This policy strives to foster intergenerational equity by advocating for sustainable development practices that preserve and enrich environmental quality for both current and future generations. It emphasizes aspects such as health and safety, restoration programs, and the optimal utilization of natural resources like land and water resources.

Therefore, undertaking this study ensures that the project poses no or minimal impacts on the environment for sustainable development.

2.2.2 The Uganda National Land Policy, 2013

The overall goal of the Uganda National Land Policy is: *"To ensure an efficient, equitable and optimal utilization and management of Uganda's land resources for poverty reduction, wealth creation and overall socio-economic development."*

Construction of office housing considers the objectives of this Policy including among others;

- *To ensure sustainable utilization, protection and management of environmental, natural and cultural resources on land for national socio-economic development;*

Sustainable, equitable and integrated utilization of natural resources, like the land on which the staff quarters and their respective support facilities are to be constructed, are essential for natural social and economic development.

- *The Policy emphasizes, among others, environmentally friendly practices during the establishment office building and staff accommodation*

2.2.3 The Uganda Gender Policy, 2007

The overall goal of this policy is “*to achieve gender equality and women's empowerment as an integral part of Uganda's socio-economic development*” and its main purpose is “*to establish a clear framework for identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda*”. The policy is a guide to all stakeholders in planning, resource allocation, implementation, monitoring and evaluation of programs with a gender perspective.

The policy requires that, for adequate implementation of gender aspects, there is need for the contractor to emphasize gender equality through gender sensitization and awareness as well as, construction of gender sensitive sanitary facilities, and enhance equal employment opportunities to both men and women.

2.2.4 National Occupational Health and Safety Policy (1995)

This policy seeks to:

- *Provide and maintain a healthy working environment;*
- *Institutionalize Occupational Health and Safety (OHS) in the policies, programs and plans; and*
- *Contribute towards safeguarding the physical environment.*

The OHS Policy Statement is guided by the Constitution of the Republic of Uganda and other global, national and sector regulations and policies.

The OHS Policy also takes into consideration the Health Sector Strategic Plan, all of which aim to improve the quality of life for all Ugandans in their living and working environment

The policy will be relevant in provision of mitigation measures that will protect the workers from health and safety impacts associated with the activities at the construction sites, for example provision of adequate full personal protection equipment (PPE) to all workers by the contractor.

2.2.5 National Policy on HIV/AIDS and the World of Work, 2007

The main goal of the National Policy on HIV/AIDS and the World of Work is “*to provide a framework for prevention of further spread of HIV and mitigation of the socio-economic impact of HIV/AIDS within the world of work in Uganda*” with some of the policy objectives including:

- To provide guidelines for employers, workers and the Government on prevention, management as well as mitigation of the impact of HIV/AIDS within the world of work;
- To provide guidelines for employers, workers and the Government to eliminate stigma and discrimination based on perceived or real HIV status within the world of work;
- To provide a framework for monitoring and evaluating the effectiveness of measures taken to combat HIV/AIDS within the world of work;
- To provide a framework for monitoring and evaluating the impact of HIV/AIDS within the world of work; and
- To promote care, treatment and support for people living with HIV/AIDS within the world of work.

About 136 workers will be expected to be employed at the two construction sites (59% will be skilled workers and 41% unskilled and the latter will be obtained from the nearby communities), and they are likely to be exposed to an environment that encourages the spread of HIV/AIDS and other sexually transmitted diseases (STD). The strategies to fulfill this policy's objectives must be incorporated throughout the project's life.

The contractor shall avail and display information regarding HIV/AIDS prevention on noticeboards around the site as well carry out sensitization and awareness campaigns against the spread of HIV/AIDS amongst his employees and the adjacent communities.

2.2.6 Uganda Forestry Policy, 2001

The goal of this policy is to have an integrated forest sector that achieves sustainable increases in the economic, social and environmental benefits from forests and trees by all the people of Uganda, especially the poor and vulnerable.

The establishment of the project shall ensure improvement in management of the CFR in line with the requirements of this policy.

2.2.7 Uganda Wildlife Policy, 2014

The vision of this policy for the wildlife sector is “sustainably managed and developed wildlife resources and healthy ecosystems in a developed Uganda”. The main goal of this policy is to conserve the wildlife resources of Uganda in a manner that contributes to the sustainable development of the nation and the well-being of its people.

The establishment of the proposed project shall ensure improved management of the wildlife species within the CFR. This is in line with the requirements of this policy.

2.2.8 National Water Policy, 1995

The overall objective of the National Water Policy is “*to manage and develop the water resources of Uganda in an integrated and sustainable manner, so as to secure and provide water of adequate quantity and quality for all social and economic needs of the present and future generations with the full participation of all stakeholders*”. This Policy aims to ensure:

- Integrated and sustainable, development and management and use of the national water resources with the full participation of all stakeholders; and;
- Regulated use of all water, whether public, private or groundwater, other than for domestic use.

This policy is relevant where project development could impact the quantity and quality of water resources within the project area.

2.2.9 National Employment Policy, 2011

This policy provides a framework to promote productive and decent employment and enterprise development, compliance with labour standards by employers, investors and workers, social protection and social dialogue. Social dialogue, affirmative action, promotion of gender equality for all in employment, addressing HIV/AIDS in the workplace, and community participation are crucial guiding principles of the Employment Policy.

The policy is relevant since employment opportunities (59% will be skilled workers and 41% unskilled) will be created by the contractor who will establish the sites and hence compliance with this policy is important. All the unskilled workers will be sourced from the communities.

2.2.10 National Child Labour Policy (2006)

This Policy provides a framework for addressing child labour and actions that need to be taken to deal with child labour. The policy guides and promotes sustainable action aimed at the progressive elimination of child labour, starting with the worst forms.

The policy is relevant since it is the basis on which child labour will be avoided on the project construction sites.

2.2.11 National Child Policy, 2020

The National Child Policy seeks to provide a framework for addressing issues related to children's rights and well-being in a holistic and coordinated manner. The policy's mission is to promote the realization of all children's rights to survival, education and development, protection and participation through a coordinated, comprehensive interdisciplinary and multi-sectoral approach.

The policy is relevant, and, in its compliance, the contractor will not employ any children, be it from the host community or from other communities.

2.2.12 The National Equal Opportunities Policy, 2006

The National Equal Opportunities Policy guides the establishment and promotion of a just, free and fair society, where all citizens participate in and benefit from the development process. It promotes the fulfilment of the fundamental rights of all Ugandans to social justice and economic development.

The contractor shall provide equal opportunities to all Ugandans who would want to be part of the project in line with the requirements of this policy.

2.2.13 National Climate Change Policy, 2015

The goal of the policy is to ensure a harmonized and coordinated approach towards a climate-resilient and low-carbon development path for sustainable development in Uganda. The overarching objective of the policy is to ensure that all stakeholders address climate change impacts and their causes through appropriate measures while promoting sustainable development and a green economy. This national policy emphasizes climate change adaptation as the first priority for Uganda, while mitigation efforts are embraced by the policy as secondary.

Ensuring sustainable management of forestry resources is part of the adaptation policy priorities and therefore this project shall support effective management of these resources by providing appropriate facilities for staff. Hence, all activities in this project implementation are in line with this policy requirements.

2.3 Legal Framework

2.3.1 The Constitution of the Republic of Uganda, 1995

The following National Objectives of the Constitution pertain:

Objective XIII: Protection of Natural Resources.” *The State shall protect important natural resources, including land, water, wetlands, minerals, oil, fauna and flora on behalf of the people of Uganda.*” In this case this proposed project intends to use land, which is a significant natural resource for the country, hence, the need to protect this resource through preparation of this project brief.

Objective XXVII: (i) The State shall promote sustainable development and public awareness of the need to manage land, air, water resources in a balanced and sustainable manner for the present and future generations. This objective necessitates public awareness about the project scope, activities, potential impacts, health and safety precautionary measures, hence a need for consultation through public meetings as a step for sustainable development.

(ii) *The utilization of the natural resources of Uganda, the State shall take all possible measures to prevent or minimize damage and destruction to land, air and water resources resulting from pollution or other causes.*

Activities, such as site clearing and excavations during the construction of the office building will lead to the destruction of vegetation, change of land use, hence, the need for this project brief as a measure to provide adequate mitigation measures to minimize these impacts.

Article 39 preserves the right of every Ugandan to a clean and healthy environment.

This project brief has been prepared in accordance with the requirements of the Constitution.

2.3.2 The National Environment Act, No.5 of 2019

According to the National Environment Act, No.5 of 2019, this proposed project is listed within Schedule 4: Part 1 under Section 9 (f) ***Construction of administration, educational and research infrastructure in protected areas of a capacity of less than 50 persons.*** Therefore, the developer of this proposed project with such scale of activities is required to prepare a project brief with required information on the project activities and adequate mitigation measures to the identified impacts to ensure sustainable utilization and management of environmental, natural and cultural resources for national and socio-economic development.

This legal provision requires that an assessment is undertaken. A project brief has been prepared and submitted to the lead Agency, to review and recommend an action to be taken in accordance with this law.

2.3.3 The National Forestry and Tree Planting Act, 2003

This Act makes provision for the conservation, management and development of forest resources in Uganda and establishes the National Forestry Authority and a fund for tree planting. The purposes of the Act include the creation of an integrated forest sector, conservation of biological diversity, the devolution of functions and powers in the forest sector and the sustainable development of that sector.

Establishment of the project will support the increase in protection of forest reserves against human activities in line with the objectives of this Act.

2.3.4 The Uganda Wildlife Act, 2019

The Uganda Wildlife Act provides for the conservation and sustainable management of wildlife. It aims to strengthen wildlife conservation and management; to continue the existence of the National Forestry Authority; to streamline the roles and responsibilities of institutions involved in wildlife conservation and management; to continue the existence of the Wildlife Fund; to repeal the Uganda Wildlife Act, Cap. 200 and for related matters.

This project brief serves to meet the requirements of this Act to ensure that developments in conservation areas are designed in a way to prevent loss of wildlife in the reserve.

2.3.5 The Water Act Cap 152

One of the objectives of this Act is “to control pollution and to promote safe storage, treatment, discharge and disposal of waste which may pollute water or otherwise harm the environment and human health”.

Section 6 (c) implies that *it is prohibited to cause or allow any waste to come into contact, whether directly or indirectly, with any water, other than under the provisions of the Water Act.*

The Act in section 28 (2) requires anyone responsible for the production, storage, discharge or deposit of waste not to permit or cause any waste to be discharged directly or indirectly into any water except in accordance with a waste discharge permit. Subsection 3 reiterates that it is an offence to contravene this directive. Procedures for making applications for waste discharge permits and conditions of approval are outlined in section 29 of this Act.

During the construction phase water will be needed, for instance, during the equipment cleaning, for drinking and sanitary purposes and for sprinkling of water to minimize dust. With such water

demand more effluent discharges are expected; hence, the need of monitoring the quality and quantity of discharge, treatment and disposal methods as to prevent or control both ground water and surface water pollution. Relevant approvals from relevant authorities for water abstraction shall be required before any abstraction is done by the contractor; however, water abstraction permit will not be needed in this project, because water will be purchased by the contractor.

2.3.6 The Occupational Safety and Health Act, 2006

Part III of this Act *outlines duties, obligations and responsibilities of employers to the working environment of their workers*, and since construction of the office building will employ various categories of workers such as safety officers, engineers, casual laborers, operators, drivers, security guards, etc., this law is vital. These duties include but are not limited to employers providing personal protective clothing where a worker is to be exposed to pollutants or chemicals that could be hazardous to their health.

Section 13 states that it is *the responsibility of an employer to take as far as is reasonably practicable, all measures for the protection of his or her workers and the general public from the dangerous aspects of the employer's undertaking at his or her own cost. Employers are also held responsible to ensure that the working environment is kept free from any hazard due to pollution by employing technical measures, applied to new plant or processes in design or installation or added to existing plant or processes; or employing supplementary organizational measures* which can all be developed in the management and monitoring section of this project brief.

Construction of the office housing is associated with the use of heavy machinery, dust generation which all compounded together, require that provision of safety gear, training and other considerations as per the Act are compiled to.

2.3.7 Employment Act, 2006

The Employment Act is the governing legal statutory instrument for the recruitment, contracting, deployment, remuneration, management and compensation of workers. The Act is based on the provisions of Article 40 of The Constitution of Uganda. The Act mandates Labour Officers to regularly inspect the working conditions of workers to ascertain those rights of workers and basic provisions are provided and workers' welfare attended to.

The Act also provides for the freedom of association of workers permitting workers to join labour organizations.

Section 32 addresses the issue of child labour and states that children under the age of twelve years shall not be employed in any business, undertaking or workplace (32(1)). Subsection 32(2) provides restrictions under which a child under the age of fourteen (14) years may be employed; including for light work under the supervision of an adult aged over eighteen (18) years and the work shall not interfere with the child's education.

The contractor will ensure that he abides by the requirements of this law and prohibit child labor on the site. The working conditions and workers' welfare, including child labour, will be governed by the provisions of this Act and by Labour Management Procedures prepared for the IFPA-CD Project which prohibit use of child labour (workers under the age of 18) for the project activities. Additionally, workers must be provided with a mechanism to raise their concerns effectively.

2.3.8 The Workers' Compensation Act 2000, Cap. 225

The Workers' Compensation Act outlines responsibilities and obligations for both parties (employer and employee) in guaranteeing the safety and health of the workers. The Act outlines matter of compensation for injuries and accidents as well as the responsibility of employees to take care of their health and safety while on the project.

Labour shall be employed; it shall be mandatory for the contractor to have in place a workers' compensation insurance policy in case of accidents while at work in line with this Act.

2.3.9 The Local Government Act, 1997

This Act allocates responsibility for service delivery to the Local Government (LG); the local government has both legislative and executive powers, rendering it the highest political authority in the district. Concerning natural resource management, LG is responsible for land surveying, land administration, physical planning and environmental services that are not the responsibility of the central government.

Under this Act, local authorities shall be continually doing site inspections throughout the construction period and will also have a representative to be in charge of overseeing the construction site activities.

2.3.10 The Labour Disputes (Arbitration and Settlement Act) (2006) also

This Act provides for arbitration in labor related grievances and is emphasized during project planning and implementation. The Act seeks to promote social dialogue, facilitate collective bargaining, and modernize procedures to address unresolved or mismanaged labour disputes that may have adverse effects.

The contractor will comply with all Labour policies that specifically address Gender and Vulnerability including the Employment (of Children) Regulations 2012, Employment (Sexual Harassment) Regulations 2012, and the National Action Plan on Elimination of the Worst Forms of Child Labor in Uganda (2012/13-2016/17).

2.4 Regulations

2.4.1 National Environment (Waste Management) Regulations No.49. of 2020

These regulations apply to all types of waste (non-hazardous and hazardous) and its storage and eventual disposal. Regulation 12 prohibits the disposal of waste into the environment without adequate treatment at a treatment facility approved by the Lead agency. Regulation 5 emphasizes waste minimization measures by making Cleaner Production a requirement for owners or operators of facilities that generate waste. Production process improvement; product cycle monitoring; and incorporation of environmental concerns in the product lifecycle, are some of the requirements.

Some volumes of waste are anticipated to be generated during construction and operation of the office housing. Therefore, NFA will ensure that the waste management measures to be developed must be in line with the requirements of this regulation, for example, reusing and recycling waste material should be considered before disposal.

2.4.2 National Environment (Environmental and Social Assessment Regulations), 2020

These regulations hold for all projects/activities listed under the fourth and fifth schedule of the National Environment Act, 2019. The regulations state in part III section 10 that, environmental impact studies shall be conducted in accordance with terms of reference developed by the developer in consultation with the Authority and the lead agency and that, the study shall be conducted in accordance with the guidelines adopted by the Authority in consultation with the lead agency under subsection (8) of section 19 of the National Environment Act. Regulation 16 of these

regulations also requires that stakeholder consultations should be carried out while undertaking the Environmental Impact Assessment study.

Therefore, the assessment for the proposed project was conducted in line with the requirements of these Regulations.

2.4.3 National Environment (Noise and Vibrations Standards and Control) Regulations, 2013

All noise emitting sources at the project sites must conform to the National Environment (Noise and Vibrations Standards and Control) Regulations, 2013. The Regulations are aimed at ensuring maintenance of a healthy environment for all people in Uganda, the tranquility of their surroundings and their psychological well-being. Part IV, Section 19(1) of the Regulations states that *“the owner of machinery or the owner or occupier of a facility or premises or person responsible for any activity shall use the best practicable means to ensure that the emission of noise and vibration from that machinery, facility, premises or activity does not exceed the permissible noise levels”*.

The activities at the sites under construction will emit noise; hence, the contractor will put in place measures that will minimize noise emissions and keep them below the national standards. The contractor shall take caution on all equipment and noise generating sources, especially during the construction phase

Maximum Permissible Noise Levels are shown in table 2 below.

Table 2: Maximum Permissible Noise Levels for Construction Site

Facility	Noise limit dB(A) (Leq)	Noise limit dB(A) (Leq)
	Day	Night
1. Any building used as a hospital, convalescence home, home for the elderly, sanatorium and institute of higher learning, conference rooms, public library,	45	35

environmental or recreational sites		
2. Residential buildings	50	35

Source: *The National Environment (Noise and Vibrations Standards and Control) Regulations, 2013. (Schedule 1)*

Time Frame: Use duration

Day- 6.00 a.m. -10.00 p.m.

Night- 10.00 p.m. - 6.00 a.m.

The Time frame takes into consideration human activity

2.4.4 National Environment (Air Quality Standards) Regulations, 2024

The construction activities will cause air emissions which will need to be minimised. The draft National Air Quality Standards provide the following regulatory limits.

Table 3: Regulatory Air Quality Standards for selected Pollutants

Pollutant	Averaging time for ambient air	Standard for ambient air
Saw dust	24 hr	1 mgNm ⁻³
Carbon dioxide (CO₂)	8 hr	9.0 ppm
Carbon monoxide (CO)	8 hr	9.0 ppm
Hydrocarbons	24 hr	5 mg/m ³
Nitrogen oxides (NO_x)	24 hr1 year arithmetic mean	0.10 ppm
Soot	24 hr	500 µg/Nm ³
Sulphur dioxide (SO₂)	24 hr	0.15 ppm
Sulphur trioxide (SO₃)	24 hr	200 µg/Nm ³

Note: ppm = parts per million; “N” in µg/Nm⁻³ connotes normal atmospheric conditions of pressure and temperature (25°C and 1 atmosphere).

Baseline air quality conditions for this site were undertaken and are elaborated in chapter three of this report; they shall form a benchmark for the air quality levels during construction.

2.4.5 The National Environment (Audit) Regulations, S.I. No. 47 of 2020

These Regulations apply to the undertaking of Environmental Audits and the establishment of Environmental Management Systems by developers. Regulation 12 (1) of the Regulations states that “The developer of a project or activity listed in Schedule 3 to these Regulations shall carry out an environmental compliance audit.” Section 11 (1) notes that The Authority shall notify the developer of the findings of the environmental enforcement audit and require the developer to take specific corrective measures within a specified period.

This Project brief recognizes the requirement of this regulation and recommends Environmental Audits for all support facilities especially those with NEMA approvals, such as the camp establishments.

2.4.6 The Labor Disputes (Arbitration and Settlement Act) (2006)

This Act provides for arbitration in labor related grievances and is emphasized during project planning and implementation. The Act seeks to promote social dialogue, facilitate collective bargaining, and modernize procedures to address unresolved or mismanaged labor disputes that may have adverse effects.

The contractor will comply with all Labour policies that specifically address Gender and Vulnerability including the Employment (of Children) Regulations 2012, Employment (Sexual Harassment) Regulations 2012, and the National Action Plan on Elimination of the Worst Forms of Child Labor in Uganda (2012/13-2016/17).

The 2011 Employment Regulations deter employers from the casualization of labor by granting contractual/permanent rights to any worker exceeding four (4) months of service.

2.5 International Treaties

Uganda is party to several global and regional environment and conventions and agreements as described below:

2.5.1 The Convention on Biological Diversity (CBD)

The objectives of this Convention to be pursued in accordance with its relevant provisions are: to conserve biological diversity, to implement the sustainable use of biodiversity components, and the fair and equitable sharing of the benefits arising out of the utilization of genetic resources, by appropriate access to genetic resources and by appropriate transfer of relevant technologies, to consider all rights over those resources and to technologies, and by appropriate funding.

Parties to this convention are required to develop national plans and programs for the conservation and sustainable use of biodiversity.

The project activities will be carried out in a sensitive biodiversity ecosystem and, therefore, measures to ensure minimal impacts to this ecosystem should be put in place by the contractor and the supervising consultant. Hence, the CBD is relevant to the project.

2.6 Institutional Framework

2.6.1 National Environment Management Authority (NEMA)

The National Environmental Act provides for the establishment of NEMA as the principal agency responsible for coordination, monitoring and supervision of environmental conservation activities. NEMA is under the Ministry of Water and Environment (MoWE) but has a cross-sectoral mandate to oversee the conduct of ESIA through issuance of ESIA guidelines, regulations and registration of practitioners. It reviews and approves environmental impact statements (EIS) and project briefs like for such a project in consultation with any relevant lead agencies. NEMA works with District Environment Officers and local environment committees at local government levels who also undertake inspection, monitoring and enforce compliance on its behalf.

It is for this reason that the project brief is being submitted to the lead Agency for approval and this is a recommendation outlined in schedule 4 of the National Environment Act, no.5 of 2019.

2.6.2 National Forestry Authority (NFA)

The mandate of NFA is to conserve, economically develop and sustainably manage the wildlife and protected areas of Uganda in partnership with neighbouring communities and other stakeholders for the benefit of the people of Uganda and the global community.

NFA is a project proponent. NFA Patrol teams will be working directly with the contractors to provide security against possible wildlife attacks and ensuring compliance to mitigation measures by the contractor.

2.6.3 Ministry of Tourism, Wildlife and Antiquities

The mandate of this institution is to formulate and implement policies, strategies, plans and programs that promote tourism, wildlife and cultural heritage conservation for socio-economic development and transformation of the country.

The ministry has a responsibility to ensure conservation areas are protected from degradation, so that the country's tourism sector continues to flourish.

The establishment of the project ensures that the staff carrying out conservation activities in Kagombe CFR are well facilitated with good housing conditions.

2.6.4 Ministry of Water and Environment

The Mandate of the Ministry includes initiating legislation, policy formulation, setting standards, inspections, monitoring, and coordination and back up technical support in relation to water and environment sub sectors.

The mission of the ministry is to promote and ensure the rational and sustainable utilization, development and effective management of water and environment resources for socio-economic development of the country.

The establishment of the project activities will require use of water resources and therefore the ministry shall have the obligation to monitor any water abstractions if necessary.

2.6.5 Uganda Wildlife Authority

The mandate of UWA is to conserve, economically develop and sustainably manage the wildlife and protected areas of Uganda in partnership with neighboring communities and other stakeholders for the benefit of the people of Uganda and the global community.

Since the CFR has wildlife, UWA will be a key stakeholder in ensuring that the establishment of the project does not cause harm to the wild animals or disrupt their wildlife activities within the forest reserves.

2.6.6 District Local Government

The Reserve is within the jurisdiction of Kagadi District headed by a Local Council V (LC V) Chairman and Chief Administration Officer (CAO) who is a political and technical head respectively. Various district offices with relevant functions include offices of Natural Resources/Environment, District Health Inspector, District Planner, Community Development Officer and District Labour Officer.

These shall carry out monitoring of the activities to ensure compliance with the relevant permits and certifications that shall be issued to the project implementers in both the construction and operational phases.

Table 4: *Location of the proposed sites*

<i>No</i>	<i>Facility</i>	<i>District</i>	<i>Subcounty</i>
<i>1</i>	Kagombe	<i>Kagadi</i>	<i>Muhorro</i>

2.7 Relevant Permits

A list of permits and licenses necessary for execution of the project are indicated in Table below.

Table 5: Required permits

TYPE OF PERMIT/APPROVAL	SUPPORTING LEGISLATION	REQUIREMENT	APPLIES TO	APPROVING AUTHORITY	TYPE OF APPLICATION SUBMITTED	STAGE AT WHICH APPROVAL IS REQUIRED
ESIA approval certificate.	The Environmental Impact Assessment Regulation 2020	The office building and the staff accommodation fall under schedule 4, Part 1; Section 9 (f) Construction of administration, educational and research infrastructure in protected areas of a capacity of less than 50 persons.	Any project with likely significant impacts to the Environment	NEMA	Project Brief	Prior to commencement of the project
Certificate of Registration of a Workplace	The Occupational Safety and Health Act, 2006	Section 40, Subsection (2): a person shall not less than one month before he or she begins to occupy any premises as a workplace, serve on the Commissioner, a notice with the particulars prescribed in Schedule 3.	Any project requiring the establishment of a work place (e.g., camp site).	Department of Occupational Safety and Health MGLSD	Particulars to be Submitted When Applying for the Registration of a Workplace or a Change in the Registered Occupier	Immediately upon (not later than one month) prior to undertaking any site works (construction, operation, preconstruction surveys).
Building plan approvals	Building Control Act 2013	Section 34 prohibits any person from carrying out a building operation unless he/she has a valid building permit issued by the District Building Committee	Applies to all commercial and residential buildings	District Local Government	Building plans	Prior to commencement of construction

2.8 World Bank Environmental and Social Framework (ESF), 2018

As this is a World Bank financed project, provisions of the ESF apply to the proposed development, as follows:

Table 6: *World Bank ESF Standards Applicable to the Project*

<p>ESS1: Assessment and Management of Environmental and Social Risks and Impact</p>	<p>ESS1 provides for carrying out an environmental and social assessment of the project to assess the environmental and social risks and impacts of the project throughout the project life cycle.</p> <p><i>The ESF requires to carry out an appropriate environmental and social assessment depending on the risk level of the project. This project has been ranked as moderate risk, and, hence, a Project Brief has been prepared in line with the National Environment Act, 2019.</i></p>
<p>ESS2: Labor and Working Conditions</p>	<p>Recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions.</p> <p><i>Both skilled (80 workers) and unskilled (56) labour force will be required on the project; and, therefore, requirements of this standard to ensure appropriate working conditions shall have to be complied with. In particular, compliance must be ensured with the project specific Labour Management Procedures.</i></p>
<p>ESS3: Resource Efficiency and Pollution Prevention and Management</p>	<p>ESS3 applies to the project due to the nature of the proposed activities. It recognizes that economic activities often cause pollution to air, water, and land, and consumes finite resources that may threaten people, ecosystem services and the environment at the local, regional, and global levels. This ESS3 sets out the requirements to address resource efficiency and pollution prevention and management throughout the project life-cycle.</p> <p>The project will require the use of power and water resources during both construction and operational phases.</p> <p><i>Given the scarcity of these resources in the project sites, available resources will be used in the most efficient way to minimize wastage. In addition, measures to minimize pollution have been detailed in Section 8 of this Project Brief.</i></p>
<p>ESS4: Community Health and Safety</p>	<p>ESS4 recognizes that project activities, project equipment and infrastructure increase the exposure of project stakeholder communities to various health, safety and security risks and impacts and thus recommends that projects implement measures that avoid or limit the occurrence of such risks. It provides further requirements or guidelines on managing safety, including the need for projects to undertake safety assessments for each</p>

	<p>phase of the project, monitor incidents and accidents and prepare regular reports on such monitoring. ESS4 also guides emergency preparedness and response.</p> <p><i>The project may pose limited health and safety risks to the workers employed from the reserve adjacent communities. Therefore, provisions of ESS4 shall be complied with through implementing mitigation measures that minimize these potential risks.</i></p>
<p>ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p>	<p>ESS6 recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development; and it recognizes the importance of maintaining core ecological functions of habitats, including forests, and the biodiversity they support. Some of the mitigation measures mentioned in the ESMP of this Project Brief are aimed at addressing issues under ESS6.</p> <p><i>The project is to be established in a sensitive ecosystem Kagombe CFR, and, therefore, there is a need to comply with the provisions of this standard.</i></p>
<p>ESS8: Cultural Heritage</p>	<p>This standard sets out general provisions on cultural heritage preservation and recommends protecting cultural heritage from the adverse impacts of project activities.</p> <p>The project sites' locations shall not impact any known cultural resources based on the assessment. However, in case there is / are chance finds during the execution of the project, any chance finds will follow the chance finds protocol included in this Project Brief.</p>
<p>ESS10: Stakeholder Engagement and Information Disclosure</p>	<p>ESS10. The standard establishes a systematic approach to stakeholder engagement and helps to identify stakeholders and build and maintain a constructive relationship with them, as well as disclose information on the environmental and social risks and impacts to stakeholders in a timely, understandable, accessible and appropriate manner and format. It recommends that stakeholder engagements be commenced as early as possible in the project development process and continued throughout the lifecycle of the Project. This allows for stakeholders' views to be considered in the project design and environmental and social performance.</p> <p>For this project, relevant stakeholders were and will still be engaged in line with the provisions of this standard and other requirements of this standard will be complied with. ESS10 also provides for the establishment and implementation of a grievance mechanism to receive and facilitate resolution of concerns and grievances. The IFPA-CD project has an established a Grievance Redress Mechanism (GRM). GRC's will be established to support the resolution of the registered grievances.</p>

2.9 Project Documents

During the conceptualization of the project, there are different documents that were prepared, and these shall be relevant during the project's implementation. These are described in the table below;

Table 7: Project Documents during Project Conceptualization

Project Document	Key Aspects
Environmental and Social Commitment Plan (ESCP)	The ESCP describes a summary of the project's material measures and actions to Mitigate the project's potential environmental and social risks and impacts. This will be helpful to NFA especially during monitoring of the project's implementation.
Environmental and Social Management Framework (ESMF)	The ESMF highlights socio-economic, legal, policy and institutional contexts of the project and sets a framework for NFA's roles and responsibilities in addressing the assessed social and environmental risks and impacts.
Labour Management Plan (LMP)	The LMP describes how the labour force on the project will be handled to ensure compliance with the requirements of ESS2. NFA shall carefully ensure all these aspects are fully catered for during the implementation of the project.
Stakeholder Engagement Framework (SEF)	The SEF describes the process for consultations with Stakeholders during the project formulation. It also shows the identified stakeholders which NFA shall have to engage during implementation of the sub-project activities.
General EHS Guidelines	These are technical reference documents with general and industry-specific examples of Good International Industry Practice. These guidelines contain the performance levels and measures that are generally considered to be achievable for new projects by existing technology at reasonable costs.

3 DESCRIPTION OF THE PROPOSED PROJECT COMPONENTS

3.1 Geographical location of Kagombe Central Forest Reserve

Kagombe Central Forest Reserve is situated in western Uganda, predominantly within the Kagadi District and Nyamarundu sub-county, and is part of the biologically rich Albertine Rift ecoregion. The reserve encompasses an area of approximately 301 square kilometers (74,000 acres) and is located at an altitude of around 1,200 meters above sea level. In terms of geographical coordinates, it lies between latitudes 0°34' N and 0°54' N, and longitudes 30°32' E and 30°58' E.

Table 8: Coordinates for the Selected Site

S/n	Proposed site	Centroid GPS Location WGS 84 (UTM 36N)	Elevation (m)	Area (m ²)
1	Kagombe Office	97686m N, 248029m E	1215	207
2	Kagombe staff accommodation	97634m N, 2480105m E	1219	207

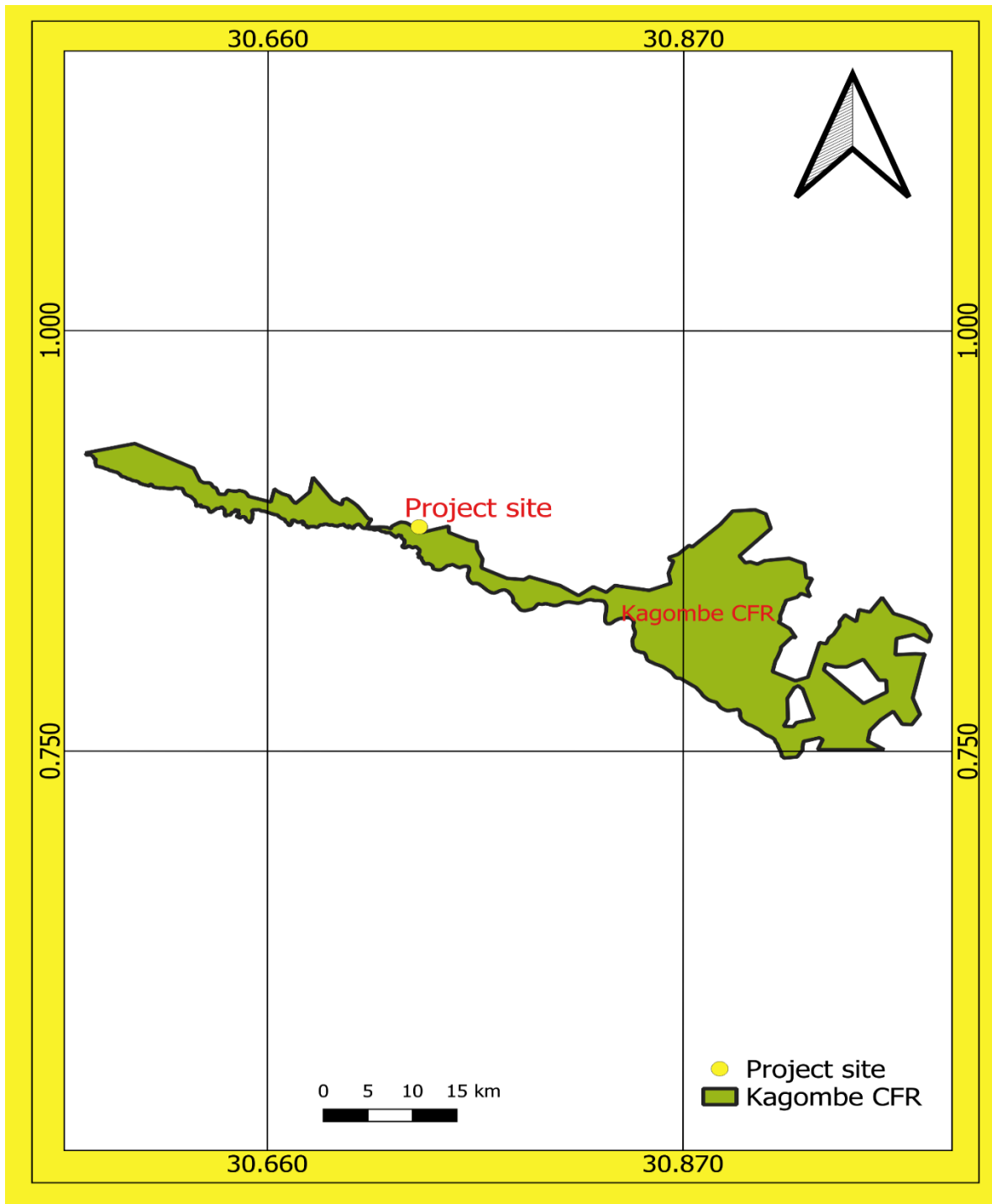


Figure 1: Geographical location of Kagombe CFR and proposed development location

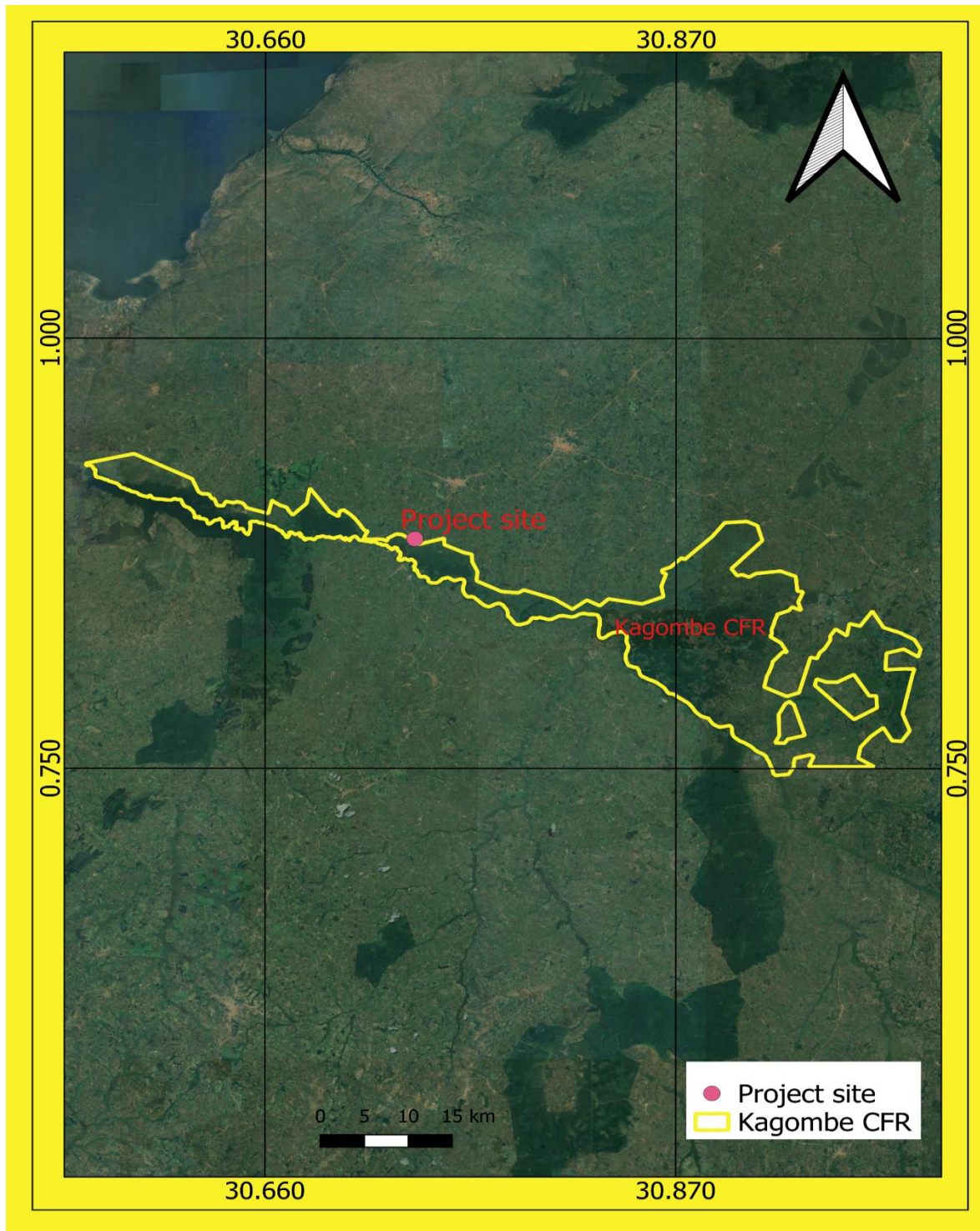


Figure 2: Google Map of Kagombe CFR showing the proposed site

3.2 Project components

Table 9: Projects under design for Kagombe

No.	Project	Components
01	Office housing	<ul style="list-style-type: none"> • Bathrooms Facility • 2 offices • Store • Reception • Common Kitchen Facility • Rainwater Harvest Facility • Solar system
02	Staff housing	<ul style="list-style-type: none"> • Toilet/Bathroom Facility (3 common) • Common Kitchen Facility • Rainwater Harvest Facility • Solar system • 2 Bed rooms per unit

The pictures below show the architectural impressions of the proposed office building and staff housing to be constructed in Kagombe Central Forest Reserve.



Figure 3: Office building Artistic Impression Design

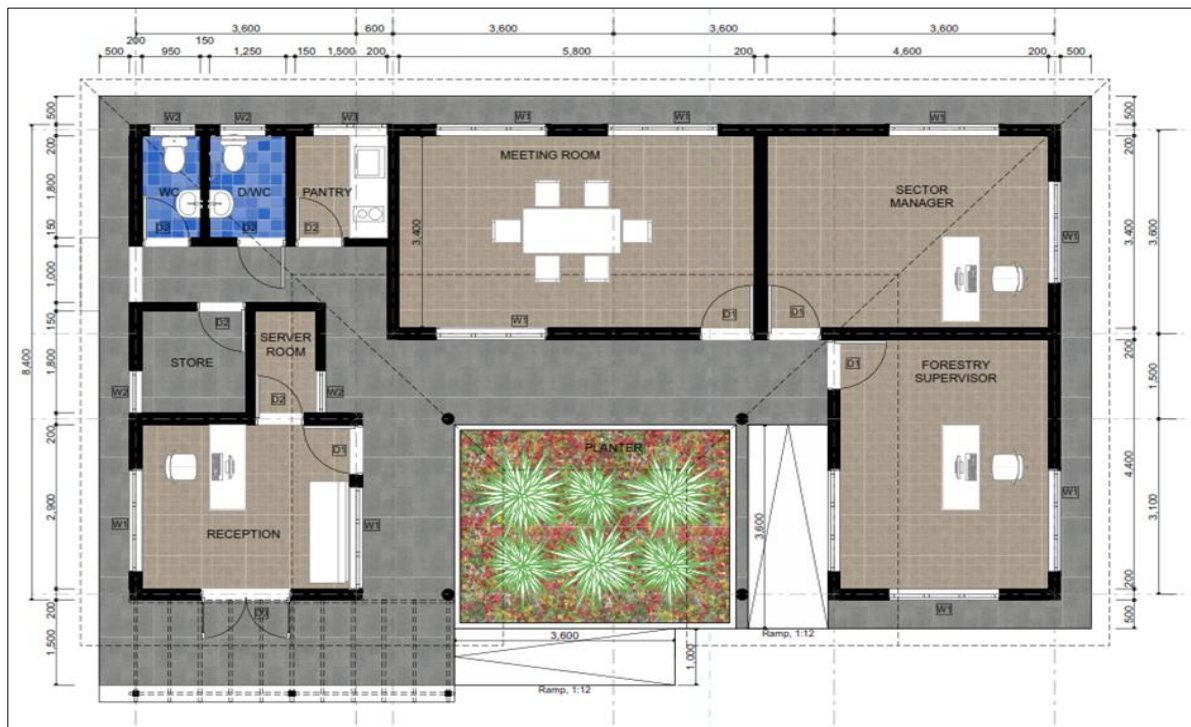


Figure 4: Office Building Floor Plan Design



Figure 5: Staff housing Artistic Impression Design



Figure 6: Staff Building Floor Plan Design



Figure 7: Security/Patrol Housing Artistic impression

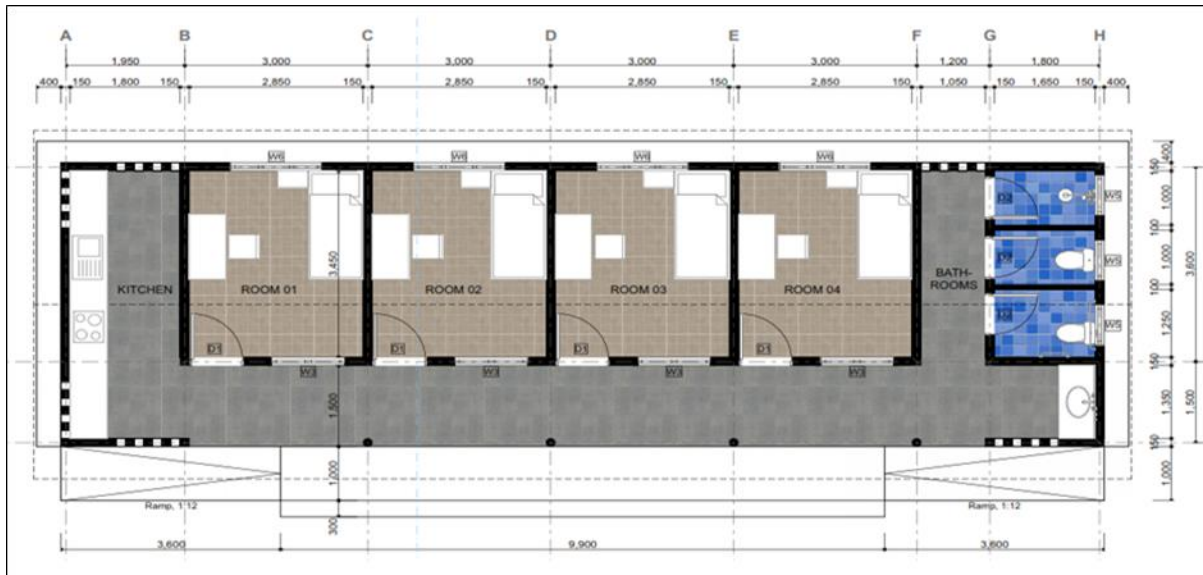


Figure 8: Security housing Floor Plan Design

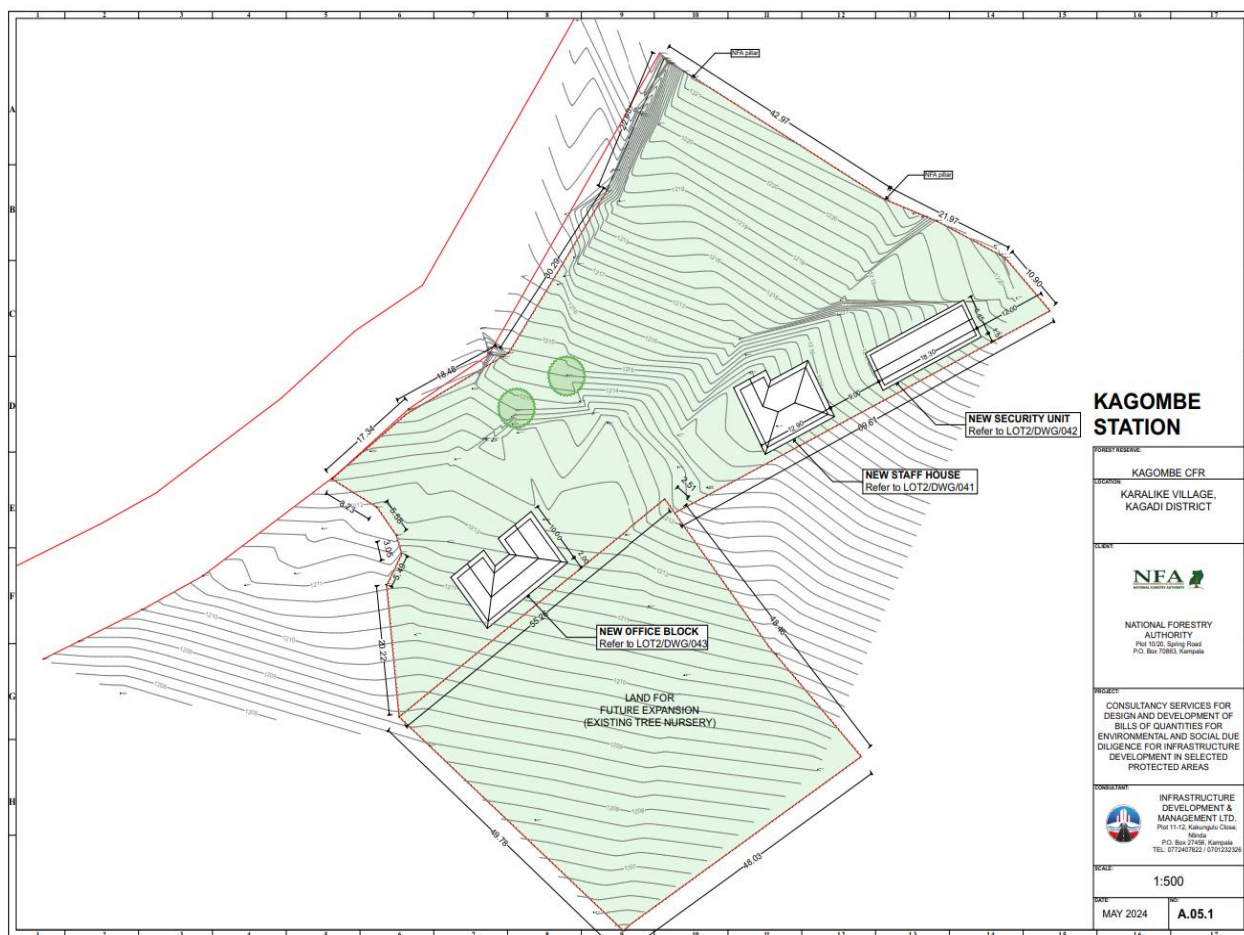


Figure 9: Kagombe office Site layout Plan

3.3 Proposed Project Activities

3.3.1 Construction phase

The construction phase of works shall involve construction of the office and staff housing and their associated amenities. During this period, workers will be transported onto the respective work sites by the contractor’s vehicles or walk from their homes hence no worker will stay on site. Each site will require 6 months for completion, but this will change depending on factors such as funding, resource mobilization, and natural calamities, among others.

3.3.1.1 Site Clearing and Excavation

The first stage of the construction phase will be site clearing for levelling and setting up the office and staff building. A section will be cleared for dumping material, where tarpaulin will be put to reduce material erosion. This will be followed by setting out of site for construction alignment and levelling by use of various equipment such as survey equipment, poles, construction squares, plump bob, and others. Excavations at the site, which will involve use of excavation machinery, will then commence.

The main method of excavation to be used is trenching to accommodate the buildings' foundations / footing. The deep excavated soil material will be disposed off-site at designated sites but the good topsoil will be used for revegetation around the reserve. No major rock obstruction was registered on sites to warrant use of explosives. Going by existing developments in the neighboring villages surrounding the reserve and the soil samples that were analyzed, the load bearing capacity of the underlying soil is adequate and safe to support the foundations without additional stabilization.

3.3.1.2 Construction inputs and equipment and the environment

The major construction raw materials include sand, cement, stones, crushed rock (including gravel/ballast), steel metals, roofing materials (including iron sheets, timber), rainwater harvesting materials (tanks, pipes, gutters), solar system (solar panels, batteries etc), painting materials, among others, will be obtained from neighboring communities where available.

Construction machinery, including trucks, concrete mixers, tools, and other relevant construction equipment will be used for the transportation of materials and the resulting construction debris.

3.3.1.3 Concrete and reinforcement work

These will include casting of reinforced concrete for the foundation (Concrete slabs) and beams. Concrete blocks will also be used during wall construction. Care should be taken to use prescribed tensile strength of iron bars and cast-iron beams and appropriate ratios of concrete to ensure that load bearing beams and columns will not be subjected to shearing or bending/breaking under pressure. The contractor is also advised to carry out concrete tests to ascertain its specified characteristic strength.

3.3.1.4 Project labour

Construction labor force will comprise of both skilled and non-skilled workers. The contractor will be encouraged to get labors from the neighboring community. Furthermore, each site will require 68 workers (59% skilled and 41% unskilled), but this can change when construction work

plans are established at the start of the construction phase. During the operation phase, a maximum of 10 people, both staff and their family, will be at each site.

3.3.1.5 Utilities and Services

The necessary provisions for comprehensive facility support include the following utilities and services:

3.3.1.5.1 Water supply, sewerage and storm water drainage

The site is not within reach of National Water and Sewerage Corporation water and sewerage infrastructure. Water during the construction phase will be purchased by the contractor and stored in a temporary onsite water reservoir. All sanitary facilities will be provided and installed by the contractor

3.3.1.5.2 Earthing and Lightning Protection

A general system for the earthing will be put in place during foundation construction. This will consist of a copper cable bonded to the outer foundation pads. This earthing will later be connected to the incoming power supply. Lightning protection shall consist of a copper tape on top with appropriate down conductors bonded to the general earth with inspection chambers and test points.

3.3.1.5.3 Energy Sources

During the construction phase, the main source of electricity will be a mobile generator which will provide energy required to power electric equipment on the sites. Fuel for the generator will be procured from the nearest fuel station. Where necessary, gas will be used for welding metallic sections on site.

3.3.2 Operation Phase

The operation phase of this project refers to the time after construction has ended and the office and staff building is in use. This phase will involve the use of the office for its intended purpose, and other associated functionalities for the better housing of the NFA staff members. The following issues are deemed significant for the operations phase.

3.3.2.1 Fire and Emergency

A comprehensive fire safety training and drills for the workforce will be emphasized to all the workers. Serviced fire extinguishers will be placed in strategic locations. Certified electricians will

be used during maintenance of electrical component. Emergency contacts will be obtained and will be accessed by all the workers in case of any emergencies.

3.3.2.2 Energy Use and Supply

Since the site is not within close proximity to the national grid, solar power is recommended. For staff house, office and security house, a 4.68 kWp smart package hybrid power box with stored energy of 37.44 kWh or 3120 Ah battery (14 units of 250 Ah) will work with 12 photovoltaic panels of 300 W each, complete with an MPPT charge controller, inverter, and other package capabilities, or an equal approved setup. This photovoltaic system will ensure energy needs are met in an off-grid environment. NFA staff will utilize charcoal as the primary fuel for cooking.

3.3.2.3 Water and Sanitation

There is no water source near the site. Rain water harvesting will also be installed as the main source of water. The sites will have water borne sanitary facilities. The sites will have water borne sanitary facilities. However, the Consultant will engage with NFA and the design team to advice on the potential water source for the construction phase and suggest an alternative water source in case the preferred water source is temporarily unavailable. Ground water reservoirs with capacities of either 10,000 liters or 20,000 liters will be constructed on the site depending on the size with a connection to an elevated tank of 5000 liters to provide adequate storage. The water will then be treated with chlorine to enhance its safety as will be guided in the user manuals at commissioning of the facilities at completion.

Water-based sanitary facilities will be established at the accommodation sites. Sanitary waste shall be managed by using septic tanks established at the site as onsite wastewater management facilities. These will be routinely managed and emptied using a licensed cesspool emptier once full to ensure proper sanitary waste disposal.

The site will have a water purifier as this will aid in providing portable water for consumption.

3.3.2.4 Waste Management

The waste that will be generated at the office and staff building will include generally non-hazardous waste, such as plastic polythene bags, material packaging bags, food remains, paper, etc. These will be stored in coded waste and shall be segregated at source. Municipal waste will be disposed of at the nearest designated Town Council waste disposal site once the collection bins are full.

4 METHODOLOGY FOR ENVIRONMENTAL AND SOCIAL ASSESSMENT

This section highlights the methods used for the environmental and social impact assessment and preparation of the project brief.

1. Baseline establishment
2. Stakeholder engagement
3. Impact analysis and identification of mitigation measures

4.1 Baseline Establishment

4.1.1 Zone of Influence

The impacts of the project activities on specific resources or receptors encompass both spatial (distance) and temporal (time) dimensions. Some activities may affect a broader area compared to others. The spatial and temporal dimensions have therefore been taken into account to define a Project's Zone of Influence.

This assessment involves establishing the biophysical and socio-economic conditions of the ZOI, including the Direct Impact Zone (DIZ) and Indirect Impact Zone (IIZ). The DIZ is defined within a radius of 200 meters from the proposed site, while the IIZ extends to a radius of 5 kilometers.

The 200m DIZ due to the fact that: -

- It is within this site that clearing shall occur, usage of equipment, contractor's material vehicle trucks movements, and all these activities are associated with impacts that will occur within this zone of influence.

The 5km IIZ was considered due to the fact that: -

- The materials for construction may be sourced from different places further away from the construction sites.

4.1.2 Air quality

The baseline for air quality assessment was quantified through the following activities:

1. Review of national policies and laws / regulations;
2. Measurement of dust was undertaken with Diyeeni Air Quality Tester, HT9600 Air Quality Monitor whereas air quality was measured using the MX6 Ibrid Multi-gas detector
3. Randomly selected points were selected for the air quality baseline survey at the proposed sites and took note of the receptors.



Figure 7: Air quality-measuring equipment used

4.1.3 Noise measurement

Baseline noise monitoring was conducted at chosen representative receptors across the proposed sites. These measurements were performed to quantify the existing noise levels, establishing a baseline for both this assessment and the project's implementation phase.

Noise levels were measured using a Casella Cel 621C2/K1 integrating 1/3 octave band sound level meter (Class 2). The noise logger was configured to record data for a duration of 5 minutes at each potential receptor.



Figure 8: Noise measuring equipment used

4.2 Biodiversity Survey Methods

Desk review of available literature on the flora, fauna and their conservation status in the proposed project area was carried out before the actual field visit to identify priority species, sensitive habitats and provide an overview of the vegetation and habitats present within the study area. Previous vegetation classifications were reviewed, and relevant literature sources such as Kalema

(2005), Langdale-Brown et al (1964), IUCN (2021), and Kalema & Beentje (2012) were consulted. The priority species identified included threatened, rare, unique and species of scientific and conservation interest. The information gathered from this review helped to define the most appropriate scope for the field surveys, and to ensure that the survey methods employed were tailored to the specific characteristics of the study area.

4.2.1 Flora

Floristic surveys were conducted using a combination of field observations, specimen collection, and identification. This involved moving randomly within a radius of 200m from the proposed site and recording all the plant species encountered. Taxonomic keys such as “Useful Trees and Shrubs for Uganda” (Katende, Birnie, & Tengnäs, 2000) and “Field Guide to the Forest Trees of Uganda” (James & Hamilton, 2020) and expert verification were used to identify the plant specimens to species level.

Site specific vegetation descriptions to determine habitat types were based on species dominance and floral features such as herbs, shrubs and trees along the proposed site. Plants were also categorized as Native and/or Invasive. The IUCN Red list of threatened species was used to assess the conservation status of the plants.

4.2.2 Mammals

The mammals were surveyed using three main methods:

- Direct observation/visual encounters: This entailed the collection of direct evidence of fauna activity (e.g., sightings, vocalizations). All mammals that were seen or opportunistically sighted or heard vocalizing while moving in and around the project area were identified, counted and recorded;
- Use of Signs. This entailed the collection of indirect evidence (e.g., faeces or dung, calls, footprints). Mammal species whose signs / indirect evidence were recognized were recorded for their presence; and;
- Local consultations: local people encountered in the field were contacted, and an inquiry was made on the mammals encountered in their day-to-day work, with most of the mammal names given in the local names.

Nocturnal mammals were excluded since the survey was conducted during day light hours. Mammal identification was based on Kingdon (1974), Delany (1975) and Kingdon et al. (2013).

The conservation status of the encountered mammal species was ascertained using the 2021 version of the IUCN Red List of Threatened Species and the Red List of Uganda's Nationally Threatened Species (WCS, 2016). In these resources, species are assessed as to whether they are CR – Critically Endangered, EN – Endangered, VU – Vulnerable, NT - Near-Threatened, NE – Not Evaluated, LC - Least Concern or DD - Data Deficient

The use of both direct and indirect methods allowed for a more comprehensive and accurate survey of the mammal species present in Kagombe.

4.2.3 Herpetiles (reptiles and amphibians)

The Visual Encounter Survey (VES) method was used to search for Herpetiles in the study area. To increase the chances of finding animals and cover a wider survey area, a random search was conducted. This method involved a researcher moving slowly through the habitat, carefully watching the foliage above the ground, turning logs or stones, inspecting retreats, and watching out for surface-active species. In addition to VES, interviews were conducted with local people who were asked about physical signs of herpet presence in the area such as skin shades and prints, bones, and faecal samples. Herpetofauna species encountered opportunistically while moving in the project area were also recorded. The species encountered were assessed against the IUCN Red list to determine their conservation status.

4.2.4 Avian Surveys

Point Counts method (Bennun et al., 2002) was used where by all bird species seen and heard calling from a stationary point were recorded. A series of point counts were conducted at various locations in the study area.

The study also employed random searches for birds. This increased the chances of finding birds in addition to covering a wider survey area. The researcher moved slowly in the habitat, watching the foliage above the ground carefully, listening for birdcalls and songs, and watching out for surface-active species. The local people were also interviewed to obtain information about physical signs (feathers, nests, calls, droppings, etc.) of birds present within the area. All bird species encountered were assessed against the IUCN Red list in order to understand their conservation status

4.3 Stakeholder Engagement and Public Consultations

4.3.1 Sampling strategy

A non-probability sampling strategy was adopted to select the study participants for qualitative studies.

Key Informant Interviews: - specifically, a purposive sampling procedure was adopted because the key informants were information rich. This is attributed to the roles and responsibilities they perform in their respective line of duty. In total 29 key informant interviews were conducted (refer to the table below) and the key informants included the NFA field staff supervisor in charge, community, District officers, NFA Patrol team and NFA headquarter team, local leaders, Ministry Contact Personnels

Table 10: Types and Number of Key Informants

S/N	Position	Date	Gender		Total
			F	M	
1	NFA field team	06/04/2024		01	01
2	Team from NFA HQ	20/05/2024	02	04	06
3	Community members	06/04/2024	02	05	07
4.	Local leaders , LCs	06/04/2024		01	01
4	District members DEO, DCDO.DFO	06/04/2024	01	02	03
5	Uganda Wildlife Authority	07/0/2024	01	02	03
6	Ministry of Labor Gender and Social Development	06/06/2024	01	04	05
8	Ministry of Water and Environment	21/05/2024		01	01

4.3.2 Focus Group Discussions (FGDs)

FGDs were conducted for each project as described in section 6 of this report. The FGD guide was used to capture socio-economic activities, land-based activities, food security issues, agricultural production constraints, no- agricultural constraints, current infrastructure condition, food security

status, gender issues, water sources available to the community, social services, sources of energy, communal assets etc. Data was analyzed based on emerging themes.

4.4 Document Reviews

The socio-economic assessment was preceded by review of Uganda’s relevant national policies and sectorial performance reports, and the Five-Year District and Town Council/Sub County Development Plans. In addition, project documents such as ESMF, Stakeholder Engagement Plan (SEP), Labor Management Plan (LMP), GRM procedures prepared for IFPA-CD Project, were reviewed and referred to during Project Brief preparation.

4.5 Drive through Observation

Data was collected using a drive through in the reserve. This involved making stop overs to make observations. Some of the observations made include current status of the infrastructure, social economic activities along the assessed project sites, social services associated with the proposed infrastructure, institutions within the project vicinity. An observation checklist was used.

4.6 Impact identification and analysis

The impacts of the proposed project were predicted in relation to environmental and social receptors in the project area. This was accomplished by comparing baseline conditions with situations that would culminate when the project is implemented.

4.6.1 Impact Significance

The impact significance was obtained as a product of the impact severity and probability of occurrence. These two variables are defined below as per this study.

Table 11: Impact Significance detailed below

<u>Impact Severity</u>	<u>Probability of Occurrence</u>
<p>The severity of an impact was defined as a function of a range of considerations which include: -</p> <ol style="list-style-type: none"> 1. Impact magnitude; 2. Impact extent; 3. Impact duration. 	<p>This the likelihood of an impact to occur and it was rated as: -</p> <ol style="list-style-type: none"> 1. Highly improbable, 2. Improbable, probable, 3. Highly probable or; 4. Definite.

The table below describes the criteria for rating the various risk elements used to determine impact significance.

Table 12: Criteria for rating the various risk elements

Extent		Magnitude	
On site (Localised)	1	Negligible: No noticeable effect upon the social environment	1
Project area of influence (proposed site and its immediate environs)	2	Minor: Noticeable effects on the environment, but reversible over a short period of time.	2
Regional	3	Medium: Noticeable effects on the environment, reversible over the long term.	3
National	4	High: Highly noticeable effects on the environment, difficult to reverse.	4
International	5	Very High: Highly noticeable, irreparable effect upon the environment.	5
Duration		Probability	
Temporary (0-1 year)	1	Highly improbable: A combination of very rear factors is required for it to happen. (<20% chance of occurring)	1
Short Term (1-5 years)	2	Improbable: A combination of very many conceivable factors is required for this to occur. (20 – 40% chance of occurring)	2
Medium Term (5-10 years)	3	Probable: This impact could occur at some point/time if controls are not applied. (40% - 70% chance of occurring)	3
Long Term (10-15 years)	4	Highly probable: This impact will probably occur in most circumstances if controls are not applied (several times a year) (>70% - 90% chance of occurring)	4
Permanent (above 15 years)	5	Definite: Impossible to avoid. Could occur either immediately or within a short period of time (likely to occur most weeks or months). (>90% chance of occurring)	5

The combination of the impact severity and the probability of occurrence of the impact is shown as a matrix below.

Table 13: Derivation of impact significance

Severity (Extent + Magnitude + Duration)																
Probability		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	2	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	3	3	6	9	12	15	18	21	24	27	30	33	36	39	42	45
	4	4	8	12	16	20	24	28	32	36	40	44	48	52	56	60
	5	5	10	15	20	25	30	35	40	45	50	55	60	65	70	75

4.6.2 Impact Significance Rating

Low	<25	Shaded green as shown above in the impact significance matrix (Table 4 above). Impacts in this criterion are considered acceptable.
Moderate	25-49	Shaded orange as shown above in the impact significance matrix (Table 4 above). Impacts rated as medium are considered tolerable but efforts must be made to reduce the impact to levels that are as low as reasonably practical.
High	>50	Shaded red as shown above in the impact significance matrix (Table 4 above). These denote that the impact is un-acceptable and further mitigation measures must be implemented to reduce the significance.

Mitigation measures were proposed based on findings of the field surveys/analyses and stakeholder consultations. Recommendations were made in accordance with Ugandan laws and regulations, the World Bank Environmental Health Safety Sector Guidelines, sound technological measures, and standard industry best practice. Mitigation measures that require to be integrated in the early planning stages of the project were proposed following preliminary impacts identification.

4.7 Environmental and Social Management Plan (ESMP)

After the identification of mitigation measures, the environmental and social team prepared an ESMP with procedures, plans and costs, as well responsible parties for implementing the recommended measures. The ESMP has been included in the Project Brief and includes:

- The identified social and environmental impacts and risks;
- Recommendations of feasible and cost-effective measures to prevent or reduce, mitigate or compensate significant negative impacts to acceptable levels;
- Estimated magnitude of impacts and costs of mitigation measures; consideration for compensation to affected parties for the impacts that cannot be mitigated;
- Set of “best practices” measures to be followed in order to avoid some of the impacts during construction and operation phases of the project;
- Identification of the institutional needs to implement environmental and social recommendations including a review of the capacities of the relevant institutions; and

Description of the detailed arrangements required for monitoring the implementation of the mitigation measures and the impacts of the project during the construction and operation; proposed work programs, budget estimations, schedules, responsibilities for implementation and other necessary support services to implement the ESMP.

5 ENVIRONMENTAL AND SOCIAL ECONOMIC BASELINE CONDITIONS

This chapter explores the present environmental conditions within and in the vicinity of the proposed project sites, encompassing the surrounding area. The findings are organized into three categories: physical, biological, and socio-economic aspects. By examining the physical, biological, and socio-economic/cultural characteristics of the area, the environmental and social impacts of the proposed activities were determined.

5.1 General Biological Baseline

Biodiversity surveys were conducted within Kagombe Central Forest Reserve.

5.1.1 Flora

The specific site is an open area dominated by grasses and shrubs of *Digitaria abyssinica*, *Cyperus rotundus*, *Sporoborus pyramidalis*, *Combretum collinum*, *Makhamia lutea*, *Solanum incanum*, *Sida acuta* and *Rhus natalensis*. The recorded trees within and around the area included woodlots of *Eucalptus grandis*, *Spathodea campanulata*, *Shirskiopsis elleptica* and *Ficus natalensis*. (Appendix 1)

5.1.1.1 Site specific vegetation description

The specific site is an open area dominated by grasses and shrubs of *Digitaria abyssinica*, *Cyperus rotundus*, *Sporoborus pyramidalis*, *Combretum collinum*, *Makhamia lutea*, *Solanum incanum*, *Sida acuta* and *Rhus natalensis*. The recorded trees within and around the area included woodlots of *Eucalptus grandis*, *Spathodea campanulata*, *Shirskiopsis elleptica* and *Ficus natalensis*. (Appendix 1)



Figure 9: Site dominated by *Solanun incanum* and *Digitaria abyssinica*

The vegetation within the proposed sites constitutes of 22.58% trees, 35.48% herbs and 41.94% shrubs. The area is shrub dominated.

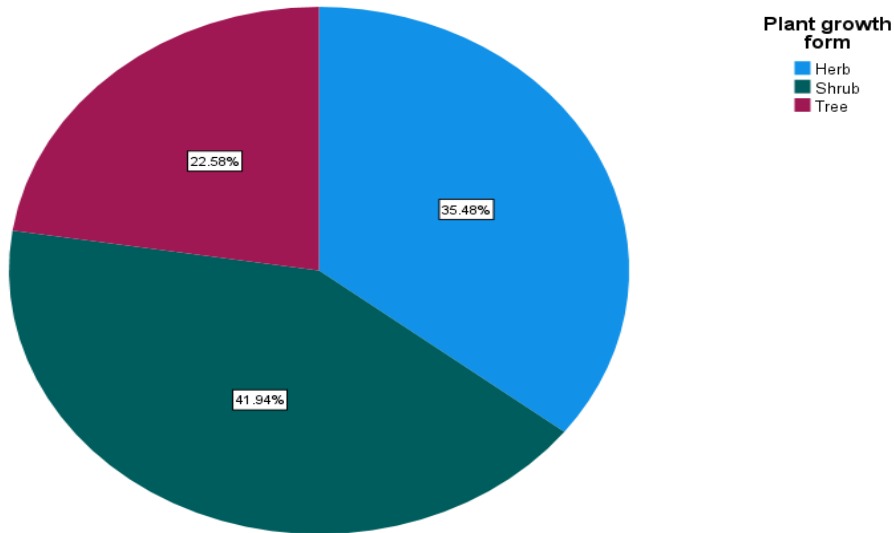


Figure 10: Bar graph showing the plant growth forms

Overall, 31 plant species belong to 16 families were recorded in the proposed sites within the proposed site with family Poaceae being the most dominant. The figure below shows the plant families surveyed and their frequencies.

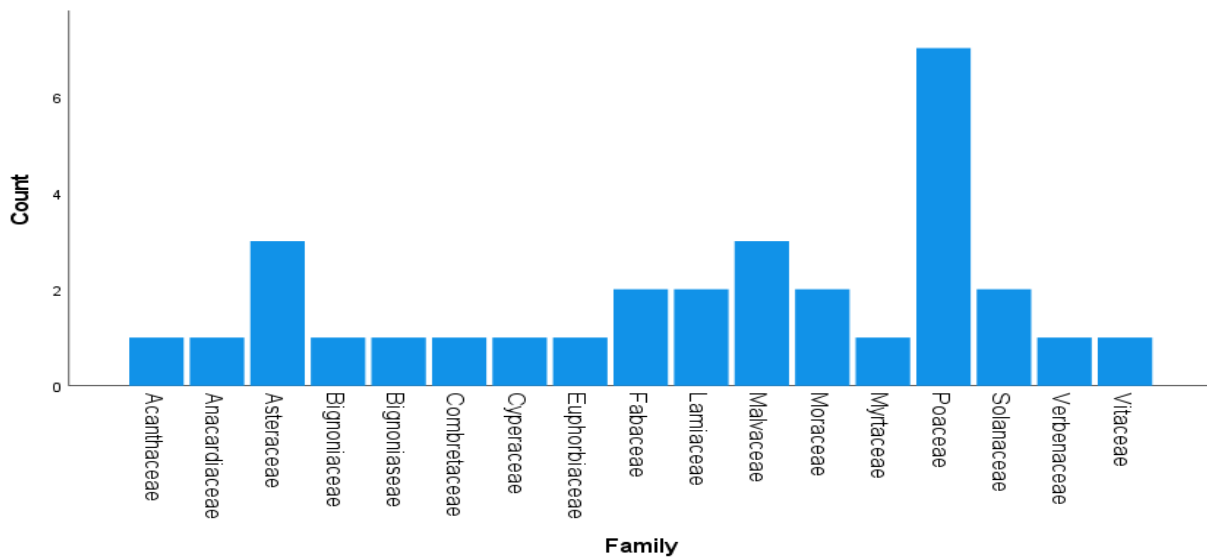


Figure 11: Bar graph showing the plant families surveyed

5.1.1.2 Invasive Species

The presence of invasive *Lantana camara*, was observed within and around the proposed sites. Invasive plants often exploit ecological disturbances, which are anticipated during site clearances, thereby posing a potential threat to the ecological systems. According to NARO (2007), invasive plants can have detrimental effects on conservation efforts and may result in economic and environmental damage. They outcompete native species through aggressive recruitment and disrupt the balance of natural ecosystems, underscoring the importance of their management. *Lantana camara* has a propensity for further spread if disturbances persist (Cronk & Fuller, 1995). Therefore, the plants will be uprooted and burnt in order to prevent further spread.

5.1.1.3 Conservation status of the studied species

No species of conservation concern were recorded

5.1.2 Fauna

5.1.2.1 Mammals

Two (2) mammal species representing 2 families were recorded from both direct and indirect methods as described in the table below. The study yielded minimal number of mammal species and this could be due to minimal time spent in field and the methods employed in the survey. All the recorded species are considered of least concern by the IUCN red list of threatened species.

Table 14: Mammals recorded

Family	Species name	Common name	IUCN Conservation status	Identification method
Muridae	<i>Arvicanthis niloticus</i>	African grass rat	LC	Direct
Cercopithecidae	<i>Cercophecus ascanius</i>	Red tailed monkey	LC	Reported

5.1.2.2 Herptiles

No herptile species were recorded

5.1.2.3 Avian species

A total of 25 avian species were recorded. Some of the species recorded are known to occur in large numbers within a geographical space while others are known to inhabit natural habitats that are modified with human settlements. Furthermore, all species recorded are of Least Concern following the IUCN red list of threatened species. A comprehensive list of the recorded birds is provided in Appendix 2.

5.2 Physical Baseline

5.2.1 Project location of Kagombe Central Forest Reserve

5.2.1.1 Kagombe Office building and staff accommodation

The site is located at UTM coordinates 36N: 97723m N, 248087m E. The site is in Kalareke village, Nyanseke Parish, Muhorro Sub County in Kagadi District. The site is 100m from the main road of Kagadi- kyenjonjo. There is no power and water at the site implying that solar energy and rain water harvesting will be installed. The site is in a gently sloping area with rocky surfaces and gravel soils. The nearest Hc is Muhoro HC 111 and it's about 4km from the site.

5.2.2 Topography and Geomorphology

The Kagombe Central Forest Reserve features varied topography with elevations from lowland areas to moderate hills, undulating hills, valleys, and flat plains, influencing microclimates and biodiversity. Its geomorphology includes diverse soil types, mainly lateritic soils, and Precambrian rock formations, shaped by erosion and deposition processes. Key landforms include ridges, valleys, and escarpments, creating ecologically diverse landscapes. The topographical and geomorphological diversity supports numerous habitats and a rich array of wildlife.

5.2.3 Soils and geology

The soils and geology of the Kagombe Central Forest Reserve are characterized by diverse soil types, predominantly lateritic soils rich in iron and aluminum, typical of tropical rainforest environments. The underlying geology consists mainly of ancient Precambrian rocks, which have undergone extensive weathering and erosion over time. These geomorphological processes have resulted in varied landforms, including ridges, valleys, and escarpments, with significant erosion on steep slopes and alluvial deposits along riverbanks and valley floors, contributing to the reserve's ecological diversity and complexity.

5.2.4 Climatic patterns

5.2.4.1 Rainfall patterns

The rainfall patterns in the Kagombe Central Forest Reserve are influenced by its tropical rainforest climate. The area typically experiences two main rainy seasons, with the heaviest rainfall occurring from March to May and a shorter rainy season from September to November. During these periods, the reserve receives substantial rainfall, which is essential for sustaining its diverse ecosystems. The annual rainfall in the reserve is generally high, often exceeding 1500 mm, contributing to the lush vegetation and rich biodiversity. These rainfall patterns are crucial for replenishing water sources, supporting plant growth, and maintaining the hydrological balance within the reserve. However, the intensity and distribution of rainfall can vary from year to year, influenced by broader climatic conditions such as the El Niño and La Niña phenomena, which can lead to variations in wet and dry periods, impacting the flora and fauna of the reserve.

5.2.4.2 Temperature and Humidity

In Kagombe Central Forest Reserve, temperatures typically range from 20°C to 30°C (68°F to 86°F), with warmer conditions during the day and cooler nights. The humidity is generally high, ranging from 80% to 90%, due to the dense forest vegetation and frequent rainfall.

5.2.5 Noise assessment

Noise meters were used to record noise levels at the sites.

The proposed sites had noise levels below the recommended permissible limits as shown in the Table below.

Table 15: Baseline noise results at the proposed sites

Project activity	GPS Coordinates (UTM 36N)	Noise results			Noise source	Noise receptor
		Min (db)	Av (db)	Max (db)		
Kagombe office and staff accomodation	97723m N, 248087m E	32	47	72	<ul style="list-style-type: none"> • Sounds from the birds on the proposed site • Traffic along Kagadi-Kyenjojo road 	Community
Standard of noise limits Construction site day 75 night 65						

5.2.6 Air quality

Since the site is in a remote area, its ambient air is not polluted but this is expected to change temporarily when the construction activities commence. An assessment to determine the baseline conditions was done to obtain values for compliance monitoring as shown in Table below;

Table 16: Baseline Air quality results at the proposed sites

Project activity	GPS Coordinates (UTM 36N)	Air results			Source	Receptor
		AQI	P2.5µm	P10µm		
Kagombe office and Staff accommodation	97723m N, 248087m E	6	9	28	Oil spills from the moving cars along Kagadi-kyenjonjo	Community

5.3 Socio-Economic Baseline

5.3.1 Administrative structure

The site is located in the district of Kagadi and the political head of the district is LCV Chairperson while the technical head is the Chief Administrative Officer. These are supported by the line officers at different levels.

5.3.2 Socio-Economic characteristics

Diverse ethnic groups, each with its own languages and economic practices, surround Kagombe. The dominant group is the Banyoro and the Bakiga who are mainly farmers and cattle keepers.

5.3.3 Access to Health Services

Delivery of health service in the area around the reserve is done mainly by the Government Health Units.

Table 17: Health centers within the project area

Sn	Health Centre	Location
1	Muhurro HC 111	Muhurro

Construction sites are prone to accidents and injuries due to the nature of the work involved. Having a nearby health facility ensures that immediate medical attention can be provided to injured workers. This can significantly reduce response time and improve the chances of a successful

recovery. The contractor can also have a MoU with the health facilities to provide free HIV/AIDs counseling and testing outreaches to both the workers and adjacent community.

6 STAKEHOLDER CONSULTATION

6.1 Introduction

This chapter presents a synopsis of the views of the different stakeholders such NFA top management, and NFA Patrol teams, community close to the reserve, local leaders, and District officers. The consultation meeting with top management was carried out at NFA Headquarters at GPS coordinates latitude 0.321513 and longitude 32.614679. NFA field staff were consulted on-site as data was being collected and the coordinated are with the site description context, Kagadi District offices at GPS lat 0.9362005, long 30.8106610 comments and feedback were recorded in the comment section. The World Bank environmental and social safeguard standards and Government of Uganda (GoU) guidelines require the people likely to be affected and those that have an interest in the project to be consulted so that their views and fears are incorporated in planning. Community perspectives are important for project planning and implementation.

6.2 Objectives of consultation

The objectives of the consultation were:

- To provide information about the project and its potential impacts to those interested in or affected by the project, and solicit their opinion in this regard;
- To provide opportunities to stakeholders to discuss their opinions and concerns;
- Assess the potential environmental impacts of the forestry construction project on the forest ecosystem, biodiversity, water resources, and soil quality within the protected area. This involves identifying potential risks and developing mitigation measures to minimize adverse effects on the environment
- Ensure compliance with national and international laws, regulations, and agreements governing forest protection, conservation, and sustainable management.

In the context of this project, a number of benefits are associated with early and continuous stakeholder consultation and engagement, right into the detailed assessment stage, to project implementation.

- Delays shall be minimized;
- Improve on decision making and secure greater transparency and accountability;
- Understanding and characterizing the potential environmental, socio - economic and health impacts of the project;
- Developing effective mitigation measures and management plans;

6.3 Our Approach

6.3.1 Stakeholder Identification and Engagement

To develop an effective consultation program, it was necessary to determine exactly who the stakeholders were, basing on the definition that a stakeholder is "any individual or group who is potentially affected by a project or can themselves affect a project". In addition, stakeholder identification and engagement were carried out in line with the Project Stakeholder Engagement Framework and Plan of the project.

The Table below shows the identified relevant stakeholders to this project.

Table 18: Stakeholders Consulted on the Project

Category	Stakeholders consulted
Central Forest Reserve	Forest Supervisor Forest Manager
Community	Local leaders Community Members
NFA Headquarter	Executive Director Tourism Department Ecological Monitoring and Research Conservation Department Legal Department Finance and Administration Department Environment Planning Unit
District	Environment Officer District Community Development Officer District Forest Officer
National	Ministry of Water and Environment Uganda Wildlife Authority (UWA)

For each engagement, the consultant disclosed information along the thematic areas here below;

1. Introduction of project team.
2. Purpose of the meeting

3. Project Description and Planned Activities
4. Project Partners and their roles;
5. Perceived project impacts (positive and negative) and proposed mitigation

6.3.2 Engagement Activities

Stakeholder consultations were undertaken in April 2024 to disclose the proposed project to the NFA field staff, to seek their views about its development and operation. The nearest Muhorro Communities were consulted since they were within the site vicinity. In addition, district representatives were engaged to seek their opinions on the proposed projects.

During the stakeholder engagements, the stakeholders raised concerns/issues. Some of the key concerns raised during the various stakeholder engagement meetings are summarized in the table below.

Table 19: Summary of Key Issues Raised by Stakeholders

Stakeholder	Key Issues Raised	Consultants' response
Community leaders (LC1, LC2)	<ul style="list-style-type: none"> • Employment Opportunities (LC1) • Improve on the Road (LC2) • Improve on Security in the area (LC1) 	<ul style="list-style-type: none"> • The consulting team assured the community leaders that various opportunities will be created to be occupied by the community members. • The consulting team recommended enhancing security measures through NFA patrol team, and collaboration with local law enforcement agencies.
National Forestry Authority (NFA) field Team	<ul style="list-style-type: none"> • Provide Safety Kits. (Rangers) • Provision of Power. (Rangers) 	<ul style="list-style-type: none"> • Safety kits will be provided, ensuring everyone has the necessary protective equipment.

	<ul style="list-style-type: none"> • Provision of Uniforms for identity. (Supervisor) • Provision of water at the housing facilities. (Supervisor) 	<ul style="list-style-type: none"> • A reliable power sources, (solar panels) will be installed, to ensure a continuous power supply. • Uniforms will be provided to improve team identity and professionalism
<p>District team</p> <ul style="list-style-type: none"> ✚ District Environmental Officer (DEO) ✚ District Community Development Officer. ✚ District Forestry Officer 	<ul style="list-style-type: none"> • Ensure that ownership of land is identified (DCDO) • Ensuring the project complies with local, national, and international environmental laws and regulations is crucial. (DEO) • Employment opportunities. (DCDO) • Providing training and capacity-building programs for local residents to enable them to benefit from the project. (DCDO) • Ensure HIV/AIDS awareness in the management Plans. • Implementing measures to protect critical habitats and prevent illegal logging or encroachment. (DCDO) • Ensuring that biodiversity conservation plans are 	<ul style="list-style-type: none"> • The site is within the NFA protected area and NFA owns the land. • The consulting team assured us of adhering to all relevant environmental laws and regulations. • The consulting team assured to create job opportunities for local residents throughout the project. • Training programs to enhance local residents' skills and capacity to benefit from the project will be provided. • HIV/AIDS awareness programs in the project's management plans has provided. • Proposed measures to protect critical habitats and prevent illegal activities have been developed.

	<p>integrated into the project’s planning. (DFO)</p> <ul style="list-style-type: none"> • Ensuring the project complies with all relevant forestry laws, regulations, and policies. (DFO) 	<ul style="list-style-type: none"> • The consulting team committed to integrating biodiversity conservation plans into the project’s planning stages. • Consultants reassured compliance with all forestry laws, regulations, and policies.
Community Members	<ul style="list-style-type: none"> • There could be potential benefits in terms of improved infrastructure, such as roads. • Construction could lead to restrictions on access to forest resources that community members rely on for subsistence and income. • Job Opportunities 	<ul style="list-style-type: none"> • Proposed alternative solutions and compensatory measures to mitigate restrictions on access to forest resources was disc. • The consulting team assured the community members that various opportunities will be created for them.
Uganda Wildlife Authority (UWA) Manager Environmental Impact Assessment	<ul style="list-style-type: none"> • Avoid Pollution and Disturbance • Ensuring that the project complies with local, national, and international wildlife protection laws and environmental regulations. 	<ul style="list-style-type: none"> • The consulting team assured UWA that measures would be taken to minimize pollution and disturbance during the project, including careful planning and implementation of best practices. • The project would adhere to all relevant wildlife protection laws and environmental regulations.

<p>National Forestry Authority (NFA) Top management</p>	<ul style="list-style-type: none"> • The Consultant presented a draft report highlighting the field findings, design concept, renovations, budget estimates, environmental assessment and revised schedule. • The Consultant noted that there was a discrepancy in the proposed infrastructure developments in the ToRs and the field findings. According to the Tor's a total of 52 buildings had been proposed while the field findings had a total of 104 sites. He requested the client to guide on the scope to be covered. 	
<p>Ministry of Water and Environment (W&E) Officers in Department of Water Resources Management</p>	<ul style="list-style-type: none"> • The Code of conduct for workers should be laid out Occupational health and safety needs to be emphasized on the sites such as sexual Orientation should be carried out to the workers. 	<ul style="list-style-type: none"> • The consulting team agreed to implement a strict code of conduct for workers, emphasizing occupational health and safety, including training on issues such as sexual orientation sensitivity.

	<ul style="list-style-type: none"> • There needs to be no land encumbrances on the sites where the facilities are to be set up (the site is within the gazetted CFR) 	<ul style="list-style-type: none"> • Consulting team acknowledged the importance of clear land ownership and assurance the ministry that the project site is within the protected area and it's owned by NFA so there won't be any land encumbrances.
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Evidence of different stakeholders that were consulted



Engagement with NFA supervisor



Consultation with Top Management



Consultation with Ministry of Water and Environment

Figure 12: Pictorial of Stakeholder Engagement

7 CONSIDERATION OF ALTERNATIVES

7.1 Alternative Analysis

According to National Environment (Environmental and social assessment) regulations 2020 section 6 sub-section 5C, and the World Bank ESF, ESS1 requirements, alternative analysis in Environmental Assessments process informs on the viability of the project with regards to environmentally friendly and socially acceptable project options. While undertaking project alternative analysis, it is important to ensure that the best selected option meets project objectives, resource requirements for short-listed technologies, and broad environmental planning and economic considerations.

The Environmental studies sought to consider possible alternatives to the proposed project. These alternatives included, among other considerations, the “No Project Alternative”, the Alternative Locations and the Alternative Designs. This study has, therefore, sought to identify and assess alternatives to the proposed developments so as to have the best working models that may have none or those that have the least minimal effects.

7.2 The ‘No’ project alternative

The “No Project” alternative implies the project does not proceed, thereby maintaining the status quo. The status of the environmental resources neither improves nor worsens since the state of the resources is not interfered with. However, the “No Project Alternative” means foregoing all the environmental, social and economic benefits that are anticipated from the implementation of the project. The proposed developments have been identified to have great environmental, social and economic benefits in the identified project zone of influence. This option is the most suitable alternative from an extreme environmental perspective, as it ensures non-interference with the existing conditions. The anticipated insignificant environmental impacts resulting from construction and occupation activities would not occur.

This option has not been selected given the benefits that the project will bring to the conservation of the reserve, therefore the “no project” alternative is not recommended.

7.3 Proposed project alternative

The construction of the office building will provide good management of the reserve. However, just like every development has a downside to it, construction of the project facilities is associated

with a number of potential negative impacts such as accidents, waste generation, vegetation clearance, noise generation, among others most especially during the construction phase that need to be planned for.

7.4 Discussion on Alternatives

Since no alternative locations were provided, there was no analysis of alternatives that was carried out for this report. In addition, no alternatives designs were presented for these projects, and therefore not alternative discussion was done for the design. Therefore, analysis of alternatives typically based on the “project” or “no project” as described in the above sub sections. The Project alternative was, therefore, selected to ensure the benefits of the project are accrued as long as the mitigation measures proposed in the report are fully adhered to during implementation of the project. In addition, this option was selected because NFA chose the selected sites in the different areas of the reserve after scrutiny, and these were the sites where least disturbances and minimal clearance of indigenous vegetation is expected.

8 IMPACT ANALYSIS AND MITIGATION

8.1 Introduction

Impact analysis involved determination of nature of impacts, their magnitude, extent and duration to define the level of significance. Potential positive and negative impacts were identified both for the construction phase and operation phases.

8.2 Positive impacts

8.2.1 Enhanced forest Protection

The establishment of office facilities will increase presence and surveillance within the reserve. NFA field staff can conduct regular patrols, monitor the forest promptly, and deter illegal activities such as poaching and habitat destruction. By curbing illegal activities, the project promotes a safe and secure environment for wildlife, contributing to the preservation of biodiversity, thereby making the reserve more attractive to tourists. This will enhance revenues, thereby ensuring benefits to the surrounding communities through job creation, directly, and via broader economic impacts, indirectly.

Enhancement Measures

- Install advanced surveillance systems such as cameras, drones, and sensors to monitor the forest continuously and provide real-time data for quick decision-making.
- Ensure sufficient resources, such as vehicles, communication tools, and funding, are allocated to support the enhanced surveillance and protection efforts.
- Maintain the office facilities and surveillance equipment regularly to ensure they remain functional and effective over time.
- Work closely with local law enforcement agencies to ensure that any illegal activities detected are promptly and effectively addressed.

8.2.2 Improved Emergency Response

The construction of field staff houses allows for improved emergency response capabilities within the reserve. Field teams can promptly respond to incidents fire outbreak, illegal tree cutting. Quick and effective response minimizes the impact on biodiversity and ensures the well-being of wildlife populations. The project's infrastructure supports the conservation efforts by providing a base for immediate action and coordination in critical situations.

Enhancement Measures

- Provide comprehensive training for field staff on emergency response procedures, including fire management, wildlife rescue, and handling illegal activities like tree cutting.
- Equip field teams with the necessary tools and equipment, such as firefighting gear, communication devices, first aid kits, and vehicles, to respond quickly and effectively to emergencies.
- Create a detailed rapid response plan that outlines specific actions for different types of emergencies, ensuring that all staff members know their roles and responsibilities during a crisis.

8.2.3 Sustainable Infrastructure and Operations

The proposed construction can incorporate sustainable practices, including energy-efficient and climate-smart designs (such as use of rainwater harvesting and use of solar power), waste management systems, and eco-friendly materials. By adopting sustainable infrastructure and operational practices, the project reduces its ecological footprint and promotes environmental stewardship. This sustainable approach aligns with the World Bank ESS6 on biodiversity conservation and sustainable management of living natural resources and demonstrates a commitment to preserving the natural integrity of Kagombe.

Enhancement Measures

- Install advanced energy management systems to monitor and optimize the use of renewable energy sources like solar power, ensuring that energy consumption is kept at sustainable levels.
- Design and implement effective rainwater harvesting systems that can capture and store rainwater for use in non-potable applications, reducing reliance on external water sources.
- Provide training for all staff members on sustainable practices and the importance of environmental stewardship, fostering a culture of sustainability within the project.
- Source and use materials that are certified as environmentally friendly, such as recycled or sustainably sourced building materials, to minimize the environmental impact of construction.

8.2.4 Employment Opportunities

Establishment of the project shall require both skilled and unskilled labour to ensure the project is in place. This shall provide opportunity for employment of locals adjacent the proposed site area, especially in regard to manual labour, and hence improving their standards of living.

Enhancement Measures

- Ensure that all employees, especially local hires, receive fair wages and work in safe, healthy conditions in compliance with labor laws and international standards.
- Establish a transparent and inclusive recruitment process that actively engages local community leaders and organizations, ensuring that job opportunities are widely known and accessible.
- Implement monitoring systems to track employment outcomes and gather feedback from local workers and community members, allowing for adjustments to improve job access and satisfaction.
- Offer job placement assistance and career support services to help local workers transition to other employment opportunities once the project phase requiring manual labour is completed.

8.2.5 Market for Construction Materials

Construction materials such as bricks, sand, aggregates, and cement shall be required to ensure the facilities are set up. These will be acquired from the neighbouring trading centres and hence increase income for the business operators around the reserve.

Enhancement Measures

- Ensure that local suppliers receive fair prices for their materials through transparent and equitable contracting processes, helping them to sustain and grow their businesses.
- Develop procurement policies that prioritize sourcing construction materials from local suppliers in the neighbouring trading centres, ensuring that the economic benefits stay within the community.
- Implement timely payment systems to ensure that local suppliers receive payments promptly, which can help maintain their cash flow and prevent financial difficulties.
- Engage with local communities and business operators to inform them about upcoming material needs and opportunities, ensuring they are prepared to meet the demand.

8.3 Construction Phase Negative impacts

8.3.1 Impacts on Biological Environment

8.3.1.1 Destruction of Floral characteristics

During site preparation activities prior to construction, part of the vegetation within the footprint of the project site will be cleared. The vegetation to be cleared is mainly composed of low vegetation such as grass and shrubs Appendix 1.

Removal of vegetation cover eliminates essential resources, such as food, nesting sites, and protective cover, impacting the survival and reproductive success of many species. Vegetation loss is a permanent impact but can be compensated through re-vegetation and landscaping. However, considering the scale of the project and type of vegetation found on site and within the project influence area, no significant adverse effects or loss of habitats are anticipated or effect on the ecology of the area.

MITIGATION	IMPACT					SIGNIFICANCE	
	NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY	RATING	DESCRIPTION
NO	Negative	2	1	2	2	10	Low
YES	Negative	1	1	2	2	8	Low

Mitigation Measures

1. Only vegetation that shall be within the work area shall be cleared and leave out vegetation that does not affect the establishment of the camp site components.
2. Selective removal of trees that could be habitat to some species shall be done to ensure minimal habitat distortion. This will be overseen by NFA environmental team.
3. Selective clearing rather than indiscriminate vegetation removal shall be prioritized by conducting thorough surveys to identify and protect areas of high biodiversity and rare plant species.

4. Develop and implement a re-vegetation program to compensate for the lost vegetation preferably with indigenous species

8.3.1.2 Tree Cutting for Timber

Some vegetation especially trees of commercial importance may be cut down by the contractor teams and split to make timber wood which is highly sought after. This can lead to the distortion of the properties and performance of the CFR in the area and as well affect habitat of some wildlife species which use these tree resources.

MITIGATION	IMPACT					SIGNIFICANCE	
	NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY	RATING	DESCRIPTION
NO	Negative	3	1	3	4	28	Moderate
YES	Negative	2	1	2	2	19	Low

Mitigation Measures

- Sensitize contractor's workers on the dangers and illegality of tree cutting trees from the CFR during the implementation of their activities.
- Train NFA rangers on the possible tricks the contractor workers may use to illegally cut trees and provide appropriate monitoring tools.
- Thoroughly check contractor vehicles as they enter and exit the CFR to ensure there is no timber being taken out.
- Ensure to limit construction activities during the day time to reduce the risk of tree cutting and ensure all workers leave the CFR by 6pm.
- Ensure close monitoring and supervision of the construction activities to ensure that all workers are accounted for at all times by NFA rangers.

8.3.1.3 Disturbance of wildlife

The protected area has various mammal and avifauna species. The noise from machinery, and human presence associated with clearing and other construction activities can disrupt normal

behavior patterns, breeding activities, and even lead to temporary displacement of these wildlife. Prolonged disturbance and stress can have detrimental effects on the overall health and well-being of the animal population.

MITIGATION	IMPACT					SIGNIFICANCE	
	NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY	RATING	DESCRIPTION
NO	Negative	2	1	3	4	24	Low
YES	Negative	2	1	2	2	10	Low

Mitigation Measures

1. Sensitization of workers on the dos and don'ts while working in Kagombe CFR shall be carried out by patrol team before and during the construction phase.
2. Earthworks shall be limited to proposed built areas as per the approved site layout plans
3. NFA staff shall be with construction team at all times to ensure construction activities cause minimal disturbances to the wildlife.
4. Working hours shall be restricted to day time work and this will ensure less disturbance to the reserve.

8.3.1.4 Risk of introduction of invasive species

Invasive species may be introduced through the vehicles that will be delivering construction materials to different sites. These may come on tires of vehicles or even through human dispersal. In addition, invasive species may arise due to use of fill materials which may contain these species as well as the type of plants used in revegetation.

MITIGATION	IMPACT					SIGNIFICANCE	
	NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY	RATING	DESCRIPTION

NO	Negative	2	2	3	4	28	Moderate
YES	Negative	1	1	2	2	8	Low

Mitigation Measures

1. Vehicle shall be checked and cleaned before entering the protected area by setting up cleaning pools at access points of the construction site.
2. All vehicles shall be required to keep on the motorable routes and off tracking shall be discouraged
3. Constant monitoring shall be done to identify any invasive species and the identified species should be uprooted and taken out of the reserve and given out to communities adjacent to the CFR to use as firewood.
4. For materials such as murram and sand to be obtained from outside the reserve, sources should be inspected by NFA and the contractor to ensure there are no invasive species.

8.4 Impacts on Physical Environment

8.4.1 Air and dust emissions

The construction activities often result in increased dust and gas emission. These pollutants emanate from movement of construction machinery and trucks as well as dust generated during construction including movement from borrow areas.

Dust emission during the excavation and ground leveling depends on the excavated and backfilled volume. The concentration of dust emitted from the excavation, backfilling and ground leveling causes impacts on the air environment at the site (mainly in embankment items). Workers are directly affected from the impacts. However, as the works are scattered and far from residential areas, dust emission is only generated in the construction progress, the impact is assessed at low.

Construction of items under the project will have to use some construction machines and equipment. Most of the devices use diesel, so the process of operation will emit pollutants such as: particulate material, CO, SO₂, NO_x, etc. Emission arising from the operation of machines and equipment on the construction site depends on quantity, quality of construction machines, equipment and construction methods.

With the implementation of the suggested mitigation measures, the significance of the impact can be reduced from **MODERATE NEGATIVE to LOW NEGATIVE**.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Air and Dust emissions	No	Negative	2	2	4	5	40	Moderate
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	<ul style="list-style-type: none"> i. Prevention measures such as dampening dust by use of water (sprinkling water on surfaces that produce dust or covering them) shall be practiced; ii. PPEs such as nose masks will be provided to the workers on the construction site; iii. Control over areas generating dust particles. Such areas shall be regularly cleaned; iv. Workers will be encouraged to go for regular health check-ups to ascertain their health standards; v. Regular air quality tests will be undertaken to enhance air quality monitoring; vi. Wet sweeping of the surfaces that produces a lot of dust particles; vii. Establishment of optimum green spaces in the compound particularly at the perimeter fence as the vegetation helps in dust control from the air; viii. Regular monitoring of air quality (both gases and particular) levels throughout the project's construction lifecycle; ix. Adequate sensitization of the drivers; i. Ensure proper maintenance and operation of construction equipment; x. Keeping vehicle idling time to the very minimum. 							
Cumulative Impact	No							
Reversibility	Yes							

8.4.2 Noise and vibration generation

Construction activities tend to cause noise which affects the immediate environment and even disrupt other nearby operations. The noise will affect small animals and birds which are sensitive to noise. Construction noise is a major source of environmental noise pollution and a cluster of equipment at these sites under construction can produce a steady roar through the day.

However, it is important to note that the social receptors are used to noise levels that fall within the mix residential limits.

Noise from the construction sites shall be generated due to: -

- i. Use of construction machineries such as excavators and, wheel loaders, among others
- ii. Use of mechanical equipment and electric motors
- iii. Movement of trucks within to and from the site

With the implementation of the suggested mitigation measures, the significance of the impact can be reduced from **MODERATE NEGATIVE to LOW NEGATIVE**.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Noise and excessive vibration generation	No	Negative	2	2	4	5	40	Moderate
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	<ol style="list-style-type: none"> i. Avoiding or minimizing transportation through or processing material in community areas (like concrete mixing). ii. Routine noise and vibration level assessment will be undertaken to ensure that the noise levels are kept within the recommended standards iii. Where possible construction equipment will be fitted with silencers to reduce on the noise generated; iv. Adequate servicing of all machinery, trucks and vehicles so as to ensure reduction of noise generated especially by friction v. Construction activities shall be carried out only during the day vi. Construction vehicle's drivers and machine operators should be sensitized to adopt a habit of switching off engines of their vehicles or machinery when they are not in use. vii. The contractor will provide a well-marked billboard at the construction site gates. This is meant to notify the public of the construction activity and timings. viii. Unnecessary hooting will be avoided at all costs by the construction vehicles and even during project occupation. 							

Cumulative Impact	No
Reversibility	Yes

8.4.3 Soil erosion

Since the construction phase will involve use of heavy plant machinery and excavations, soil disturbance is bound to happen. Therefore, the Contractor should put in place mitigation measures to aim at minimum soil disturbance and soil erosion. With the implementation of the suggested mitigation measures, the significance of the impact can be reduced from **MODERATE NEGATIVE to LOW NEGATIVE**.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Soil erosion	No	Negative	2	2	4	5	40	Moderate
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	<ul style="list-style-type: none"> i. The Contractor will ensure that excavations are undertaken safely in that shoring and good slope banking is put in place and by adhering to all safety rules ii. The excavated materials will be used during the restoration activities. iii. Emergency measures and procedures for protection of soils such as trenching around the project site shall be put in place. iv. Revegetation of cleared areas will be done after conclusion of construction activities. 							
Cumulative Impact	No							
Reversibility	Yes							

8.4.4 Waste Management

Construction operations will generate solid and liquid wastes within the site. The wastes may include; metal rods, pieces of iron sheets, broken glass, pieces of wood, empty containers, broken stones and human waste.

Non-hazardous solid waste generated will include paper, plastics, cement bags, scrap wood and metals, and small geotechnical drilled material, among others. Hazardous waste, such as human waste, oil spills and oily waste material and sanitary wastes, will also be adequately addressed as explained below.

With the implementation of the suggested mitigation measures, the significance of the impact can be reduced from **MODERATE NEGATIVE to LOW NEGATIVE**.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Solid waste	No	Negative	2	2	4	5	40	Moderate
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	<p>i. Waste segregation at source into different waste categories both hazardous and non hazardous before disposal shall be encouraged;</p> <p>ii. All the solid waste will be collected by NEMA licensed waste collectors and disposed of in a certified facility. Licensed waste management firm for disposal of large quantities of solid waste shall be contracted;</p> <p>iii. Domestic solid waste to be temporarily stored in refuse bins before disposal by licensed contractor</p> <p>iv. All reusable materials will be reused to minimize on quantity of solid waste generated</p> <p>v. The construction contractor will liaise with private waste handlers to pick the hazardous waste from the site for proper disposal.</p> <p>vi. Mobile sanitary facilities will be set up at the site and a licensed handler will pick the waste on a routine basis during the construction phase.</p> <p>vi. The wastes will be properly segregated and separated to facilitate recycling of some useful waste materials. For example, broken stones can be used for backfills. Integrated solid waste management system may also be adopted through hierarchy of options like source reduction, recycling, composting and reuse.</p> <p>vii. The Proponent will ensure that measures are put in place to ensure that construction materials required for the project are carefully budgeted to ensure the amount of construction materials left are kept to the minimal level possible.</p>							
Cumulative Impact	No							
Reversibility	Yes							

8.5 Impacts on Socio-Economic Environment

8.5.1 Gender Based Violence

Both women and men experience gender-based violence, but women and girls are more vulnerable. However, GBV risk analysis for this project indicates the risk is on a low scale.

Some of the possible impacts may include: -

1. Any form of sexual abuse;
2. Denied opportunities to work due to sex;
3. Unequal payment for the same work done;
4. Discrimination;

GBV could result in the following effects on the affected community; increase spread of HIV/AIDS, unwanted pregnancies, social demoralization, health problems to the sexual reproduction organs, community / family reject or neglect, family breakages among other vices.

Any form of impacts to human right of both the male and female are considered to be **MODERATE NEGATIVE** if not mitigated. However, implementation of the proposed mitigation measures will reduce the impact to **LOW NEGATIVE**.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		Nature	Extent	Duration	Magnitude	Probability		
Gender Based Violence	No	Negative	4	1	3	4	32	Moderate
	Yes	Negative	1	1	2	2	8	Low

Mitigation Measures	<p>I. Sensitization of construction workers will be included in the construction contract such that these are conducted throughout the projects,.</p> <p>II. Any form of GBV will be referred to police for handling and where necessary psycho-social support shall be provided by a qualified GBV service provider.;</p> <p>III. Workers will be required to sign a code of conduct - as per the standard World Bank contract template and the Labour Management Plan developed for the project</p>
Cumulative Impact	Yes
Reversibility	No

8.5.2 Occupational Health and Safety

Construction activities such as excavation and concreting can pose occupational hazards and risks to construction workers. They can cause respiratory infections and injuries to limbs and body due to exposure to, dust and combustion gases, operation of equipment and handling of construction materials. Accidents may occur during construction as a result of workers falling from heights or being hit by falling construction materials or tools. Dust and combustion gases can irritate the eyes causing trachoma and respiratory problems.

The operation of construction equipment and handling of materials can result in injuries to the workers especially in the absence of appropriate protective devices. The health of the site workers may be further compromised by the food which is often supplied by mobile individuals with no licenses to handle food and some of the foodstuffs may be prepared in unhygienic manner

There are safety risks associated with working at construction sites with various types of materials and machines, equipment, and with many vehicles passing by. Furthermore, risks related to electrical installation for grid connection and solar installation, such as electrocution, falls from heights can also cause harm to workers during the construction phase.

With the implementation of the suggested mitigation measures, the significance of the impact can be reduced from **MODERATE NEGATIVE to LOW NEGATIVE**.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Occupational health and safety	No	Negative	3	2	4	4	36	moderate
	Yes	Negative	2	2	2	3	10	Low
Mitigation Measures	<ul style="list-style-type: none"> ➤ Depending on the occupational safety and health hazards encountered while performing assigned tasks, workers may require using properly fitting personal protective equipment (PPE) to avoid injuries and illness. They (workers) will be provided with full protective gear. These include working/safety boots, overalls, helmets, goggles, earmuffs, masks, gloves etc. ➤ All equipment will be inspected before use for appropriate safeguards. ➤ Controlled working hours will be provided and employees will not extend working hours unnecessarily ➤ The contractor will adopt effective emergency response plans. A good start to learning how to respond to an emergency is through certification in Basic First Aid, mostly for snake and insect bites. Regular drills and emergency situations will be followed to impart the anticipated insight and awareness to the workers. ➤ A first aid kit will be provided within the site. This should be fully equipped always and should be managed by qualified persons. ➤ Safety awareness may be gained through regular safety training or personal interest in safety and health. ➤ Local individuals preparing food for the workers at the site will be controlled to ensure that food is hygienically prepared. Allow only authorized food vendors to supply food for the workers in the site ➤ The Contractor will be having workmen's compensation cover. It should comply with Workmen's Compensation Act, as well as other Ordinances, Regulations and Union Agreements. ➤ Workers will always be sensitized on social issues such as drugs, alcohol, diseases etc. ➤ Ensure that trained personnel are employed to install solar panels and as well 							

	<p>provide grid electricity connection to the respective sites.</p> <p>➤ Provide appropriate safety wear during electric installations to reduce the risks of electrocution of the workers.</p>
Cumulative Impact	Yes
Reversibility	No

8.5.3 Violence against Children (VAC)

Violence against Children (VAC) is also very common case in Uganda. In the 2018, Violence against Children Survey conducted by MGLSD reported that the most common cases of VAC included sexual abuse and exploitation child sacrifice, child labor, child marriage, child trafficking others (no district data is available so national data was used). It is, therefore, very possible that a construction project may attract under aged workers seeking employment and opportunities to earn a living. With the implementation of the suggested mitigation measures, the significance of the impact can be reduced from **MODERATE NEGATIVE to LOW NEGATIVE**.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Violence Against Children	No	Negative	3	2	4	4	36	Moderate
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	<ul style="list-style-type: none"> i. Adequate sensitization for the contractor, not to recruit children ii. Contractor will keep record of the age numbers for all their employees so as to avoid employing those below the age of 18; and verification documents such as copies of National IDs shall be kept on site iii. No cases of VAC will be tolerated on the infrastructure projects and these will be punishable by law. 							
Cumulative Impact	No							
Reversibility	Yes							

8.5.4 Transmission of HIV/AIDs and other diseases:

The prevalence of HIV/AIDS (4.6 rate) in Kagadi District could increase due to free flow of workers. Each construction site will have approximately 68 people. The increased number of people in the protected area may result in increased infections of diseases, particularly HIV/AIDS. With the implementation of the suggested mitigation measures, the significance of the impact can be reduced from **MODERATE NEGATIVE to LOW NEGATIVE**.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Transmission of HIV/AIDs and other diseases:	No	Negative	3	2	4	4	36	Moderate
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	I. Partnering with local health centers to enhance the efforts to regularly educate workers about the spread and prevention of infectious diseases like HIV/AIDS through expert-led sessions, ensuring they receive accurate and up-to-date information. II. Regular provision of adequate prevention measures such as condoms; III. Encourage workers to go for HIV voluntary counseling, testing and referral services; IV. IEC materials on HIV/AIDs prevention will be placed at the site							
Cumulative Impact	No							
Reversibility	No							

8.5.5 Insecurity

Security is a prerequisite for any development. During construction security is very important in any project site. This ensures that materials are safe but also controls movement within the site especially for the intruders who might be injured by the materials and other hazardous features available within the site. The significance of the impact is **VERY LOW NEGATIVE**.

IMPACT	IMPACT
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	MITIGATION	NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY	SIGNIFICANCE	
Insecurity	No	Negative	2	2	3	3	21	Low
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	<ul style="list-style-type: none"> i. The project sites will be enclosed using suitable hoarding to avoid contamination to the environment and to control movement within the sites. ii. The contractor will provide adequate security during the construction period when there are no works being done on the sites. iii. The guards stationed at the gates should document movements in and out of the sites/ property. 							
Cumulative Impact	No							
Reversibility	No							

8.6 Operational Phase Negative impacts

8.6.1 Poor Waste management

During operation of the project, waste is expected to be generated by those who will be using the office and the visitors. The main waste streams expected will include food waste, plastic material such as water bottles and human waste. Plastic wastes degrade the aesthetics of the reserve hence making the reserve unappealing, while poor human waste management can cause diseases due to poor sanitation practices such as cholera.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Waste Management	No	Negative	2	2	3	3	21	Low
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	<ul style="list-style-type: none"> i. Sensitisation of Patrol teams on proper waste management practices shall be done to ensure proper implementation of waste management strategies during the operational phase. 							

	<ul style="list-style-type: none"> ii. Coded waste bins shall be provided and placed around the quarters to ensure waste segregation and onsite collection. iii. All waste collected shall be disposed of outside the protected area in an environmentally sound manner by certified waste handlers iv. Sanitary facilities should be routinely cleaned to minimise risks of diseases
Cumulative Impact	No
Reversibility	No

8.6.2 Risk of Fire Outbreaks

There is a likelihood of fire outbreaks at the proposed office building. Fire could be a result of short circuits, human error/ignorance, kitchen activities, accidental fires from smoking or arson related fires. Fire outbreaks and explosions can cause loss of property and injure staff who are in the office or nearby animals at the time of explosion.

IMPACT	MITIGATION	IMPACT					SIGNIFICANCE	
		NATURE	EXTENT	DURATION	MAGNITUDE	PROBABILITY		
Fire outbreak	No	Negative	2	2	3	3	21	Low
	Yes	Negative	1	2	2	2	10	Low
Mitigation Measures	<ul style="list-style-type: none"> I. NFA will install and properly maintain fire-fighting equipment, train staff in basic fire-fighting methods and ensure that the fire escape routes are known and are always free from any obstacles. II. The building walls will be painted with flameproof paint and fitted with smoke detectors and fire alarms. III. There will be a properly accessible fire assembly points on site. IV. Regular servicing and testing of fire equipment will be done to ensure proper functioning. V. Fire prone behavior such as smoking will be strictly prohibited onsite. 							

Cumulative Impact	No
Reversibility	No

8.6.3 Poor Water Consumption

Since the Patrol team will be using water with their families, there is a likelihood of wastage of water during the operation phase. Increased water usage can strain local water resources, potentially affecting water availability for wildlife and natural vegetation

Mitigation Measures

- Install water reservoir tanks at the facilities to collect rainwater and minimised dependency on local water resources.
- Sensitize NFA patrol team on water saving techniques to use for domestic water consumption.
- Install water-saving devices such as low-flow faucets and toilets.
- Sensitize NFA patrol team on boiling all drinking water to reduce risks of diseases.

8.6.4 Structural Failure of Buildings

Poorly constructed buildings can collapse, leading to injury, loss of life, and environmental damage within the Reserve. This can as well lead to destruction of NFA Patrol team' property

Mitigation Measures

- Ensure buildings are designed and constructed according to stringent safety and quality standards during the construction phase.
- Carry out inspections to regularly check for and address structural weaknesses if identified.
- Use high-quality materials and design buildings to maximize natural ventilation.

8.6.5 Natural Disasters Related Risks

During the operation phase, there is a likelihood of experiencing natural disasters such as storms, high winds, flooding etc which can destroy the structure or even cause injuries and death to the Patrols staying within,

Mitigation Measures

- Ensure that the constructed buildings withstand high winds and storms by using reinforced structures and storm-resistant materials.
- Ensure to design and establish effective drainage systems around the facilities to channel water away.
- Develop and regularly update comprehensive emergency preparedness plans to cater for natural disasters.
- Conduct drills and training sessions to ensure all personnel are familiar with emergency procedures.

9 ENVIRONMENTAL SOCIAL MANAGEMENT AND MONITORING PLAN

9.1 Introduction

Environmental and Social Management involves the implementation of mitigation measures to eliminate or reduce significant adverse environmental and social-economic impacts of a project to acceptable levels. Environmental monitoring is a long-term process, which should begin at the start of construction and should continue throughout the life of the project. The purpose of monitoring is to establish benchmarks so that the nature and magnitude of anticipated environmental and social impacts can be continually assessed. The overall objective of environmental and socio-economic monitoring is to ensure that recommended mitigation measures are actually implemented during office and staff house building construction and operation.

9.2 Environmental and Social Management Plan (ESMP)

The goal of the ESMP is to ensure that environmental and socio-economic issues continue to be fully integrated into the decisions of the developer while promoting resource allocation efficiency throughout the lifetime of the project. It provides a framework for managing and monitoring impacts for the life of the project. It is designed to ensure that the commitments/mitigation measures in this project brief, and in any subsequent assessment reports, together with any license approval or similar conditions, are implemented.

This ESMP has been designed as a summary of proposed mitigation measures, monitoring, and institutional measures to be taken during implementation and operation to eliminate or reduce adverse environmental and social impacts to acceptable levels as per provisions within the National Environment Act, No.5 of 2019. The time frame for implementation of these mitigation measures and monitoring is also specified. The NFA Team shall conduct monitoring, record-keeping and reporting, so as to ensure the contractor's keeps in with the environment regulations. The Contractor will prepare their own Contractors' ESMP (C-ESMP) and report on its implementation monthly to NFA.

9.2.1 Roles and Responsibilities for ESMP Implementation

This section details institutional responsibilities for environmental and social management and monitoring.

The overall responsibilities of coordination of the projects lies in NFA as the executing agency for the World Bank project. NFA working in close collaboration with technical team from the district local governments such as Environmental officers, Engineers etc. will ensure compliance with environmental laws, policies and regulations. Technical experts who are well-trained and highly qualified with the capacity to implement the Environmental and Social Management Plan (ESMP) will be identified.

Oversight responsibilities will be undertaken by the Project Technical Committee from NFA.

9.2.2 ESMP Implementation arrangement

ESMP during construction requires the involvement of several stakeholders and agencies, each with different roles and responsibilities including NFA, the Contractors, the Construction Supervision Consultant (CSC), to ensure effective implementation of the ESMP, the following structure shall be used to ensure the project is executed in line with the contractual expectations.

9.2.3 Responsibilities of Stakeholders

The roles and responsibilities of the key parties and their relationships regarding the implementation of the ESMP in both construction and operation phases are described as follows:

Table 20: Responsibilities of the various stakeholders

Community/ Agencies	Responsibilities
NFA	<p>NFA will be responsible for monitoring the overall project implementation, including environmental and social compliance of the subproject. NFA will have the final responsibility for ESMP implementation and environmental performance of the subproject during the construction and operational phases. Specifically, NFA will:</p> <ul style="list-style-type: none"> • Closely coordinate with local authorities in the participation of the community during project preparation and implementation; • Ensure adequate ESHS terms and conditions are include in all bid documents and subsequent contracts • Monitor and supervise ESMP implementation including incorporation of ESMP into the detailed technical designs and bidding and contractual documents; as well as during the operation phase of the project. • Ensure construction contractor obtains all necessary EHS permits and authorizations • Ensure that an environmental management system is set up and functions properly; and • Be in charge of reporting on ESMP implementation and Environmental and Social incident reporting to the World Bank. <p>In order to be effective in the implementation process, NFA will assign Environmental Staff(s) (ES) to help with the environmental aspects of the project</p>
NFA Environmental and Social Staff(s) (ES)	<p>The ES is responsible for monitoring the implementation of the subproject ESMP. Specifically, ES will be responsible for:</p> <ul style="list-style-type: none"> • helping NFA incorporate ESMP and other ESHS terms and conditions into the detailed technical designs and civil works bidding and contractual documents; • helping NFA incorporate responsibilities for ESMP and other ESHS terms and conditions and supervision into the TORs, bidding and contractual documents for the Construction Supervision Consultant (CSC); • providing relevant inputs to the consultant selection process;

	<ul style="list-style-type: none"> • reviewing reports submitted by the CSC; • conducting periodic site checks; • helping the NFA on solutions to handle Environmental, occupational health and safety, and social issues of the subproject; and • preparing environmental and social performance section on the progress , environmental and social incident reports and review reports to be submitted to the responsible authorities (World Bank)
<p>Construction Supervision Consultant (CSC)</p>	<ol style="list-style-type: none"> i. The CSC will assign Environmental and Social Staff(s) and will be responsible for routine supervision and monitoring of all construction activities and for ensuring that Contractors comply with the requirements of the contracts ii. The CSC will engage sufficient number of qualified staff members (e.g., Environmental Engineers) with adequate knowledge on environmental protection and construction project management to perform the required duties and to supervise the Contractor’s performance. iii. The CSC will also assist the Local governments in reporting and maintaining close coordination with the local community.
<p>Contractor</p>	<ol style="list-style-type: none"> i. The contractor will assign Environmental and Social Staff(s) to carry out Environmental and Social mitigation measures proposed in ESMP. - Based on the approved environmental specifications in the bidding and contractual documents, the Contractor is responsible for establishing a Contractor ESMP (CESMP) for each construction site area, submit the plan to NFA and CSC for review and approval before commencement of construction and report monthly on CESMP implementation. In addition, it is required that the Contractor get all permissions for construction (traffic control and diversion, excavation, labor safety, etc. before civil works) following current regulations. ii. The Contractor is required to appoint a competent individual as the contractor’s on-site Safety and Environment Officer (SEO) who will be responsible for monitoring the contractor’s compliance with health and safety requirements, the CESMP requirements, and the environmental specifications iii. Take actions to mitigate all potential negative impacts in line with the objective described in the C-ESMP and promote actions that enhance positive impacts. iv. Actively communicate with local residents and take actions to prevent disturbance during construction. v. Ensure that all staff members and workers understand the procedure and their tasks in the environmental management program.

	<ul style="list-style-type: none"> vi. Report to the Local governments and CSC on any difficulties and their solutions. vii. Report to local authority and NFA and CSC if environmental accidents occur and coordinate with agencies and keys stakeholders to resolve these issues.
Local government (Sub county level)	<ul style="list-style-type: none"> • Oversee implementation of project under recommendations of NFA to ensure compliance of Government policy and regulations. • District Environmental Officers through NEMA are responsible for monitoring the compliance with the Government environmental requirements
NFA field-based staff	<ul style="list-style-type: none"> • The NFA field-based staff have the right and responsibility to routinely monitor environmental performance during construction to ensure that their rights and safety are adequately protected and that the mitigation measures are effectively implemented by contractors. • If unexpected problems occur, they will report to the CSC and Local governments.

9.2.4 Grievance Management

NFA has a grievance handling mechanism which is used in management of community grievances that occur in projects they implement. The community members will make use of the local level GRC available in the area to raise their concerns. This grievance handling system shall be applicable for the project to ensure that it is executed in an appropriate manner. In addition, ESS2 of the World Bank's Safeguards Framework requires that all contractors on a funded project shall establish a grievance mechanism for all direct workers and contracted workers to ensure that workers' concerns at the workplace are raised. The contractor will be required to have such a mechanism in place immediately after contract signing and prior to mobilization on site and since the workers will have representation on the GRC, the GRC will be established once workers have been mobilized.

9.3 Reporting arrangements

ESMP monitoring and reporting requirements are summarized in Table below.

Table 21: Monitoring arrangements and reporting requirements by the various stakeholders

No.	Report Prepared by	Submitted to	Frequency of Reporting
1.	Contractor to the Employer	NFA	The Contractor is obliged to report (immediately of certain aspects and monthly with respect to a wider range of aspects including the environmental and social performance of the project) to the CSC The contractor shall report incidents to the CSC in respect to the incident reporting procedure for the project as laid out in the ESCP.
2.	Construction Supervision consultant (CSC)	NFA	The CSC is required to report (immediately or monthly) to the employer every month. The CSC shall report project incidents to the Client (NFA) in respect to the incident reporting procedure for the project as laid out in the ESCP.
3	NFA to the Funder	World Bank	NFA shall report project incidents to the Funder (World Bank) in respect to the incident reporting procedure for the project as laid out into the ESCP.

CSC's report on environmental performance/compliance of the project should be included in the progress report submitted to NFA before each subproject implementation support mission and must include sufficient information on:

- preparation and disclosures of environmental safeguards instruments for subprojects;
- incorporation of new subproject project briefs in the bidding and contractual documents;
- monitoring and supervision of ESMP implementation by the contractor, the construction supervision engineer, and the PCs;
- any challenges in safeguard implementation, solutions, and lessons learned
- Status on both community and workers' grievances.
- Information on incidents.

9.3.1 Communication and Progress Reports

This section describes the monitoring program and reporting required for ensuring effective implementation of this Environmental and Social Report, including assignment of responsibilities and environmental performance monitoring to be conducted as part of the project.

9.3.2 Routine Reports

The Supervisor will inspect the works for compliance with the contract specifications, proposed construction mitigation measures and all relevant environmental regulatory requirements concerning the project on a continuous basis.

The Environmentalist will also conduct random inspections while construction activities are occurring on site. Inspection/supervision will include all construction work, pits, waste collection and disposal areas, and other project facilities. The inspection will include but not be limited to:

- Inspection of construction areas for signs of environmental spills or emergencies;
- Inspection of construction equipment for oil and fuel leaks.

9.3.3 Emergency/Environmental Response

For monitoring emergencies, the Supervisor will target the following:

1. The contractor's activities for non-compliance with environmental specifications
2. Grounds for non-compliance are identified. If non-compliance is not rectified and the significance of the non-compliance warrants it, the procedure to halt construction will be initiated.

The Supervisor / Environmentalist can instruct the contractor to halt work if:

1. Construction activities are unexpectedly and significantly affecting environmentally sensitive areas or features;
2. There is likelihood or actual occurrence for an environmental emergency;
3. A physio-cultural resource has been found during project execution.

A government agency has ordered the work to halt to enable supervision of remedial activities before work can commence.

It is also important to note that the project's Environmental and Social Commitment Plan requires that severe incidents should be reported within 24 hours of occurrence.

9.4 Audits and Project Completion Reports

9.4.1 Environmental and Social Compliance Audit

The contractors shall carry out internal audits towards the end of the project, and these shall be undertaken jointly with the Supervising Engineer's team to determine:

1. if activities conform to measures and procedures identified in this project brief,
2. if there is compliance with legal requirements,

3. to inform management of the performance of project on ESHS and,
4. Identify non-conformities and implement corrective actions.

The E&S Team shall prepare internal audit procedures that define the objective, scope, frequency and methodologies, as well as the responsibilities for conducting audits and reporting the results.

The draft audit reports will be submitted to CSC through the supervising Engineer and the local authorities, before submitting to NEMA so that the Employer provides comments and are addressed by the independent consultants undertaking the audit.

9.5 Final Environmental Social Management and Monitoring Report

The implementation of this ESMP shall be documented and will provide information that will be used to prepare a Final Environmental and Social Management Report (FESMMR) after completion of the works.). The FESMR will detail how this ESMP shall be implemented, and summaries of non-conformances and how they were corrected as well as summary of where contractor performed excellently. It will include restoration works undertaken in all components of the Project.

Preparation of the FESMMR shall commence at least three months to the completion date, and the draft report shall be shared with the Supervising consultants who shall in turn, after provided comments share with the local authorities' E&S team. The FESMMR will include evidence of restorations of all campsite areas, embankments among others, as well as evidence that all grievances have been heard with feedback given to the aggrieved; and that compensation measures for injured workers and community injurious affections resulting from the contractor's actions other than land takes have been taken.

Table 22: Environmental Social Management and Monitoring Plan

Environmental/ social impact	Proposed mitigation and Enhancement measures		Monitoring Indicators	Capacity building required	Recommended Frequency of Monitoring	Responsible Actors	Cost Estimates (ugx)
Enhanced Forest Protection	NFA to provide monitoring and supervision equipment to field staff such as smartphones, cameras and GPS machines.	Always during the operation phase.	<ul style="list-style-type: none"> Reduced forest illegalities 	Training on use of monitoring equipment	Monthly	NFA field based team	5,000,000
Improved Emergency Response	Avail emergency response kits to field staff, specific to their work area.	At commencement of operational phase.	<ul style="list-style-type: none"> Reduced biodiversity loss during emergencies Improvement in emergency handling procedures 	Training on emergency preparedness, response and management.	Quarterly	NFA field based team	3,000,000
Sustainable Infrastructure and Operations	Provide eco-friendly energy sources such as solar for the facilities.	Throughout operational phase.	<ul style="list-style-type: none"> Presence of sustainable and eco-friendly equipment at the sites. 	Training on need and use of eco-friendly equipment.	Quarterly	NFA field based team	4,000,000
Employment opportunities	<ul style="list-style-type: none"> Timely payment. Having formal contracts for the workers. 	Throughout construction and operational phases.	<ul style="list-style-type: none"> Employment records of workers in adherence to the law 41% of contractor workers sourced 	Hire of skilled and unskilled labour.	Quarterly reports	Contractor, NFA, local leaders.	200,000,000

	<ul style="list-style-type: none"> • The contractor should involve local leaders in the recruitment process to ensure full and fair participation of local communities and screening out of lawbreakers. • To the extent possible, equal employment opportunities shall be available for women during construction. 		from the local communities				
Market for Construction Materials	<ul style="list-style-type: none"> • Give priority to local suppliers of material where necessary. • Advertise requests for suppliers within the community areas. • Timely payment of contractors for the materials supplied. 	Throughout construction phase	<ul style="list-style-type: none"> • Local suppliers with contracts to supply material to the project. 	Sensitization of the procurement department and the local community.	Quarterly	NFA Procurement	400,000,000

Destruction of Floral characteristics	<ul style="list-style-type: none"> • Clear only vegetation that shall be within the work area and leave out vegetation that shall not affect the establishment of the campsite components. • Selective removal of trees that could be habitat to some species shall be done to ensure minimal habitat distortion. This shall be overseen by the NFA environmental team. • Prioritize selective clearing rather than indiscriminate vegetation removal. • Develop and implement a re-vegetation program to compensate for 	Throughout the construction phase	<ul style="list-style-type: none"> • Minimal clearance of vegetation and soil stripping • Restoration plans in place • Neighboring vegetation kept intact 	Sensitization	Monthly during the construction period	Contractors, CSC	10,000,000
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	the lost vegetation but invasive species will be avoided						
Tree Cutting for Timber	<ul style="list-style-type: none"> • Sensitize contractor’s workers on the dangers and illegality of tree cutting trees from the CFR during the implementation of their activities. • Train NFA rangers on the possible tricks the contractor workers may use to illegally cut trees and provide appropriate monitoring tools. • Thoroughly check contractor vehicles as they enter and exit the CFR to ensure there is no timber being taken out. • Ensure to limit construction activities during the day time to reduce 	Throughout the construction phase	<ul style="list-style-type: none"> • Restoration plans in place • Neighboring vegetation kept intact. • Record of Sensitization and training records. • Register of work closing time. 	Sensitization and Public awareness campaigns	Monthly during construction period	Contractors, CSC	9,000,000

	<p>the risk of tree cutting and ensure all workers leave the CFR by 6pm.</p> <ul style="list-style-type: none"> • Ensure close monitoring and supervision of the construction activities to ensure that all workers are accounted for at all times by NFA rangers. 						
Risk of Introduction of Invasive Species	<ul style="list-style-type: none"> • Inspection of vehicles shall be done and where necessary equipment and vehicles shall be cleaned using cleaning pools to prevent the unintentional spread of invasive species. 	Throughout the construction phase	<ul style="list-style-type: none"> • Absence of invasive species around the construction areas. • Record of invasive species that are cleared around the site. • Presence of cleaning pool for vehicles 	Sensitization of contractor's workers.	Quarterly	Contractors NFA field based team	5,000,000

	<ul style="list-style-type: none">• Soil erosion control measures shall be put in place to minimize soil disturbance and prevent the spread of invasive plants.• Where invasive species have been identified within the construction area, these will be uprooted and revegetation will be done with native species.• Ensure implementation waste management protocols to properly handle, segregate, and dispose of						
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	<p>construction waste in accordance with local regulations, and ensure that all waste materials are inspected and cleaned before disposal to prevent the spread of invasive species.</p> <ul style="list-style-type: none"> • Sources of construction materials such as murram, aggregates and sand shall be inspected to ensure they are free from invasive species. 						
Air and dust emissions	<p>i. Prevention measures such as dampening dust by use of water (sprinkling water on</p>	Throughout the construction phase	<ul style="list-style-type: none"> • Availability, provision and proper use of appropriate PPE against dust 	education and control through enforcement	Weekly, monthly	Contractors, CSC,	6,000,000

	<p>surfaces that produce dust or covering them) shall be practiced;</p> <p>i. PPEs will be provided such as nose masks to the workers on the construction site;</p> <p>i. Control over areas generating dust particles. Such areas shall be regularly cleaned;</p> <p>v. Workers will be encouraged to go for regular health check-ups to ascertain their health standards;</p> <p>v. Regular air quality tests will be undertaken to enhance air quality monitoring;</p> <p>i. Wet sweeping of the surfaces that produces a lot of dust particles;</p>		<ul style="list-style-type: none"> • Sensitization programs for drivers in place. • Dust related complaints recorded from constructor workers and neighboring communities 				
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	<ul style="list-style-type: none">i. Establishment of optimum green spaces in the compound particularly at the perimeter fence as the vegetation helps in extracting pollutants from the air.i. Dust masks will be used where dust levels are excessivec. Regular monitoring of air quality (both gases and particular) levels throughout the project's construction lifecycle.c. Adequate sensitization of the driversi. Maintaining equipment appropriately;						
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	<ul style="list-style-type: none"> • Keeping vehicle idling time to the very minimum. 						
Noise and vibrations generations	<ul style="list-style-type: none"> • Continuous noise and vibration level monitoring will be undertaken to ensure that the noise levels are kept within the recommended standards • All construction equipment will be fitted with silencers to reduce the noise generated; • Adequate servicing of all machinery, trucks and vehicles to ensure reduction of noise generated especially by friction • Construction activities shall be carried out only during the daytime. 	Throughout the construction phase	Construction equipment noise emissions within acceptable limits.	Education and control through enforcement Sensitization campaigns	Bi-weekly or Monthly	Contractors, CSC,	3,000,000

	<ul style="list-style-type: none"> • Construction vehicle drivers and machine operators should be sensitized to adopt a habit of switching off the engines of their vehicles or machinery when they are not in use. • The Proponent should provide a well-marked billboard at the construction site gates. This is meant to notify the public of the construction activity and timings. • Unnecessary hooting will be avoided at all costs by the construction vehicles and even during project occupation. 						
Soil erosion	<ul style="list-style-type: none"> • The Contractor will ensure that excavations are undertaken safely in 	During the construction and operational phases	<ul style="list-style-type: none"> • Soil deposited in the neighboring area drains 	Sensitization and awareness campaigns	Daily monitoring whenever a heavy storm	Contractors, CSC	12,000,000

	<p>that shoring and good slope banking is put in place and by adhering to all safety rules;</p> <ul style="list-style-type: none"> • The excavated materials will be used during the restoration activities; • Emergency measures and procedures for protection of soils shall be developed. • Revegetation of cleared areas will be done after conclusion of construction activities. • 		<ul style="list-style-type: none"> • Storm water control plan in place 		pours during construction period		
Waste Management	<ul style="list-style-type: none"> • Waste segregation at source into different waste categories before disposal shall be encouraged. 	Throughout the construction phase	<ul style="list-style-type: none"> • Dumpsites available in place. • Waste corded bins • Site cleanliness • Number of waste/debris on site 	Sensitization and awareness activities.	Daily, weekly and monthly Random site inspection	Contractors, CSC	15,000,000

	<ul style="list-style-type: none"> • A licensed waste management firm for the disposal of large quantities of solid wastes shall be contracted. • Domestic solid wastes are to be temporarily stored in refuse bins before disposal by a licensed contractor. • All reusable materials will be reused to minimize on quantity of solid waste generated. • The construction contractor will liaise with private waste handlers to have sound waste handling and disposal. • The wastes will be properly segregated and separated to facilitate the 		<ul style="list-style-type: none"> • Disposal methods of solid waste from the site • Records for hazardous waste • Gender sensitive sanitary facilities available. 	<p>Environment sensitization programs</p>			
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	<p>recycling of some useful waste materials. For example, broken stones can be used for backfills. An integrated solid waste management system may also be adopted through the hierarchy of options like source reduction, recycling, composting and reuse.</p> <ul style="list-style-type: none">• The Proponent will ensure that measures are put in place to ensure that construction materials required for the project are carefully budgeted to ensure the amount of construction materials left is kept to the minimal level possible.						
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	<ul style="list-style-type: none"> All the solid wastes will be collected by NEMA-licensed waste collectors and disposed of in a certified facility. Provide mobile toilets at the site to collect human waste. 						
Gender Based Violence	<ul style="list-style-type: none"> Sensitization of construction works shall be undertaken and will be included in the construction contract such that these are conducted throughout the projects. Any form of GBV will be referred to the police for handling and where necessary psycho-social support shall be provided by the GBV service provider. ; 	During the construction and operational phases	<ul style="list-style-type: none"> Record of sensitizations on GBV aspects. Police cases on GBV related to project workers Cases handled by GBV service provider. 	Sensitization and awareness campaigns		Contractors, CSC	5,000,000

	<ul style="list-style-type: none"> Workers will be required to sign a code of conduct as per the standard World Bank contract template and the Labour Management Procedures developed for the project; 						
Violence Against Children	<ul style="list-style-type: none"> Adequate sensitization for contractors not to recruit children. The contractor will keep a record of the age numbers of all their employees so as to avoid employing those below the age of 18 and verification documents such as copies of national identification will be kept on site. 	Throughout the construction phase	<ul style="list-style-type: none"> Employment record details. Human resource manual in place. No police cases regarding children on the project. 	Awareness activities and education	Quarterly	Contractors, CSC	5,000,000

	<ul style="list-style-type: none"> No cases of VAC will be tolerated on the infrastructure projects and these will be punishable by law. The project will therefore work with the Police and the associated local Probation officers to see that there are no VAC cases on the project 						
Transmission HIV/AIDs and other diseases	<ul style="list-style-type: none"> Workers shall be regularly sensitized on the spread of infectious diseases such as HIV/AIDS; Regular provision of adequate prevention measures such as condoms; Encourage workers to go for HIV voluntary counselling, testing and referral services; 	During the construction and operation phase	<ul style="list-style-type: none"> Record of sensitizations carried out. Record of condoms purchased and distributed to workers. 	Sensitization	Quarterly	Contractors, CSC,	10,000,000

	<ul style="list-style-type: none"> • Conduct free counseling and testing services with the support health facility in the area. 						
Insecurity cases	<ul style="list-style-type: none"> • The project sites will be enclosed using suitable hoarding to avoid contamination of the environment and to control movement within the sites. • The contractor will provide adequate security during the construction period when no works are being done on the sites. • The guards stationed at the gates should document movements in and out of the sites/ property. out of the sites/ property. 	Throughout the construction and operation phases	<ul style="list-style-type: none"> • Security guards • Lighting in place 	Security awareness campaigns	Random site inspection	Contractors, CSC, NFA Patrol teams	9,000,000

Poor waste management	<ul style="list-style-type: none"> Sensitization of Patrol teams on proper waste management practices shall be done to ensure proper implementation of waste management strategies during the operational phase. Coded waste bins shall be provided and placed around the quarters to ensure waste segregation and onsite collection. All waste collected shall be disposed of outside the protected area in an environmentally sound manner by 	Throughout the operation phase	<ol style="list-style-type: none"> No littered waste around the quarters Coded bins on site Clean sanitary facilities segregated by gender 	awareness and education on waste management	Daily	NFA Staff	25,000,000

	<p>certified waste handlers.</p> <ul style="list-style-type: none"> Sanitary facilities should be routinely cleaned to minimise risks of diseases 						
Risk of Fire Outbreaks	<ul style="list-style-type: none"> NFA will install and properly maintain fire-fighting equipment, train staff in basic fire-fighting methods and ensure that the fire escape routes are known and are always free from any obstacles. The building walls will be painted with flameproof paint and fitted with smoke detectors and fire alarms. There will be properly accessible 	Throughout the operation phase	<ul style="list-style-type: none"> Presence of well serviced fire extinguishers. No record of fire incidents 	<p>awareness and education on fire management</p> <p>Fire drills</p>	Quarterly	NFA staff	4,000,000

	<p>fire assembly points on site.</p> <ul style="list-style-type: none"> • Regular servicing and testing of fire equipment will be done to ensure proper functioning. • Fire prone behavior such as smoking will be strictly prohibited onsite. 						
Poor Water Consumption	<ul style="list-style-type: none"> • Install water reservoir tanks at the facilities to collect rainwater and minimize dependency on local water resources. • Sensitize rangers on water saving techniques to use for domestic water consumption. • Install water-saving devices such as low-flow 	Throughout the operation phase	<ul style="list-style-type: none"> • Presence of rainwater collection facilities. • Number of sensitizations on water usage. • Clean drinking water available. • 	<p>Sensitization on proper water consumption.</p> <p>Routine maintenance of water storage facilities.</p>	Daily	NFA	2,000,000

	<p>faucets and toilets.</p> <ul style="list-style-type: none"> • Sensitize rangers on boiling all drinking water to reduce risks of diseases. • 						
Structural Failure of Buildings.	<ul style="list-style-type: none"> • Ensure buildings are designed and constructed according to stringent safety and quality standards during the construction phase. • Carry out inspections to regularly check for and address structural weaknesses if identified. • 	Throughout the construction and operation stage	<ul style="list-style-type: none"> • Approved building occupation permits on site. • Record of routine maintenance of the facilities. • 	Routine maintenance and rehabilitation.	Bi Annually	NFA Engineering team	3,000,000

	<ul style="list-style-type: none"> • Use high-quality materials and design buildings to maximize natural ventilation. • 						
Natural Disaster Related Risks	<ul style="list-style-type: none"> • Ensure that the constructed buildings withstand high winds and storms by using reinforced structures and storm-resistant materials. • Ensure to design and establish effective drainage systems around the facilities to 	Throughout the construction and operation phase	<ul style="list-style-type: none"> • Presence of an emergency response plan that includes natural disasters. • Record of drills on emergency response. • 	Provide professional support during emergency drills.	Bi Annually	NFA staff	2,000,000

	<p>channel water away.</p> <ul style="list-style-type: none">• Develop and regularly update comprehensive emergency preparedness plans to cater for natural disasters.• Conduct drills and training sessions to ensure all personnel are familiar with emergency procedures.•						
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9.6 Decommissioning/Restoration/Rehabilitation plan

During decommissioning of construction activities, the contractor shall ensure that all construction equipment is demobilized from the site before handover. As part of the restoration activities, grasses and trees that are indigenous to Kagombe CFR shall be planted around the established office building. In scenarios where the contractor opened auxiliary components to support the construction activities, a restoration plan shall be prepared and submitted to the Consultant and Client for approval.

The proposed decommissioning and restoration strategy shall be detailed to consider the prevailing conditions then. At this stage of the project conceptualization, it is not yet clear if:

On completion of the project's construction phase, all environmental components disturbed by the project should be restored to their original state. This follows the National Environment Act, Cap 2019.

10 CONCLUSIONS AND RECOMMENDATIONS

10.1 Introduction

The Environment assessment study revealed that the proposed project has got both socio-economic and environmental benefits and costs. It emerged that the benefits exceed the costs. Also, all the identified environmental and social impacts can be mitigated to a level of minimum or no significance throughout the project cycle. Further, none of the potential impacts would result in permanent irreversible damage to the ecosystem components.

10.2 Conclusions

The report has identified reasonable measures to mitigate the potential impacts arising from the construction and operation of the proposed office building has assessed the significance of each of these impacts under both the pre- and post-migration of labour force scenarios. Professional experience, specialist knowledge, relevant literature and local knowledge of the area have all been used to assess the potential impacts associated with the proposed project.

The proposed office building will have several positive impacts including creation of employment, conservation of wildlife biodiversity. The negative environmental impacts from the project's establishment include noise and dust pollution during construction and decommissioning phases.

The contractors shall have to be committed to putting in place several measures to mitigate the negative environmental, safety, health and social impacts associated with the development cycle of the proposed development project. It is recommended that in addition to this commitment, the proponent shall focus on implementing the measures outlined in the ESMP as well as adhering to all relevant national and international environmental, health and safety standards, policies and regulations that govern establishment and operation of such projects.

10.3 Recommendations

To supplement the environment and social project brief assessment with its ESMP prepared, the contractor should be called upon to develop the following Environmental and Social management plans:

1. A Spill Prevention and Counter Measure Plan;
2. Waste Management Plan;
3. Occupational Health and Safety Plan;
4. HIV/AIDS Prevention Plan;

5. Erosion and Sediment Control Plan;
6. Environmental Restoration plan;
7. Stakeholder engagement plan
8. Grievance Management Plan

The developer should obtain any necessary permits including water abstraction permits, waste discharge permits, and construction permits among others.

It is therefore recommended that the proposed project be approved subject to the following conditions:

1. The developer will have to adhere to proper environmental and social practices.
2. The developer will comply with the laws of the country and the World Bank Safeguards Standards.
3. The developer will ensure implementation of the proposed ESMP
4. The developer will engage the neighborhood association on legal compliance and approvals and good environmental and social practices in project implementation.
5. Green building practices are to be adopted to achieve significant impact on combating climate change and help to create truly sustainable communities.
6. All necessary approvals will be obtained and conditions of such approvals complied with.
7. In order to ensure to maximize the perceived project benefits, mitigation measures of identified potential risks must be put into consideration.

Based on the above, the consultancy team recommends that NEMA approves this project for implementation.

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agu, Kagombe, Echuya, Mabira, Mount Kadam, Kagombe , Mount Moroto, and Mount Otze)
and four national Park (Bwindi impenetrable, Mgahinga gorilla, Mount Elgon, and Rwenzori
mountains).

APPENDICES

Appendix 1: Plant Species recorded within the proposed sites

No	Family	Scientific name	Plant growth form	IUCN status
1.	Malvaceae	<i>Sida acuta</i>	Shrub	LC
2.	Lamiaceae	<i>Leonotis leonurus</i>	Shrub	LC
3.	Acanthaceae	<i>Acanthus pubescens</i>	Shrub	LC
4.	Bignoniaceae	<i>Makhamia lutea</i>	Tree	LC
5.	Fabaceae	<i>Acacia hockii</i>	Shrub	LC
6.	Asteraceae	<i>Vernonia amygdalina</i>	Shrub	LC
7.	Verbenaceae	<i>Lantana camara</i>	Shrub	LC
8.	Poaceae	<i>Eleusine indica</i>	Herb	LC
9.	Poaceae	<i>Elymus repens</i>	Herb	LC
10	Poaceae	<i>Cynodon dactylon</i>	Herb	LC
11	Lamiaceae	<i>Ocimum lamiifolium</i>	Herb	LC
12	Asteraceae	<i>Bidens pilosa</i>	Herb	LC
13	Solanaceae	<i>Solanum incanum</i>	Shrub	LC
14	Myrtaceae	<i>Eucalyptus grandis</i>	Tree	NT
15	Moraceae	<i>Ficus natalensis</i>	Tree	LC
16	Moraceae	<i>Broussonetia papyrifera</i>	Tree	LC
17	Poaceae	<i>Cenchrus purpureus</i>	Shrub	LC
18	Bignoniaseae	<i>Spathodea campanulata</i>	Tree	LC
19	Malvaceae	<i>Sida rhombifolia</i>	Herb	LC
20	Combretaceae	<i>Combretum collinum</i>	Tree	LC

21	Euphorbiaceae	<i>Shirakiopsis elleptica</i>	Tree	LC
22	Anacardiaceae	<i>Rhus natalensis</i>	Shrub	LC
23	Asteraceae	<i>Erigeron Canadensis</i>	Shrub	LC
24	Poaceae	<i>Melinis repens</i>	Herb	LC
25	Malvaceae	<i>Grewia mollis</i>	Shrub	LC
26	Poaceae	<i>Digitalia abyssinica</i>	Herb	LC
27	Poaceae	<i>Sporoborus pyramidalis</i>	Herb	LC
28	Cyperaceae	<i>Cyperus rotundus</i>	Herb	LC
29	Vitaceae	<i>Cissus petiolata</i>	Herb	LC
30	Solanaceae	<i>Solanum erianthum</i>	Shrub	LC
31	Fabaceae	<i>Senna spectabilis</i>	Shrub	LC

Appendix 2: Avifauna recorded within the proposed sites

No	Common name	Scientific name	IUCN status
1.	Hadada ibis	<i>Bostrychia hagedash</i>	LC
2.	Eastern grey plantain eater	<i>Crinifer zonurus</i>	LC
3.	Grey heron	<i>Ardea cinerea</i>	LC
4.	Lemon dove	<i>Columba larvata</i>	LC
5.	African mourning dove	<i>Streptopelia decipiens</i>	LC
6.	Ring-necked dove	<i>Streptopelia capicola</i>	LC
7.	Laughing dove	<i>Streptopelia senegalensis</i>	LC
8.	African black swift	<i>Apus barbatus</i>	LC
9.	African pied wagtail	<i>Motacilla aguimp</i>	LC
10	Common bulbul	<i>Pycnonotus barbatus</i>	LC
11	Little egret	<i>Egretta garzetta</i>	LC
12	Lesser striped swallow	<i>Cecropis abyssinica</i>	LC
13	Great blue turaco	<i>Corythaeola cristata</i>	LC
14	Speckled tinkerbird	<i>Pongoniulus scolopaceus</i>	LC
15	Black & white casqued hornbill	<i>Bycanitstes subcylindricus</i>	LC
16	Olive sunbird	<i>Cyanomitra olivacea</i>	LC
17	Yellow-billed barbet	<i>Trachyphonus purpuratus</i>	LC
18	Black-billed turaco	<i>Yauraco schuettii</i>	LC
19	Western nicator	<i>Nicator chloris</i>	LC
20	Purple headed starling	<i>Hylopsar purpureiceps</i>	LC
21	Black necked weaver	<i>Ploceus nigricollis</i>	LC

22	Northern grey headed sparrow	<i>Passer griseus</i>	LC
23	Double toothed barbet	<i>Pogonornis bidentatus</i>	LC
24	Scarlet chested sunbird	<i>Chalcomitra senegalensis</i>	LC
25	Pied crow	<i>Corvus albus</i>	LC

Appendix 3: Minutes of Stakeholder Engagements

NATIONAL FOREST FIELD TEAMS

<i>Project Name</i>	PROPOSED CONSTRUCTION OF BOTH THE OFFICE BUILDING AND STAFF HOUSING FACILITIES	
	Proposed Construction of Accommodation Facilities in Kagombe Central Forest Reserve	
<i>Subject</i>	Meeting with the NFA Field teams	
<i>Meeting Status</i>	Physical Meeting at NFA Kagadi Office	
<i>Date</i>	06th April 2024	
<i>Time</i>	3:00pm-3:30pm	
<i>Members Present</i>	Simon Peter Ssali John Martin Ogolla Kirabo Rita Precious Prossy Nakawuka Eng Ronald Menya Kyalisma Richard	
<i>Location</i>	NFA Site	
Minute	Discussion	Action
	Agenda 1. Prayer 2. Self-introduction 3. Communication from the consultant team 4. Communication from NFA team 5. Reactions and Way forward 6. Closure	All to Note
1.0	Prayer An opening prayer was led by Precious	All to Note
2.0	Self-introduction The environment consultant team and the NFA team The community leaders and the other com introduced themselves	All to Note
3.0	Communication from the consultant team The consultant team introduced the project where in the developer (NFA) intends to set up office building and staff accommodation in thirteen Central Forest Reserves NFA procured a consultant to undertake an environmental Assessment study as per agreement since its situated within a Protected Area to identify impacts of the construction and propose mitigation measures the purpose of the meeting was to involve staff so as to get their views on the project.	NFA to Note.
4.0	Communication from NFA Field team	Consultant to Note

	<p>The Patrol team should have separate spacious rooms</p> <p>The safety measures for workers should clearly be elaborated</p> <p>The team welcomed the project and asked when the project begins.</p> <p>Patrol team should be safe and enhance the reserve's management they lack of Health and Safety kits</p> <p>Lack of Safety gear such as safety shoes and Uniforms.</p> <p>Fire out breaks set up by community members more man power is required</p>	
5.0	<p>Reactions and Way forward</p> <p>Consultant will discuss with NFA team to provide Safety kits to the patrol teams.</p> <p>Sensitization of the people within the project areas to avoid fires in the forests</p> <p>Time management on the duration of the project</p> <p>The designs shall include rooms for patrol teams and will have solar and water systems</p> <p>NFA to provide security while monitoring the whole activities on site.</p> <p>Contractor on site will consider the nearby communities for employment</p>	All to Patrol team to Note
6.0	<p>Closure</p> <p>The meeting closed at 3:30pm</p>	All to Note

NFA SUPERVISORS

Project Name	PROPOSED CONSTRUCTION OF BOTH THE OFFICE BUILDING STAFF HOUSING INFRASTRUCTURE
	Proposed Construction of both the office building and staff housing at Kagombe
Subject	Meeting with the NFA supervisors
Meeting Status	Physical Meeting at NFA Kibaale Office
Date	05- April 2024
Location	NFA office and Site
Time	:00am-9:00am
Members Present	Simon Peter Ssali John Martin Ogolla Kirabo Rita Prossy Nakawuka Eng Ronald Menya Kyalisima Richard

Minute	Discussion	Action
	Agenda 1. Prayer 2. Self-introduction 3. Communication from the consultant team 4. Communication from NFA team 5. Reactions and Way forward 6. Closure	All to Note
1.0	Prayer An opening prayer was led by Eng Menya Roald	All to Note
2.0	Self-introduction The environment consultant team and the NFA team The community leaders and the other com introduced themselves	All to Note
3.0	Communication from the consultant team The consultant team introduced the project where in the developer NFA anticipates to set up office buildings and staff housing in thirteen Central Forest Reserves. NFA procured a consultant to undertake Bills of Quantities and carry out an Environmental Assessment study within a Protected Area to identify impacts of the construction and propose mitigation measures the purpose of the meeting was to involve staff so as to get their views on the project.	NFA to Note.
4.0	Communication from NFA Supervisors Requested the number of blocks or units and the designs that would be accommodated at the site facility. Supervisors pointed out the need for a comprehensive impact assessment to evaluate potential environmental repercussions, especially regarding habitat disruption and tree removal	Consultant to Note

	<p>Any construction should prioritize using sustainable materials and energy-efficient designs to reduce the carbon footprint.</p> <p>Contractor to manage all impacts shall be managed namely waste related impacts.</p> <p>They requested to know the time the project will begin HIV/AIDS awareness should be introduced under these Projects</p> <p>Supervisors have emphasized the need for strict adherence to all applicable environmental regulations and permits throughout the project lifecycle</p> <p>The safety measures for workers should clearly be elaborated Supervisors also pointed out the lack of Safety kits and Uniforms</p>	
5.0	<p>Reactions and Way forward</p> <p>Consultant caring out initiate an in-depth Environmental Social impact assessment (ESIA) to thoroughly analyse the project's effects on local ecosystems. In this case a Project brief will be submitted to the authorities (NEMA)</p> <p>Sensitization of the people within the project areas and the contractors work force on Human Immunodeficiency Virus, while AIDS stands for acquired immunodeficiency syndrome (HIV/AIDS) and general conduct while within the community</p> <p>Time management on the duration of the project will be observed by the supervising Consultant and NFA team</p> <p>Strict laws should be set on the contractor's workers discipline especially when socializing with the local community and NFA staff mostly the Rangers</p> <p>NFA to provide security while monitoring. Consultant team fully committed to complying with all relevant laws, regulations, and permitting requirements Contractor on site will consider the near communities for employment if the members are in line with the job requirement</p>	NFA Supervisors to Note
6.0	<p>Closure</p> <p>The meeting closed at 9:30am</p>	All to Note

NFA TOP MANAGEMENT

Project Name		PROPOSED CONSTRUCTION OF BOTH THE OFFICE BUILDING AND STAFF HOUSING INFRASTRUCTURE
	Proposed Construction of the office building and staff housing at Kagombe Central Forest Reserve.	
Subject	Meeting with the NFA Top Management	
Meeting Status	Physical Meeting at NFA head office , Plot 10/20, Spring Road, P.O. Box 70863, Kampala - Uganda	
Date	20/05/2024	
Time	10.00am	
Members Present	Abraham N Kamusingwa Prossy Nakawuka Eng Ronald Menya Kirabo Rita Tom Sefuma	Shallon Challenge Franklin Kasumba Dennis Ssekiwere Stuart
Minute	Discussion	
1.0	Agenda	
	<ol style="list-style-type: none"> 1. Opening Prayer 2. Self-introductions 3. Communication from the chair 4. Presentation of the draft report 5. General Discussions 6. Way forward 7. Closure 	
2.0	Prayer	
2.1	An opening prayer was led by Shallon Challenge	
3.0	Self-introduction	
4.0	Communication from Chair Stuart Maniraguha	
4.1	Congratulated IDM for being awarded the assignment and thanked the team for the progress so far made with the assignment.	
4.2	Reminded the team about the tight timelines involved.	
4.3		
4.4	Noted that the draft report was received, reviewed and comments were raised by the client. Asked the NFA team to confirm if the comments raised on the draft report had been addressed in the Power Point Presentation.	
4.4	Communication from IDM	
	The Consultant presented a draft report highlighting; the field findings, design concept, renovations, budget estimates, environmental assessment and revised schedule.	
4.5	The Consultant noted that there was a discrepancy in the proposed infrastructure developments in the ToRs and the field findings. According to	

<p>4.6</p> <p>4.7</p> <p>4.8</p> <p>4.9</p> <p>5.0</p>	<p>the Tor's a total of 52 buildings had been proposed while the field findings had a total of 104 sites. He requested the client to guide on the scope to be covered.</p> <p>The Consultant presented different options of the new design concepts for the staff housing and security patrol units as well as visitor washrooms.</p> <p>The client was requested to choose the preferred design options so that detailed working drawings could be prepared.</p> <p>Samples of the existing dilapidated structures that require renovation were also presented for the client to appreciate the current status of the buildings.</p> <p>Outline budget estimates were presented which indicated an increase in the initial budget due to increase in the number of buildings.</p> <p>The environment assessments indicated that there was need for mitigation measures to be put in place to address the negative impacts during project implementation. These will be detailed in the ESMPS or Briefs.</p> <p>Consultant noted that it would not be possible to conclude the assignment by 30th May 2024 as had been initially anticipated.</p>
<p>5.1</p>	<p>General discussions</p>
<p>5.2</p> <p>5.1</p> <p>5.3</p> <p>5.4</p> <p>5.4</p> <p>5.6</p>	<p>It was noted that the key challenges face by the Consultant be highlighted in the draft report.</p> <p>Consultant was requested to include in the budget estimates the unit costs of the different types of buildings.</p> <p>The Consultant was guided on the Lots that constitute the works as follows: Lot 1-South West Range: Kashoha-Katomi, Kalinzu and Echuya CFR Lot 2-Kagombe Range: Kagombe,Bugoma, Kagome, Nyakarongo CFR Lot 3-Muziz Range and West Nile; Rwensambya, Kagombe, Era, and Era.</p> <p>It was noted that some sites had land wrangles which should be resolved by NFA</p> <p>NFA confirmed that they have a budget for extension of water and Electricity as well as fencing of the different sites and that these components should be included in the final project costs.</p> <p>It was noted that Project briefs should follow the approved World Bank format already approved on a similar project done for UWA by the same Consultant. A sample of the Project Brief and ESMP was to be shared with NFA for review and approval.</p> <p>NFA to help the Consultant to reach out to other stakeholders for Engagement as required by the World Bank. These include;</p> <ul style="list-style-type: none"> • Ministry of Tourism • Ministry of Water • Uganda Wildlife Authority <ul style="list-style-type: none"> • Uganda Tourism Board. • Ministry of Labour Gender Social Development
<p>5.7</p> <p>5.8</p> <p>5.9</p> <p>6.0</p>	<p>WAY FORWARD</p> <p>Design option 1 for the new office housing was selected by NFA but the consultant was advised to add a server room, pantry and Ramp for the PWDs</p> <p>Design option 2 for the staff housing was selected by NFA but the consultant is to include wardrobe units in the bedrooms.</p>

6.1 6.2	Design option 1 was chosen for the security/patrol housing. Visitor washrooms design to be revised to include the PWDs facilities, nursing mothers' room and urinals for the gentlemen. Consultant to address the comments and share the revised new report for transmission to world Bank
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DISTRICT LOCAL GOVERNMENT OFFICIALS

Project Name	PROPOSED CONSTRUCTION OF BOTH THE OFFICE BUILDING AND STAFF HOUSING INFRASTRUCTURE	
	Proposed Construction of the office building and staff housing at Kagombe Central Forest Reserve	
Subject	Meeting with the Kagadi District Local Government Officials	
Meeting Status	Physical Meeting	
Date	06/04/ 2024	
Location	District Office	
Time	10:40am-11:30am	
Members Present	Eng Ronald Menya Molly Nyiransenga Kirabo Rita Abigaba Patrick Simon Peter Ssali Ngondwe Posiano John Martin Ogolla	
Minute	Discussion	Action
1.0	Agenda 1. Prayer 2. Self-introduction 3. Communication from the consultant team 4. Communication from the District Environmentalist 5. Communication from the District CDO 6. Communication from DFO 7. Reactions and Way forward 8. Closure	All to Note
2.0	Prayer	All to Note
2.1	An opening prayer was led by John Martin Ogolla	
3.0	Self-introduction	All to Note
	The Environment consultant team	
3.1	The District Environmentalist, Chief Development Officer and Forest Officer introduced themselves	
4.0	Communication from the consultant team	District Officials to Note.
4.1		

<p>4.2</p>	<p>The consultant team introduced the project where in the developer (NFA) intends to set up office buildings and Staff housing in thirteen Central Forest Reserves</p> <p>NFA procured a consultant to Design and undertake an environmental Assessment study in the selected Protected Area to identify impacts of the construction and propose mitigation measures the purpose of the meeting was to involve the District Local Government Officials so as to get their views on the project.</p>	
<p>4.3</p> <p>4.4</p> <p>4.5</p> <p>4.6</p> <p>4.7</p> <p>4.8</p> <p>4.9</p> <p>5.0</p> <p>5.1</p>	<p>Communication from District Environmentalists</p> <p>The welcomed the project in the different districts.</p> <p>They noted that NEMA should be aware of the developments through the documentation that are to be submitted in regards to the office and staff housing.</p> <p>District Environmentalists highlighted the need for adopting sustainable construction practices to minimize environmental impact</p> <p>Sanitation facilities should be availed for the proposed developments.</p> <p>General Waste management facilities should be provided.</p> <p>There should be minimum vegetation disturbance in the areas for which the developments are situated.</p> <p>Communication from CDOs</p> <p>They positively welcomed the project.</p> <p>They requested that HIV/AIDS Awareness should be carried out especially to the Contractors' Workers in the different areas.</p> <p>Community people should as well benefit from the project.</p> <p>construction project should bring tangible benefits to the local community through infrastructure development and job creation opportunities</p>	<p>Consultant to Note</p>

	<p>Communications from the DFO</p> <p>Stressed the importance of complying with all relevant forest regulations and obtaining necessary permits before commencing construction activities.</p> <p>It was suggested that the construction project should incorporate robust forest fire prevention measures to mitigate the risk of wildfires, especially during periods of high fire danger.</p> <p>Concerns about the transparency of the project, including access to information and clarity about project goals and impacts.</p>	
<p>6.0 Reactions and Way forward</p> <p>6.1</p> <p>6.2</p> <p>6.3</p> <p>6.4</p> <p>6.5</p>	<p>Communication to NEMA of the project.</p> <p>General Waste Management by the Contractors.</p> <p>We will prioritize the use of eco-friendly materials, energy-efficient design principles, and construction techniques that minimize resource consumption and waste generation.</p> <p>Contractor to minimizing habitat disturbance and will explore opportunities for habitat restoration and enhancement as part of the project.</p> <p>Contractor to complying with all applicable environmental laws, regulations, and permitting requirements</p> <p>Contractor to maximizing the positive impact of the construction project on the local community.</p> <p>Contractor to adhering to all applicable forest regulations and permitting requirements</p>	<p>All to Note</p>
<p>7.0 Closure</p> <p>7.2</p>	<p>The meeting closed at 11:30am</p>	<p>All to Note</p>

UGANDA WILDLIFE AUTHORITY (UWA)

Project Name PROPOSED CONSTRUCTION OF THE OFFICE BUILDING AND THE STAFF HOUSING FACILITIES		
Proposed Construction of the office building and Staff Housing at Kagombe Central Forest Reserve		
Subject Meeting with the Uganda Wildlife Authority		
Meeting Status	Physical Meeting UWA office	
Date 13/05/2024		
Location UWA Head Office		
Time 2.00pm		
Members Present	Ssemwaka Steven Eng Ronald Menya John Martin Ogolla Prossy Nakawuka Simon Peter Ssali	Justine Namara Charles Tumwesigye Jimmy Baluku
Minute	Discussion	Action
1.0	Agenda 1. Prayer 2. Self-introduction 3. Communication from the consultant team 4. Communication from UWA team 5. Reactions and Way forward 6. Closure	All to Note
2.0	Prayer	All to Note
2.1	An opening prayer was led by John Martin Ogolla	
3.0	Self-Introduction The Environment consultant team and UWA Team introduced themselves	All to Note
3.1	Communication from the Consultant team	
3.2	The consultant team introduced the project where in the developer (NFA) intends to set up new office and Staff Housing Facilities in thirteen Central Forest Reserves NFA procured a consultant to undertake Designs, Bills of Quantities and carry out an environmental Assessment study as per agreement since its situated within a Protected Areas such as Kagombe, and many more	MTWA to Note
3.3	Communication from UWA When does the project commence. Ensure to compensate for lost or degraded areas.	Consultants to Note
3.4	Ensuring that the project complies with local, national, and international wildlife protection laws and environmental regulations.	
3.5	Conducting thorough Environmental Social Impact Assessments (ESIA) and Wildlife Impact Assessments to identify potential impacts and develop mitigation plans.	

3.6	Non-native Species, Construction and associated human activity can introduce invasive species that compete with native wildlife, alter habitats, and spread diseases.	
3.7	<p>Reactions and Way forward</p> <p>3.6 NFA will communicate when the project will commence.</p> <p>3.8 Project briefs have been carried which will be submitted to the authority to comply with the Environmental laws and regulations while the Environment Social Management Plans will be submitted to NFA to track monitoring.</p> <p>3.9 Long-term Surveillance, continue monitoring for invasive species after construction is completed to ensure early detection and control.</p>	MTWA to Note
4.0	<p>Closure</p> <p>The meeting closed at 10:30 am</p>	All to Note

AREA LOCAL LEADERS

Project Name PROPOSED CONSTRUCTION OF THE OFFICE BUILDING AND THE STAFF HOUSING		
Proposed Construction of the office building and the Staff Housing Facilities in Kagombe Central Forest Reserve		
Subject	Meeting with the local leaders	
Meeting Status	Physical Meeting	
Date	06/04/2024	
Location	Muhorro site	
Time	11:30am	
Members Present	Precious Prossy Nakawuka Kirabo Rita Simon Peter Ssali John Martin Ogolla Kamangir Micheal	
Minute	Discussion	Action
1.0	Agenda 1. Prayer 2. Self-introduction 3. Communication from the consultant team 4. Communication from Local Leaders team 5. Reactions and Way forward 6. Closure	All to Note
2.0	Prayer Prayer led by Agele Kasim	All to Note
2.1	Self-Introduction The Environment consultant team Local leaders	All to Note
2.2	Communication from the consultant team The consultant team introduced the project where in the developer (NFA) intends to set up Office buildings and Staff housing facilities, in thirteen Central Forest Reserves NFA procured a consultant to undertake Designs, Bill of Quantalities and carry out an environmental Assessment study as per agreement since its situated within a Protected Area to identify impacts of the construction and propose mitigation measures the purpose of the meeting was to involve Local Leaders	Leaders to Note
2.3	Communication from Local Leaders	Consultant to Note
2.4	Availability of employment opportunities for the local community.	
2.5	Awareness of HIV/AIDS to the community Safety along the roads since there is high traffic	
2.6	Response from the consultants	

<p>2.7</p> <p>2.8</p> <p>2.9</p> <p>3.0</p>	<p>Impacts of HIV/AIDs and livelihood of the people during both the construction and operation phases will is stated in the monitoring plans</p> <p>Strict laws are set on the contractor’s workers discipline especially when socializing with the local community.</p> <p>Sensitization of the people within the project areas and the contractors work force on HIV/AIDS and general conduct while within the community has been clearly been stated in the monitoring plans. Safety on the roads such as signage will be installed on the roads for safety awareness and a supervising Consultant will be procured</p>	<p>Local Leaders to Note</p>
<p>3.1</p>	<p>Closure The meeting closed at 12:30pm</p>	<p>All to Note</p>

COMMUNITY MEMBERS

Project Name	PROPOSED CONSTRUCTION OF THE OFFICE BUILDING AND THE STAFF HOUSING	
	Proposed Construction of the office building and the staff housing at Kagombe Central Forest Reserve	
Subject	Meeting with the Community	
Meeting Status	Physical Meeting at Muhorro site	
Date	06/04/2024	
Time	11:30pm-12:15pm	
Members Present	Precious Abele John Prossy Nakawuka Alum Peter Simon Peter Ssali Omony Okot John Martin Ogolla	
Minute	Discussion	Action
1.0	Agenda 1. Prayer 2. Self-introduction 3. Communication from the consultant team 4. Communication from community representative 5. Reactions and Way forward 6. Closure	All to Note
2.0	Prayer Prayer led by Prossy Nakawuka	All to Note
2.1	Self-Introduction	All to Note
2.2	The Environment consultant team Community members	
2.3	Communication from the consultant team	
2.4	The consultant team introduced the project where in the developer (NFA) intends to set up Office buildings and Staff Housing facilities, in thirteen Central Forest Reserves NFA procured a consultant to undertake Designs Bills of Quantities and to carry out an environmental Assessment study as per agreement since its situated within a Protected Area to identify impacts of the construction and propose mitigation measures the purpose of the meeting was to involve Local Leaders	
2.4	Communication from the community	Consultant to
2.5	Employment Opportunity for the locals	Note
2.6	Time when the project commences They requested for tree seedlings	
2.7	Response from the consultants	Community
2.8	Communication will be made through the Local leaders when the project is to commence. NFA field team is in touch with the local leaders	members to Note

	Employment Opportunities community members will be considered. NFA team would communicate to the community on how to acquire the tree seedlings	
3.0	Closure The meeting closed at 12.15pm	All to Note

MINISTRY OF WATER AND ENVIRONMENT

Project Name	PROPOSED CONSTRUCTION AND RENOVATION OF STAFF HOUSING FOR NATIONAL FORESTRY AUTHORITY	
Subject	Meeting with Ministry of Water and Environment (Environment Support Service Department)	
Meeting Status	Physical Meeting	
Date	21st May 2024	
Time	10:00am-11:00am	
Members Present	Mununuzi Nathan Franklin Kasumba Eng Ronald Menya Kirabo Rita Abraham Kamunsingwa Prossy Nakawaya	
Minute	Discussion	Action
1.0	Agenda 1. Prayer 2. Self-introduction 3. Communication from the consultant team 4. Communication from the Senior Environment Officer 5. Reactions and Way forward 6. Closure	All to Note
2.0	Prayer	All to Note
2.1	An opening prayer was led by Franklin Kasumba	
3.0	Self-introduction	All to Note
	The Environment consultant team	
3.1	Senior Environment Officer	
4.0	Communication from the consultant team	Environment Officer to Note.
4.1	The consultant team introduced the project where in the developer (NFA) intends to set up Office buildings and Staff facilities and renovate existing structures in the different protected forest areas.	
4.2	NFA procured a consultant to undertake an environmental Assessment study as per agreement since its situated within a Protected Area to identify impacts of the construction and propose mitigation measures. The purpose of the meeting was to involve the Ministry so as to get their views on the project.	

4.3	Communication from the Senior Environment Officer Positively welcomed the project.	Consultant to Note
4.4	Noted that NEMA should be aware of the developments through the documentation that are to be submitted in regards to the new facility developments.	
4.5	Mitigation measures should be costed and should be included in the final project cost	
4.6		
4.7	Follow up should be done to Environmentally sensitive areas regarding the extent of vegetation destruction and any residual impacts on even auxiliary sites (ESMP).	
4.8		
4.9	Sites for material acquisition should be identified Transportation of materials to the sites should be streamlined	
4.10	Labour management should be emphasized i.e., openness in recruitment, child labour should not be accepted and community members should be given priority in recruitments.	
4.11	The Code of conduct for workers should be laid out Occupational health and safety needs to be emphasized on the sites	
4.12	Sexual Orientation should be carried out to the workers	
4.13		
4.14	There needs to be no land encumbrances on the sites where the facilities are to be set up i.e., land titles need to be availed. Grievance mechanisms need to be put in place There should be minimum vegetation disturbance in the areas where the developments are to take place. Noted that there should be no disturbances with the existing area biodiversity	
5.0	Reactions and Way forward	All to Note
5.1	Communication to NEMA of the project.	
5.2	Sensitization of the people within the project areas and the contractors work force on HIV/AIDS and general conduct while within the community	
5.3	General Waste Management by the Contractors.	
5.4	Security should be enhanced mostly by the NFA patrol	
5.5	HIV/AIDS testing and counselling services.	
5.6	Minimum Vegetation cover disturbance by the Contractors	
5.7	Code of conduct will be included in the ESMP	
5.8	Occupational Safety shall be considered for the workers Labour management will be implemented i.e., Employment for community members shall be considered	
5.9		

5.10	Contractor will be required to provide an ESMP to guide the execution of works	
5.11	Trees will be replanted for areas where tree vegetation will be cut down	
5.12	The development sites are accessible due to the close proximity to the access roads.	
5.13	NFA will have land issues resolved before commencement of the project.	
5.14	Project Grievance Mechanism will be considered for the community members and other stakeholders.	
6.0	Closure	All to Note
6.2	The meeting closed at 11:00am	

MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

Project Name	<i>PROPOSED CONSTRUCTION AND RENOVATION OF STAFF HOUSING FOR NATIONAL FORESTRY AUTHORITY</i>	
Subject	Meeting with the Ministry of Gender, Labour and Social Development	
Meeting Status	Physical Meeting	
Date	06/06/ 2024	
Time	2:00pm-3:00pm	
Members Present	Abraham N. Kamunsingua Eng Ronald Menya Kirabo Rita Ogwal Alex Kizito Ivan Akuno Moses Kemigisha Eldrine Franklin KasumbaMicheal Tengeka	
<i>Minute</i>	Discussion	Action
1.0	Agenda Prayer Self-introduction Communication from the consultant team Communication from MLGSD team Reactions and Way forward Closure	All to Note
2.0	Prayer	All to Note
2.1	An opening prayer was led by Kirabo Rita	
2.2	Self-Introduction The Environment consultant team The Ministry of Labour Gender and Social Development (MLGSD)	All to Note

2.3	<p>Communication from the consultant team</p> <p>The consultant team introduced the project where the developer (NFA) intends to set up Accommodation facilities, and Gates in eleven (11) Protected areas.</p> <p>NFA procured a consultant to undertake an environmental Assessment study as per agreement since its situated within a Protected Area to identify impacts of the construction and propose mitigation measures the purpose of the meeting was to involve Ministry of Labour Gender and Social Development (MLGSD)</p>	MSLGSD to Note
2.4 2.5 2.6 2.7	<p>Communication from MLGSD Member</p> <p>The construction project presents an opportunity to promote local employment and skills development through the hiring of labor from nearby communities and the engagement of local contractors and suppliers.</p> <p>Regular monitoring and evaluation of the construction process should be conducted to ensure compliance with relevant regulations and standards, as well as to address any emerging issues or challenges in a timely manner.</p> <p>Local leaders will need to have some safety as there in the park while monitoring on the ongoing project</p>	Consultant to Note
2.8 2.9 3.0 3.1	<p>Reactions and Way forward</p> <p>The Supervising Consultant will regularly monitor and evaluate the impact of local employment and skills development initiatives associated with the construction project.</p> <p>Regularly will monitor and evaluate the impact of local employment of about thirty people both skilled and unskilled and skills development initiatives associated with the construction project.</p> <p>Assigned dedicated project personnel or supervisors to oversee the safety of local leaders on-site and will provide support as needed. These individuals will be trained in safety management and emergency response procedures</p>	MLGSD to Note
3.2	<p>Closure</p> <p>The meeting closed at 3.00pm</p>	All to Note

Appendix 4: Engagement contacts

Stakeholder consultations

Name of Agency/Stakeholder

Purpose of consultation (tick appropriate box) ESIA Project briefs INCEPTION OTHER (specify):

DATE: 06/04/2024 VENUE: Kagadi district

Project name:

Developer:

Name of person/official	Position	Telephone number	Email	Signature
KALISMA. RICHARD	SECTOR MANAGER NITER	0784537242	richardkalisiwa@gmail.com	
Kamangira midant	Off Karalika	078636160		
Mohy Nyiranseng	DEO	0774052258		
Abigata Patrick	DEO	0775320325		
Njendue Pasiaro	DEO	0772681648		

Stakeholder consultations

Name of Agency/Stakeholder

Purpose of consultation (tick appropriate box) ESIA Project briefs INCEPTION OTHER (specify):

DATE: 06/04/2024 VENUE: Kagadi district

Project name:

Developer:

Name of person/official	Position	Telephone number	Email	Signature
KALISMA. RICHARD	SECTOR MANAGER NITER	0784537242	richardkalisiwa@gmail.com	
Kamangira midant	Off Karalika	078636160		
Mohy Nyiranseng	DEO	0774052258		
Abigata Patrick	DEO	0775320325		
Njendue Pasiaro	DEO	0772681648		

Stakeholder consultations

Name of Agency/Stakeholder: **TOP MANAGEMENT**

Purpose of consultation (tick appropriate box):
 ESIA
 Project briefs
 INCEPTION
 OTHER (specify):

DATE: **20/05/2024** VENUE: **NATIONAL FOREST AUTHORITY**

Project name: **(CONSTRUCTION OF NEW OFFICE AND STAFF HOUSING IN CENTRAL FOREST RESERVE (CFR))**

Developer: _____

Name of person/official	Position	Telephone number	Email	Signature
1. Nantika	Procurement Officer IFAA-CD Project	0785076045	nantikaa@gmail.com	[Signature]
2. Eng. Paul Ssesanga	PRE MOUNT	0772412454	Ssespt@fahron.com	[Signature]
3. Keni Sturden	PO-IP/CD NFA	0792581494	Letwaku@epho.com	[Signature]
4. Lerro Ronald	MFA	0782998211	ronald.lerro@nfa.go.ug	[Signature]
5. FRANKLIN KASUMBA	ARCHITECT - IDM/CONCEPT	0754761437	frksum@gmail.com	[Signature]
6. Abraham N. Kamuninswa	IDM (Tech. & Design)	0785402445	abrahamnert@gmail.com	[Signature]
7. RONALD MENTA	IDM-ND	0772467822	ronaldmenta2016@gmail.com	[Signature]
8. KIZITO RIZITO	GSHS IDM	0785080746	ritakizito078@gmail.com	[Signature]
9. Shallon Challenge	EMRO NFA	0771265636	Shallon.Challenge@nfa.go.ug	[Signature]
10. Dennis Sekiwere	IDM	0709031019	sekiwered@gmail.com	[Signature]
11. Tom Casuma	Quantity Surveyor - IDM	0772491629	tcasuma@icrtrust.com	[Signature]
12. Stuart Murrage	IPF-NFA	0752786088	stuartmurrage@gmail.com	[Signature]

MINISTRY OF GOVERNMENT, LABOUR AND SOCIAL DEVELOPMENT

DATE: **02/06/2024**

ATTENDANCE LIST (STAKEHOLDER ENGAGEMENTS)

ID	NAME	INSTITUTION	DELEGATION	CONTACT TEL. NO.	SIGNATURE
1	ABRAHAM N. KAMUNINSWA	IDM INFRASTRUCTURE AND DEVELOPMENT LTD	QUANTITY SURVEYOR	0785402445	[Signature]
2	KIZITO IVAN	INTERN MINISTRY	INTERN	0754634906	[Signature]
3	OGWAL ALDO	MELSD	ESIA COORDINATOR	0772676488	[Signature]
4	KIZITO RIZITO	IDM	GSHS	0785080746	[Signature]
5	TENGERA MICHEAL	MGHS	General Health Inspector	07528700	[Signature]
6	PROSSY NAKAKUKA	IDM	SOCIALOGIST	0779658101	[Signature]
7	ALDO MURGE	IDM	Ord. Specialist	0709031019	[Signature]
8	KEMIGISHA ELAINE	IDM	ENVIRONMENTAL ENGINEER	076191974	[Signature]
9	RONALD MENTA	Infrastructure Development & Mgt Ltd (IDM)	Managing Director	0772467822	[Signature]
10	FRANKLIN KASUMBA	IDM - ARCHITECT	ARCHITECT	0754561437	[Signature]

Stakeholder consultations

Name of Agency/Stakeholder WATER AND ENVIRONMENT				
Purpose of consultation (tick appropriate box)		ESIA <input checked="" type="checkbox"/>	Project briefs <input checked="" type="checkbox"/>	INCEPTION <input checked="" type="checkbox"/>
		OTHER (specify): <input type="checkbox"/>		
DATE: 21/05/2024	VENUE WATER & ENVIRONMENT HEAD OFFICE			
Project name: CONSTRUCTION AND RENOVATION OF OFFICE & STAFF HOUSING				
Developer: KIGALI BANK				
Name of person/official	Position	Telephone number	Email	Signature
Mumunzi Nash	Senior Environment Officer	0772841843	Mumunzi@yahoo.com	
FRANKLIN KASUMBA	ARCHITECT - CONCEPT / IDM	07854961437	FKASUMBA@GMAIL.COM	
Rita Kirabo	RSHS	0785060746	ritatikirabo078@gmail.com	
Abraham N Kamukama	Team SU / RS	0781407005	abrahamn2016@gmail.com	
Pussy Makanya	Socialist	0779658107	Pussy Makanya@gmail.com	
RONALD MENYA	TEAM LEADER IDM	0772407822	ronaldmenya2016@gmail.com	

Stakeholder consultations

Name of Agency/Stakeholder: WATER AND ENVIRONMENT

Purpose of consultation (tick appropriate box):
 ESIA
 Project briefs
 INCEPTION
 OTHER (specify):

DATE: 21/05/2024 VENUE: WATER & ENVIRONMENT HEAD OFFICE

Project name: CONSTRUCTION AND RENOVATION OF OFFICE & STAFF HOUSING

Developer: KOLLA GAYAK

Name of person/official	Position	Telephone number	Email	Signature
<u>Murungi Neth</u>	<u>Senior Environment Officer</u>	<u>0772-841843</u>	<u>MurungiNeth@yahoo.com</u>	
<u>FRANKLIN KASUMBA</u>	<u>ARCHITECT - CONCEPT / IDM</u>	<u>07854961437</u>	<u>FKASUMBA@GMAIL.COM</u>	
<u>Rick Kiabo</u>	<u>ASHS</u>	<u>0785060746</u>	<u>ritahkirabo078@gmail.com</u>	
<u>Miriam N Kamukama</u>	<u>Team SO / GS</u>	<u>0785060746</u>	<u>miriamneth@gmail.com</u>	
<u>Passy Nakawya</u>	<u>Sociologist</u>	<u>0779 658 107</u>	<u>Passy Nakawya@gmail.com</u>	
<u>RONALD MUYA</u>	<u>TEAM LEADER IDM</u>	<u>0772407822</u>	<u>ronaldmuya2016@gmail.com</u>	

Appendix 5: Chance Finds Procedure

This document describes the Chance Find Procedure for the project outlining the procedures that will be undertaken should potential cultural heritage discoveries occur during the construction of the components associated with the Project.

The Chance Find Procedure has been developed in alignment with international good practice, including the World Bank Environmental and Social Standards (notably ESS8), and also complies with Uganda’s requirements as well as the legal and regulatory framework.

Cultural heritage is defined as resources with which people identify as a reflection and expression of their constantly evolving values, beliefs, knowledge and traditions. Cultural heritage encompasses tangible and intangible heritage, which may be recognized and valued at a local, regional, national or global level.

Purpose of the Chance Find Procedure

A Chance Find Procedure is a project-specific procedure which is to be followed if previously unknown cultural heritage is encountered during project activities. The Chance Find Procedure sets out how chance finds associated with the project will be managed.

The Chance Find Procedure aims to:

- Protect physical cultural resources from the adverse impacts of physical investment activities and support their preservation;

- Promote the equitable sharing of benefits from the use of Physical Cultural Resources; and
- Raise awareness of all construction workers and management on site regarding the potential for accidental discovery of cultural heritage resources.

This Chance Find Procedure therefore intends to provide NFA and their contractors with an appropriate response as per the relevant national legislation and international good practice. As such, all contracts for civil works will include this Chance Find Procedure.

In order for the Chance Find Procedure to be effective, the site manager must ensure that all personnel on the proposed development site understand the Chance Find Procedure and the importance of adhering to it if cultural heritage resources are encountered.

Procedures for accidental discovery of cultural resources (chance finds)

This Chance Finds Procedure covers the actions to be taken from the discovering of a heritage site or item to its investigation and assessment by a professional archaeologist or other appropriately qualified person to its rescue or salvage.

If cultural resources (e.g. archaeological sites, historical sites, remains, objects, graveyards or individual graves) are discovered when undertaking the project construction activities, the following procedure will be executed;

1. Halt the construction activities around the chance find to avoid any (or further) damage;
2. Report the discovery to your supervisor or the Environmental Officer or supervising consultant immediately;
3. Delineate and fence the discovered site or area and provide a 25 meter buffer zone around all sides of the find;
4. Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard will be arranged until the responsible local authorities can take over;
5. Forbid any removal of the objects by the workers or other parties;
6. Note the type of archaeological materials you think you have encountered, their location (GPS) and if possible, the depth below the surface where the find occurred;

7. Photograph the exposed materials, preferably with a scale (e.g. a file binder, coin, rules etc.);
8. Notify the responsible local authorities and the relevant Institute of Archaeology immediately (within 24 hours or less);
9. Responsible local authorities would oversee protecting and preserving the site before deciding on subsequent appropriate procedures. This would require a preliminary evaluation of the findings to be performed by experts. The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; these include the aesthetic, historic, scientific or research, social, and economic values;
10. Decisions on how to handle the finding shall be taken by the responsible authorities. This could include changes in the physical investment layout (such as when finding an irremovable remain of cultural or archaeological importance) conservation, preservation, restoration, and/or salvage;
11. Implementation of the authority decision concerning the management of the finding shall be communicated in writing by relevant local authorities;
12. The mitigation measures could include the change of proposed Project design/ layout, protection, conservation, restoration, and/or preservation of the sites and/or objects;
13. Construction work at the site could resume only after permission is given from the responsible local authorities concerning the safeguard of the heritage; and
14. The physical investment proponent is responsible for cooperating with the relevant local authorities to monitor all construction activities and ensure that adequate preservation actions are taken and hence the heritage sites are protected.

In addition, the contractor is obliged to declare the chance find discovery at the earliest possible date to the National Forestry Authority.

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Appendix 6: Cost Summary

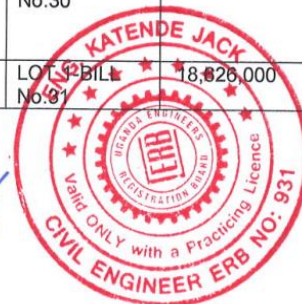
NFA IFPA-CD PROJECT COST SUMMARY

LOT PACKAGE	FOREST RESERVE	SITE LOCATION	DESCRIPTION	NO. OF UNITS	PROPOSED BoQs	CONSULTANT ESTIMATE (UGX)
LOT 1 (SOUTH WEST RANGE)	KALINZU CENTRAL FOREST RESERVE	Kalinzu Central station	Preliminaries LOT1	1	Bill No.2 Preliminaries	201,502,330
			Renovation of an office building unit comprising of reception room, bathroom/kitchen and one room that acts as a bedroom and one other room	1	LOT 1-BILL No.3	38,659,000
			Renovation of external store and kitchen comprising of 3 rooms	1	LOT 1-BILL No.4	25,407,130
			Demolish and Reconstruction of a new toilet	1	LOT 1-BILL No.5	113,642,100
			Renovation of a mixed office and housing unit block comprising of 2No reception rooms, store/kitchen and 4 rooms for sleeping	1	LOT 1-BILL No.6	57,993,000
			Renovation of external store and kitchen comprising of 6 rooms	1	LOT 1-BILL No.7	34,004,260
			Construction of new Visitor Washrooms	1	LOT 1-BILL No.8	110,642,100
			Renovation of 3-stance latrine	1	LOT 1-BILL No.9	23,354,800
			Kalinzu beat	Kalinzu beat	Demolition and reconstruction of a new staff housing block	2
	Demolition and reconstruction of a new external kitchen and store	1			LOT 1-BILL No.11	18,000,000
	Renovation of a single stance latrine	1			LOT 1-BILL No.12	110,642,100
	Renovation of an office Housing comprising of a store/toilet, reception room and 2 rooms	1			LOT 1-BILL No.13	48,816,000
	Renovation of an external store and kitchchen comprising of 3 rooms	1			LOT 1-BILL No.14	10,450,000
	Renovation of a 2-stance external latrine	1			LOT 1-BILL No.15	8,436,000
	Construction of new Visitor Washrooms	1			LOT 1-BILL No.16	110,642,100

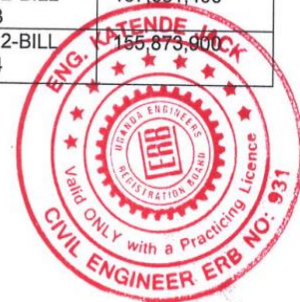
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LOT PACKAGE	FOREST RESERVE	SITE LOCATION	DESCRIPTION	NO. OF UNITS	PROPOSED BoQs	CONSULTANT ESTIMATE (UGX)
		Bitereko beat	Demolition and reconstruction of new toilet	1	LOT 1-BILL No.17	113,642,100
			Demolition and reconstruction of an external store and kitechen comprising of 3 rooms	1	LOT 1-BILL No.18	18,000,000
			Renovation of an office building unit comprising of reception room and 2 other rooms	1	LOT 1-BILL No.19	44,039,090
			Renovation of a staff housing comprising of 6 rooms and 2 stores	1	LOT 1-BILL No.20	57,059,000
			Demolition and reconstruction construction of new toilet	1	LOT 1-BILL No.21	113,642,100
			Demolition and reconstruction of a new external kitchen and store comprising of 6 rooms	1	LOT 1-BILL No.22	36,000,000
			KASYOHA - KITOMI CENTRAL FOREST RESERVE	Kakasi beat	Construction of new staff housing with 2 bedrooms, kitchen, lounge, store and toilet	2
	Construction of new office block	1			LOT 1-BILL No.24	187,681,400
	Ndekye Beat	Renovation of office building comprising of a store, reception room and 2 rooms		1	LOT 1-BILL No.25	42,055,000
		Renovation of an external store and kitchen comprising of 3 rooms	1	LOT 1-BILL No.26	24,022,500	
		Renovation of Timber structure as office building	2	LOT 1-BILL No.27	2,000,000	
		Renovation of a 2-stance latrine with bathroom/urinal	1	LOT 1-BILL No.28	9,651,000	
	Katelera Forest station	Renovation of a mixed with accomodation comprising of office room, and 3 other rooms	1	LOT 1-BILL No.29	42,821,000	
		Renovation of an external kitchen and store consisting of two rooms	1	LOT 1-BILL No.30	16,595,000	
		Renovation of a 2-stance latrine	2	LOT 1-BILL No.31	18,825,000	



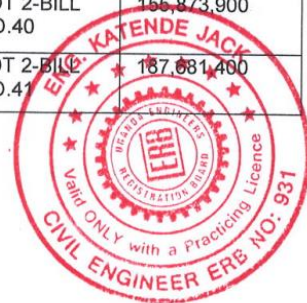
LOT PACKAGE	FOREST RESERVE	SITE LOCATION	DESCRIPTION	NO. OF UNITS	PROPOSED BoQs	CONSULTANT ESTIMATE (UGX)	
			Renovation of an external kitchen and store consisting of 6 rooms	1	LOT 1-BILL No.32	22,584,000	
			Renovation of an office building unit comprising of 6 rooms	1	LOT 1-BILL No.33	62,210,000	
			Bihanga Beat	Renovation of an office building unit.	1	LOT 1-BILL No.34	42,767,000
				Construction of a new external toilet	1	LOT 1-BILL No. 35	110,642,100
				Demolition and reconstruction of a new staff housing block	1	LOT 1-BILL No.36	151,272,900
				ECHUYA CENTRAL FOREST RESERVE	Kagano-Echuya forest station	Renovation of an office building comprising of reception room and 3 other rooms	1
		Renovation of an office building comprising of 2 reception room and 6 other rooms	1			LOT 1-BILL No. 38	71,437,275
		Demolition and reconstruction construction of an external kitchen and store	1			LOT 1-BILL No. 39	18,000,000
		Demolition and reconstruction construction of new toilet	1			LOT 1-BILL No. 40	113,642,100
					Demolition and reconstruction construction of new toilet	1	LOT 1-BILL No. 41
				Renovation of an external store and kitchen with 6 rooms	1	LOT 1-BILL No. 42	34,022,260
		SUB TOTAL 1			44		3,048,575,845
		ADD CONTINGENCY					152,428,792
		SUB TOTAL 2					3,201,004,637
	ADD VAT 18%					576,180,835	
TOTAL LOT 1						3,777,185,472	
LOT 2 (BUDONGO RANGE)	BUDONGO FOREST RESERVE	Nyabyeya	Preliminaries LOT2	1	Bill No.2 Preliminaries	221,638,918	
			Renovation of an office Building consisting of 2 rooms	1	LOT 2-BILL NO.3A	30,209,000	
			Construction of a new Office Block	1	LOT 2-BILL NO.3	187,681,400	
			Construction of a new staff house	1	LOT 2-BILL NO.4	155,875,000	



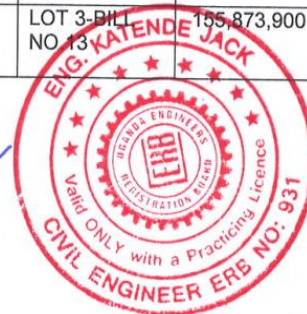
LOT PACKAGE	FOREST RESERVE	SITE LOCATION	DESCRIPTION	NO. OF UNITS	PROPOSED BoQs	CONSULTANT ESTIMATE (UGX)
		West Wayiliba Beat	Renovation of staff housing unit consisting of a Living room, a bedroom, internal store, external store and a toilet	1	LOT 2-BILL NO.5	38,310,000
			Renovation of a single stance latrine	1	LOT 2-BILL NO.6	2,667,000
		Amaply beat	Demolition and reconstruction of a new staff housing block	1	LOT 2-BILL NO.7	158,873,900
		Hanga Beat	Renovation staff housing comprising of a living room, and two bedrooms	1	LOT 2-BILL NO.8	30,779,000
			Renovation of a uniport structure as staff housing	1	LOT 2-BILL NO.9	28,822,500
			3- stance external latrine	1	LOT 2-BILL NO.10	5,055,000
		Kabalye Beat	Renovation of a circular meeting point of overall dia 5100mm	1	LOT 2-BILL NO.11	5,146,000
			Renovation of staff housing unit comprising of 4 rooms	1	LOT 2-BILL NO.12	46,430,000
			Renovation of external Kitchen and store unit comprising of 3 rooms	1	LOT 2-BILL NO.13	14,188,500
			Renovation of a single stance external latrine	1	LOT 2-BILL NO.14	4,725,000
			Renovation of staff housing unit block.	1	LOT 2-BILL NO.15	72,509,000
			Renovation of an external Kitchen and store unit.	1	LOT 2-BILL NO.16	26,401,000
			Renovation of a 2- stance external latrine	1	LOT 2-BILL NO.17	10,148,000
		Nyakafungo Beat	Renovation of a staff housing unit comprising of 4 rooms and one store	1	LOT 2-BILL NO.18	43,963,000
			Renovation of an external store and kitchen comprising of 3 rooms	1	LOT 2-BILL NO.19	13,466,000
			Renovation of a single stance External Latrine	1	LOT 2-BILL NO.20	5,892,000
		Biiso Beat	Renovation of a staff housing unit comprising of 3 rooms	1	LOT 2-BILL NO.21	33,891,000
			Demolition and reconstruction of a new toilet	1	LOT 2-BILL NO.22	110,642,100



LOT PACKAGE	FOREST RESERVE	SITE LOCATION	DESCRIPTION	NO. OF UNITS	PROPOSED BoQs	CONSULTANT ESTIMATE (UGX)
			Renovation of a uniport structure as staff housing	1	LOT 2-BILL NO.23	32,446,000
		Siiba Beat	Renovation of a staff housing Uniport structure comprising of 4 rooms	1	LOT 2-BILL NO.24	32,367,000
			Construction of a new staff housing	1	LOT 2-BILL NO.25	155,873,900
			Renovation of a 2- stance Latrine	1	LOT 2-BILL NO.26	7,186,000
		Katanga Beat	Renovation of a staff housing unit comprising of 4 rooms and a store	1	LOT 2-BILL NO.27	41,907,000
			Renovation a 2-stance latrine	1	LOT 2-BILL NO.28	113,642,100
			Renovation of a single stance with latrine and urinal	1	LOT 2-BILL NO.29	7,999,000
			Renovation of an external store and kitchen comprising of 3 rooms	1	LOT 2-BILL NO.30	21,799,000
	BUGOMA FOREST RESERVE	Kisindi Forest Station	Renovation of a staff housing block	1	LOT 2-BILL NO.31	50,250,500
			Renovation of a 2- stance external latrine	1	LOT 2-BILL NO.32	9,252,000
			Renovation of an external store and kitchen comprising of two rooms	1	LOT 2-BILL NO.33	17,286,000
			Demolition and reconstruction of a new staff house	2	LOT 2-BILL NO.34	317,747,800
			Demolition and reconstruction of an external kitchen and store	2	LOT 2-BILL NO.35	36,000,000
			Demolition and reconstruction of a new toilet	2	LOT 2-BILL NO.36	221,284,200
			Renovation of a staff housing unit comprising of 3 rooms	1	LOT 2-BILL NO.37	43,258,000
			Renovation of a single stance latrine	1	LOT 2-BILL NO.38	6,403,750
			Construction of new office block	1	LOT 2-BILL NO.39	187,681,400
	NYAKARONG O FOREST RESERVE	Bigaaga town	Construction of new staff housing	1	LOT 2-BILL NO.40	155,873,900
			Construction of a new office block	1	LOT 2-BILL NO.41	187,681,400



LOT PACKAGE	FOREST RESERVE	SITE LOCATION	DESCRIPTION	NO. OF UNITS	PROPOSED BoQs	CONSULTANT ESTIMATE (UGX)
	KAGOMBE FOREST RESERVE	Nyanseke Parish	Construction of a new staff housing	1	LOT 2-BILL NO.42	155,873,900
			Construction of a new security Housing	1	LOT 2-BILL NO.43	142,282,700
			Construction of new office block	1	LOT 2-BILL NO.44	187,681,400
	SUB TOTAL 1			46		3,379,089,168
	ADD CONTINGENCY					168,954,458
	SUB TOTAL 2					3,548,043,626
	ADD VAT 18%					638,647,853
TOTAL LOT 2						4,186,691,479
LOT 3 (MUZIZI RANGE AND WESTNILE)	MT. KEI FOREST RESERVE		Preliminaries LOT 3	1	Bill No.2 Preliminaries	136,088,365
		Ozubu	Construction of new office block	1	LOT 3-BILL NO.3A	187,681,400
			Construction of new security housing	1	LOT 3-BILL NO.3	142,282,700
			Construction of a new staff housing	1	LOT 3-BILL NO.4	155,873,900
		Mt.Kei	Construction of a new security housing	1	LOT 3-BILL NO.5	142,282,700
			Construction of new staff housing	1	LOT 3-BILL NO.6	155,873,900
	ERA FOREST RESERVE	Era	Construction of new staff house	2	LOT 3-BILL NO.7	311,747,800
			Construction of new security housing	1	LOT 3-BILL NO.8	142,282,700
	RWENSABYA FOREST RESERVE	Kabweza village	Construction of staff housing	1	LOT 3-BILL NO.9	155,873,900
			Construction of new security unit	1	LOT 3-BILL NO.10	142,282,700
			Construction of new office blocks	1	LOT 3-BILL NO.11	187,681,400
	ITWARA FOREST RESERVE	Kabarole - Fort Portal Offices	Renovation of office building unit block comprising of a toilet, reception, store and two office rooms	1	LOT 3-BILL NO.12	32,575,000
		Kyamuhoro site	Construction of new staff housing	1	LOT 3-BILL NO.13	155,873,900



LOT PACKAGE	FOREST RESERVE	SITE LOCATION	DESCRIPTION	NO. OF UNITS	PROPOSED BoQs	CONSULTANT ESTIMATE (UGX)
			Construction of new office block	1	LOT 3-BILL NO.14	187,681,400
	SUB TOTAL 1			14		2,236,081,765
	ADD CONTINGENCY					111,804,088
	SUB TOTAL 2					2,347,885,853
	ADD VAT 18%					422,619,454
TOTAL LOT 3						2,770,505,307
TOTAL FACILITIES				104		10,734,382,258
CONSULTANT'S FEE 8%						858,750,580.64
TOTAL PROJECT COST (VAT INCLUSIVE)						11,593,132,839

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