



Malawi Government

MINISTRY OF AGRICULTURE

MALAWI FOOD SYSTEMS RESILIENCE PROGRAM

**ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)
FOR THE REHABILITATION OF THE NATIONAL AGRICULTURAL
MANAGEMENT INFORMATION SYSTEM DATA CENTRE IN
LILONGWE DISTRICT**



JUNE, 2026

EXECUTIVE SUMMARY

Introduction

The Ministry of Agriculture (MoA) is leading in the implementation of the Malawi Food Systems Resilience Program (MFSRP) locally branded as the Second Agricultural Commercialization (AGCOM 2) Project. This is a six-year program supported by the World Bank through the International Development Association (IDA), Global Agriculture and Food Security Program (GAFSP) and Multi-Donor Trust Fund (MDTF). The second phase of the program consists of six main components; namely: (i) Building Resilience; (ii) Sustainable Development of Natural Resources for Resilient Agricultural Landscapes; (iii) Getting to Market; (iv) Promoting a Greater Focus on Food Security Resilience in National and Regional Policymaking, (v) Contingency Emergency Response Component (CERC) and (vi) Project Management.

Under Component 1, the program supports enhancement digital agriculture. It is for this reason; the program intends to rehabilitate the NAMIS data centre that is currently housed in the Agro-economic Survey Unit. The Sub-project aims at improving functionality of the building to manage a national farmer digital registry; and digital rapid food assessment module. As part of the planning and approval process, an Environmental and Social Management Plan (ESMP) has been developed in compliance with Malawi Environment Protection Authority (MEPA) and World Bank requirements to ensure the safe and sustainable rehabilitation of the NAMIS data centre.

Nature and scope of the sub-project

The proposed rehabilitation will target the exterior part of the whole building and the interior with focus on the second floor where NAMIS data centre will be housed. Several activities will be carried out during rehabilitation namely; minor demolition of the gypsum boards, structural repairs, tiling, ceiling replacement, plumbing, electrical, and carpentry.

The Rehabilitation activities for the whole sub-project will take 4 months. Over 30 people are expected to be employed during construction Phase and 20 people are also expected to provide their services during Operation Phase of the sub-project.

Methodology used to Prepare the ESMP

The methodology used to prepare the ESMP included literature review, stakeholder consultations, site studies, and socio-economic surveys. The sub-project site was screened to identify the potential environmental and social risks in accordance to ESS1. According to ESIA Guidelines, 2025 the sub-project falls under category B, as such an ESMP was developed. A detailed ESMP has been prepared outlining the environmental and social impacts and their mitigation measures.

Potential Environmental and Social impacts

The identified impacts included: disruption of service delivery, increased air and water pollution, increased noise and vibrations, increase in waste generation, spread of HIV and AIDS, increased

risks of Gender Based Violence and child labor, traffic accidents and workplace injuries. The identified impacts are easily mitigatable and do not pose high risk to sub-project implementation.

Implementation arrangements

The contractor will be responsible to develop and implement the Contractor-ESMP. The Contractors ESMP will be prepared prior to commencement to rehabilitation activities. The PIU Safeguards team and other relevant government stakeholders including the Malawi Environmental Protection Authority and Ministry of Labor will conduct fortnight monitoring visits to the sub-project site to ensure compliance on ES requirements during implementation. Specific trainings will be offered to key community stakeholders and Contractors Staff to ensure that there is organized and effective implementation of environmental and social safeguards during sub-project implementation.

LIST OF ACRONYMS AND ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
AGCOM	Agriculture Commercialization
DAHLD	Department of Animal Health and Livestock Development
EAD	Environmental Affairs Department
EDO	Environmental District Officer
EMA	Environment Management Act
ESMP	Environmental and Social Management Plan
ESMMP	Environmental and Social Management Monitoring Plan
ESS	Environmental and Social Standard
FEWSNET	Famine Early Warning Systems Network
GBV	Gender-Based Violence
GRM	Grievance Redress Mechanism
HIV	Human Immunodeficiency Virus
LASCOM	Local Government Service Commission
MEPA	Malawi Environment Protection Authority
MFSRP	Malawi Food Systems Resilience Program
MoA	Ministry of Agriculture
NAMIS	National Agricultural Management Information System
OHS	Occupational Health and Safety
PIU	Project Implementation Unit
PPE	Personal Protective Equipment
SEA	Sexual Exploitation and Abuse
STIs	Sexually Transmitted Infections
ToR	Terms of Reference
WB	World Bank
WHO	World Health Organization

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1. INTRODUCTION AND BACKGROUND

1.1 Background

Malawi Government through the Ministry of Agriculture with support from Malawi Food Systems Resilience Program (MFSRP) intends to rehabilitate the National Agricultural Management System (NAMIS) data centre to match with the international standards. The old offices are situated off Chirambula road, in Traditional Authority Chitukula, Lilongwe district was built in 1968 as such some of its substructures are in a dilapidated state. The structure has three floors currently in use, the first floor is used by the Ministry of Lands, Physical planning department while the second floor is used by Ministry of Agriculture, NAMIS and the upper floor is used by Ministry of Local Government, LASCOM. The sub-project has an estimated cost of 300,000 USD and is expected to commence in June, 2026 and it will be implemented for 4 months.

Prior to commencement of the works, the sub-project is expected to align itself to the World Bank Environmental and Social Framework (ESF) and the Environment Management Act (EMA) 2017 which stipulates that an environmental and social assessment is required to identify the potential impacts that could arise during sub-project implementation.

Against this background, the MFSRP safeguards team in collaboration with the Malawi Environmental Protection Authority (MEPA) and other stakeholders conducted an Environmental and Social Screening exercise which led to the development of a sub-project brief which was submitted to the Authority. MEPA recommended that Environmental and Social Management Plans (ESMP) and Monitoring Plans should be developed before commencement of civil works at the NAMIS data centre.

The sub-project activities proposed at the NAMIS data centre are:

- Rehabilitation of whole second floor housing NAMIS data centre
- Rehabilitation of roof, electrical, plumbing system, interior and exterior painting for the whole building.

1.2 Objectives of the Program and its Components

The Development Objective of the Malawi Food Systems Resilience Program (MFSRP), is to increase the resilience of food systems and the country's preparedness for food insecurity in program areas. The program aligns well with the Malawi Vision 2063 (MW 2063) and its first 10-year implementation Plan (MIP-1). Specifically, AGCOM 2 aims to increase the commercialization of primary and value-added agricultural products and it will support agricultural productivity and commercialization, which is the number 1 pillar of the MW 2063 and a priority intervention area for the Agricultural Sector. The program has six components, which are: (i) Building Resilient Agricultural Production Capacity, (ii) Supporting the Sustainable Development of Natural Resources for Resilient Agricultural Landscapes (iii) Getting to Market

(iv) Promoting a Greater Focus on Food Systems Resilience in National and Regional Policymaking (v) Contingent Emergency Response Component (CERC) and (vi) Project Management.

The rehabilitation of NAMIS falls under component 1 “Rebuilding Resilient Agricultural Production Capacity” which focuses on agricultural Research, Development, and Innovation Systems, Digital Agriculture, Land Demarcation and Property Registration, Soil Health Pilot it aims to establish a dedicated data centre unit to manage a national farmer digital registry; and digital rapid food assessment module.

1.3 Justification for the Development of ESMPs

In the above context, Malawi Food System Resilience Program (MFSRP) Project Implementation Unit (PIU) developed this ESMP for the proposed sub-projects at NAMIS data centre. NAMIS building rehabilitation works are categorized as Moderate Risk because upon doing a comprehensive assessment of the related impacts the team found them to limited, predictable, and manageable with the ESS standards and government policies. The project is a category B project according to MEPA categorization because the rehabilitation of the building will involve limited construction activities just repairs, refurbishments, minor structural adjustments rather than large-scale new construction. Most of the envisioned potential environmental and social risks are site-specific, reversible, and can be mitigated with the safeguards instruments in place. This ESMP has been developed by following National environmental and social legislation and World Bank Environmental and Social Standards before commencement of civil works. The ESMP was guided by the Environmental and Social Management Framework (ESMF) developed for the Malawi Food System Resilience Program- (MFSRP). It provides guidance, measures and controls to minimize and mitigate the potential environment and social risks and impacts which will be identified during sub-project implementation and operation.

1.4 Objective of the ESMP

The World Bank and the Government of Malawi place significant emphasis on E&S safeguards by way of ensuring that environmental and social risks and impacts are identified, assessed and mitigated accordingly in all Bank supported projects. This ESMP, therefore, aims at ensuring the project’s compliance with the rules and regulations on environmental and social policies, regulations and guidelines in Malawi and the World Bank’s Environmental and Social Standards (ESS). All these requirements have informed the specific objectives of the ESMP as follows:

- (a) To comply with necessary statutory and regulatory approvals and ensure that the sub-project is in line with sound environmental and social management practices;
- (b) To identify and assess significant negative/beneficial potential environmental and social risks/impacts of the sub-project;

- (c) To ensure that the environmental and social requirements, commitments and OHS risks associated with the NAMIS data centre are carried forward during the construction and operational phases and are effectively managed;
- (d) To identify and recommend measures with which to anticipate and avoid, minimize and reduce, or mitigate the negative environmental and social impacts in accordance with the mitigation hierarchy;
- (e) To prepare an environmental and social monitoring plan with clear indicators, deadlines, and responsibilities;
- (f) To outline clear roles and responsibilities of key stakeholders, and institutional arrangements that would ensure effective implementation of the ESMP; and
- (g) To prepare an estimated budget for the implementation of the ESMP.

1.5 Scope of the study

The main scope of the study was to carry out an Environmental and Social Assessment of the proposed rehabilitation of NAMIS sub-project based on the Malawi Government regulation and the World Bank Environmental and Social Framework. The activities/tasks that the consultant took under this assignment include:

- Scoping of Environmental and Social Issues
- Description of the proposed sub-project
- Description and establishment of environmental and socio-economic baseline conditions at the sub-project site
- Public participation and consultation with relevant stakeholders
- Production of site-specific maps
- Analysis and determination of potential environmental and social impact of the sub-project
- Review of the legal framework pertaining to the sub-project
- Development of an environmental and social management plan
- Preparation of an environmental and social monitoring plan
- Preparation of ESMP implementation budget

1.6 Structure of the ESMP

The structure of this ESMP, developed in consultation with MEPA and the Client, was guided by the Environmental and Social Impact Assessment Guidelines of 2025 and the Environmental and Social Management Framework (ESMF) for the Malawi Food Systems Resilience Program (MFSRP). The following are the sections of the ESMP: Sub-project description; Policy and Legal Framework, Environmental and Social Setting; Identification and analysis of impacts; Environmental and Social Management and Monitoring Plan; and Institutional arrangement and capacity building and Conclusion and Recommendations.

1.7 Methodology

In order to fulfil the objectives of the assignment, the assessment team systematically went through several stages starting with literature/document review, reconnaissance survey, consultations, field surveys, impact assessment, stakeholder consultative meetings and production of Environmental and Social Management Plan (ESMP) report. The assessment was conducted on 25th February, 2026.

1.7.1. Kick-off Meeting

The ESMP process started with the Kick-Off meeting which was aimed at getting a detailed understanding of the sub-project.

1.7.2 Literature Review

The process included consolidating relevant literature to be reviewed during the development of the ESMP. Literature reviewed include: The Project Appraisal Document (PAD), the Environmental and Social Management Framework (ESMF), Labour Management Procedures (LMP), Stakeholder Engagement Plan (SEP) and the District Social Economic Profile (SEP), National Environmental Policy, Environment Management Act, Environmental and Social Impact Assessment Guidelines among others

1.7.3. Screening and Stakeholder Consultations

This stage involved physical field verification and discussions with relevant stakeholders. A screening form (Appendix 1) and Checklists (Appendix 2) were used to collect the data.

The data included physical, biological, environmental and socioeconomic baseline conditions of the sub-project area. and its adjacent impact zones including insights on waste management. During the stakeholder consultations, the team engaged local communities, Lilongwe District authorities, and NAMIS staff through:

- Key Informant Interviews and Focus Group Discussions with nearby residents,
- Consultative workshops with the District Environmental and Social Committee (DESC) and stakeholders,

The following is the list of stakeholders consulted:

- National Stakeholders: Representatives from Ministries of Agriculture (Department NAMIS), Ministry of Local Government (LASCOP), Ministry of Lands (Physical Development Plan) Environmental Affairs Department (EAD) and the PIU Team.

- District level: DESC Members were consulted, including Director of Agriculture Services, Lands officer, physical planning officer, Director of public works, director of planning and Environmental District Officer.



Figure 1: Stakeholder consultation at NAMIS data centre

2. SUB-PROJECT DESCRIPTION

2.1 Description of Specific Sites

The site lies along Latitude; -13.9759375, Longitude; 33.7709844 and is specifically located in Agroeconomic survey building behind the Malawi Roads Authority Headquarters' Offices. The sub-project is a 3-storey building with NAMIS data centre located on the second/middle floor. The site is characterized by grass and spontaneous patches of small shrubs. The current state of the proposed buildings to be rehabilitated is shown in a high-resolution satellite imagery (Figure 2).

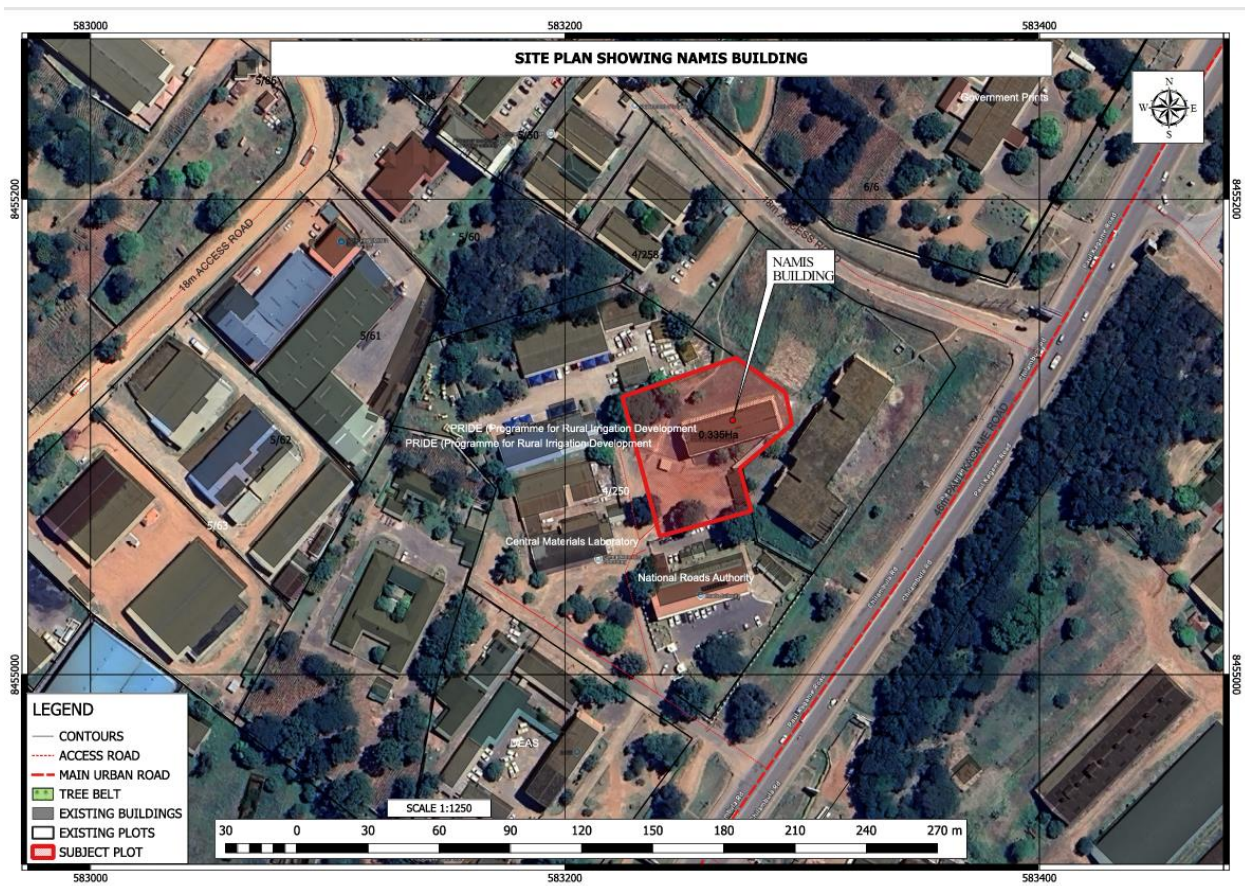


Figure 2: Site Aerial Photograph for NAMIS data centre

2.2 Estimated number of employees the sub-project will employ

It is expected that during rehabilitation, the contractor will employ both skilled and unskilled people based on Malawi Labour Laws and by following World Bank recommendations on employment. The contractor is expected to recruit no more than 60% and no less than 40% of either males or females. The sub-project is aimed at rehabilitating the National Agriculture Management Information System (NAMIS) Data Centre which will help provide timely and high-quality information and services to the stakeholders in the agriculture sector.

2.3 Nature of the Sub-project

The Rehabilitation will be done on the second floor of the existing building and there will be no extension of the building surface. The total area of the site is 460.61 sq m with 51.06 sq m covering the primary access steps located on the left and right end of the building making the area to be partitioned 410.54 sq m which is to be partitioned into 22 rooms. The internal works for the rehabilitation are to be performed **only** on the second floor. The internal works include demolition and replacement of existing board partitions with dry wall especially for the server room, installation of new shelving and plumbing fixtures, new windows and doors installation, internal painting, reflooring and tiling and electrical installation works. The external works for the rehabilitation will be performed on the whole building and will include upgrading of the existing plumbing system for the whole building, rain line gutter and downpipe installation and painting. The existing roof on the third floor will be assessed and all leakages will be refilled. These key improvements will address roofing problems and plumbing issues for the NAMIS Centre.

2.4 Main activities of the sub-project

This section describes activities at the sub-project sites, from planning phase to decommissioning phase including ancillary activities. The following are activities that will be carried out during each phase.

2.4.1. General Activities

Planning and preconstruction phase

Activities before commencement of the sub-project included topographic and cadastral surveys, development of detailed design and ESMP development. A thorough physical inspection of the existing structure was done, including its current condition, topography, access points, and any existing structures. Apart from site and building analysis a Technical Assessment was also conducted and it involved evaluating the building's structure, materials, and existing systems (e.g., mechanical, electrical, and plumbing) to determine the extent of intervention required. This also covered the availability of utilities and potential hazardous materials that may require remediation.

In this phase, there will also be mobilization of handheld equipment to the sub-project site like sledge hammers, chisels, electric jackhammers for demolition and all building materials like cement, river sand, quarry stones, metal bars, timbers, iron sheets, cement blocks, tiles, poles, wire nails, among others. Some of these materials will generate outputs like dust, noise, solid and liquid waste and the risk of occupational injuries.

Construction phase

Brief details of the proposed rehabilitation work at NAMIS Data Centre are outlined in table 1 below and the current status of the offices in figure 3 below.

Table 1: Specific details of activities proposed at NAMIS

a) Rehabilitation of NAMIS Data Centre

- Replacing dilapidated windows and doors with good window panes/louvers and doors.
- Scraping off the dirty and old paint and repaint all walls
- Replacing the existing Nutec board partitions with the recommended dry wall partitions
- Installation of ceramic floor tiles.
- Replacing existing sinks and toilets with new ones
- Maintaining the electrical and plumbing system



Figure 3: Old nutec board partitions and polyester carpet to be removed

Apart from the key rehabilitation works, the contractor will be required to construct a temporary site office for operation during sub-project implementation as well as some other temporary facilities like sanitary facility in addition to already existing ones at the premises.

The supply and installation of equipment like ICT gadgets and furniture will be done during this phase as well.

Operation and maintenance phase

In readiness to this phase, the contractor will develop an operation and maintenance manual which will incorporate ‘As Built drawings’. The contractor will then guide the end user in the maintenance of the building.

Decommissioning / Demobilization

The contractor will be required to prepare a demobilization plan and this will be reviewed and cleared by the PIU and the Infrastructure Management Unit (IMU) to guide in all demobilization activities. The contractor will be required to demolish all the temporary constructed structures and all infrastructure deemed unnecessary and remove all construction equipment and materials from the sub-project sites.

2.5 Material and equipment requirements for sub-project activities

The rehabilitation of the NAMIS data centre will require the use of various construction machinery/equipment and materials. These shall include equipment like concrete mixer, poker vibrator, steel scaffolding and all building materials like cement, river sand, quarry stones, metal bars, timbers, iron sheets, cement blocks, tiles, poles, wire nails among others.

Table 2 presents an overview of the key construction plant, equipment, and materials that will be used for rehabilitation works. It also outlines major inputs and expected outputs or by-products.

Table 2: Materials and equipment for NAMIS rehabilitation

S/N	Input/ Equipment/ material	Use of the equipment or material	Source of the material /equipment	Estimates in Quantity
A.	Equipment			
1.	Concrete mixer	Mixing concrete	To be provided by the Contractor	1
2.	Tippers and trucks	Transportation of construction materials such as tiles, paint	To be provided by the Contractor	1
3.	Carpentry tools	For carpentry works during construction	To be provided by the contractor	Various types and as per need
4.	Plumbing tools	For plumbing during rehabilitation	To be provided by the contractor	Various types and as per need per Scope
5	sledgehammers, chisels, electric jackhammers	For demolition of existing sections	To be provided by the contractor	Various types and as per need per Scope
6	Mobile toilets	For workers hired by the contractor	To be provided by the contractor	2
7	Portable water	For workers hired by the contractor	To be provided by the contractor	4 water containers (20 litre)
8	Emergency kit	For workers hired by the contractor	To be provided by the contractor	2 Emergency kits

B.	Materials			
1.	Sand and gravel	For concrete and mortar formulation and other construction works	To be procured from licensed suppliers	To be determined based on the required stage
2	Cement	For plaster, mortar and screed and other rehabilitation works	To be sourced locally depending on quantity, quality and cost factors.	Approximately 250bags.
3.	Water	For plaster and mortar formulation, dust control and other construction work	To be sourced from the sub-project site taps	The volume of water to be determined based on various usage.
4	Tiles	For the floor	To be sourced locally	Approximately 238 boxes of Ceramic Tiles and 1640 boxes of porcelain tiles
5	Dry Wall Partitioning	For office partitioning	To be sourced from Link Building products, Modern Interiors, Glass bank ltd or equal and approved by the architect	42 square metres
6	Timber	For carpentry work	To be sourced locally	To be determined based on the need for formwork, roof framing and other carpentry requirements.
7	PVC Pipes (Various sizes)	For installation of Water conveyance,	To be sourced locally	To be determined based on size and placement requirements

3. POLICY AND LEGAL FRAMEWORK

This chapter provides background information on the Malawi Government's policy and legal framework applicable to this sub-project. It outlines the relevant sectoral policies and legislations that are relevant in providing a technical and legal framework that will ensure the sustainable rehabilitation and operation of the data centre. In addition, it summarizes applicable World Bank environmental and social standards (ESS).

3.1 Policy Framework

3.1.1 The National Environmental Policy (2004)

The mandate of the policy is derived from Section 13 of the Malawi Constitution. In the policy, it is noted that Malawi has a diversified natural resource base and if properly utilized, the resources may provide the basis for sustainable socio-economic development of the country. The policy also takes note of the fact that the resources are subject to increasing pressure and there is serious degradation of the environment.

There are strategies on environmental planning and environmental impact assessment, audits and monitoring, among others. On environmental planning, the objective is to ensure that national and district development plans integrate environmental concerns, in order to improve environmental management and ensure sensitivity to local concerns and needs. On Environmental Impact Assessments, the objective is to regularly review and administer the guidelines for Environmental Impact Assessments, audits, monitoring and evaluation so that adverse environmental and social impacts can be eliminated or mitigated to enhance environmental and social benefits of the sub-project.

In line with the environmental policy (on planning and ESIA's, among others), the rehabilitation of the NAMIS data centre must integrate environmental and social concerns during the whole cycle of the sub-project i.e. planning, design, and implementation.

3.1.2 National Land Policy (2002)

The National Land Policy of 2002 focuses on land as a basic resource common to all people of Malawi. It provides the institutional framework for democratizing the management of land and outlines the procedures for protecting land tenure rights, land-based investments and management of development at all levels. It ultimately seeks to promote optimum utilization of Malawi's land resources for development. The policy provides opportunities for the people of Malawi to embark on a path of socially and environmentally sustainable development. In addition, the policy highlights a number of approaches for addressing problems facing the land resources sector.

The policy, among other things, deals with issues of ownership, land transfer, use of land, and compensation. The rehabilitation works will be done on public land. In addition, there are no new developments or on the proposed land as such issues of compensation are not anticipated.

3.1.3 National HIV and AIDS Policy (2012)

The Policy highlights that HIV and AIDS impact on the country is quite significant and affects a range of socio-economic activities be it in agriculture, public sector, private sector, tourism, urban areas, rural areas, among others. HIV and AIDS prevalence in the country varies from one region to the other and from rural to urban areas. The highest rate is in the southern region and the lowest in the northern region. The prevalence rate is high in urban areas as compared to the rural areas.

National HIV and AIDS Policy identifies migrant workers and women among highly vulnerable people to transmission of HIV and AIDS and other sexually transmitted diseases. In addition, increased disposal of income from migrant workers may enhance some workers to indulge in extra-marital affairs within the surrounding areas. These sexual activities would enhance the spread of HIV and AIDS among workers and local people.

It is therefore proposed that during implementation of the sub-project, workers as well as surrounding communities should be sensitized on the dangers of HIV and AIDS. Further, Information, Education and Communication (IEC) materials on HIV and AIDS should be distributed. It is also recommended that during rehabilitation Phase of the NAMIS data centre much of the unskilled labour force should be sourced from people from surrounding as this will reduce the influx of migrant workers in the sub-project area.

3.1.4 National Gender Policy (2015)

The National Gender Policy, which is currently undergoing review, calls for integration of gender responsiveness in planning and implementation of development sub-projects and programs. It is understood that consideration of gender needs and benefits enhance poverty reduction in both rural and urban environments. The objectives of the National Gender Policy include to: advocate for increased access, retention and completion to quality education for girls and boys; ensure women, men, boys and girls sexual and reproductive health rights, and HIV/AIDS status are improved; strengthen gender mainstreaming in all sectors of the economy; reduce poverty among women and other vulnerable groups through economic empowerment; promote women's participation in decision making positions in both politics and public life; reduce gender based violence; and strengthen the capacity of the National Gender Machinery.

Rehabilitation works under NAMIS data centre has to integrate consideration of needs of both males, females and other vulnerable groups in sub-project activities. The potential considerations could be equal employment opportunities to both male and female during the implementation of the sub-project in order to enhance income for both.

In line with the Policy, this Environmental and Social Management Plan has also proposed mitigation measures for Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA).

3.1.5 National Water Policy (2005)

The National Water Policy of 2005 aims at providing comprehensive and integrated water resources conservation and management. It addresses all aspects of water including resource management, development, and service delivery conforming to the current global and regional trends and the requirements as reflected under the Millennium Development Goals.

During the rehabilitation and operation phase of the sub-project, there is potential risk of polluting the ground water through indiscriminate disposal of liquid and solid waste that will be generated. In line with the Policy, NAMIS data centre will ensure that waste generated is segregated and properly disposed of. In addition, NAMIS will make available adequate waste receptacles including separate toilets for male and female workers.

3.1.6 National Forest Policy (2016)

The policy aims at promoting sustainable contribution of national forests, woodlands and trees towards the improvement of the quality of life in the country by conserving the resources for the benefit of the nation. The policy prevents unnecessary changes in land-use that promote deforestation or endanger the protection of the forests which have cultural, biodiversity or water catchment values. The site for the proposed rehabilitation of the NAMIS data centre does not have trees that will be affected by the proposed sub-project activities. However, after rehabilitation works, as part ESMP implementation, the contractor shall plant some ornamental trees, flowers and *kapinga* that will not only make the place beautiful but also greener to replace the remnants of vegetation such as shrubs and grass cleared during rehabilitation works.

3.1.7 National Construction Policy (2015)

The National Construction Policy of 2015 details the direction and intent of the Government of Malawi in facilitating the growth and development of the construction industry in the country. It aims at guiding the Construction Industry in ensuring an enabling environment for the development of a vibrant, efficient and sustainable local construction industry. The Policy provides a platform for the construction industry to overcome challenges and embrace opportunities which exist within the Industry. It also facilitates the effective and active participation of the local industry in the development, maintenance and management of the physical infrastructure.

In line with this Policy and other related policies and legislation, the contractor that will be hired to rehabilitate the NAMIS data centre will be licensed by NCIC and will use environmentally friendly materials. In addition, the contractor will ensure that all workers are provided with appropriate personal protective equipment to guard against injuries and work-related ailments.

3.1.8 National Sanitation Policy (2008)

The goal of the National Sanitation Policy (NSP) is to promote effective coordination and develop mechanisms for the delivery of sanitation and hygiene promotion at national level. The implication of the policy is that the developer ensures that the NAMIS data centre has adequate sanitation facilities, such as toilets, to ensure that human excreta is properly disposed of.

3.2 Legal Framework

3.2.1 Constitution of the Republic of Malawi

The Constitution of the Republic of Malawi is supreme over any legal policy or Act in Malawi. Any Act of Government or any law that is inconsistent with the provisions of the Constitution shall be invalid to the extent of such inconsistency (Section 5). Therefore, the reviewed policies, and legislation, relevant to the sub-project, must be in line with the Constitution. The Constitution of the Republic of Malawi as amended in 2010 serves as the supreme law from which all other policies, activities, legislations, or laws draw their mandates and principles with the full interest of safeguarding the fundamental rights of human beings in their totality. As such, the Constitution establishes systems and processes to govern these.

The Republican constitution under Principles of National Policy Section 13 (d) requires the State to manage the environment responsibly by preventing its degradation, conserving and enhancing biodiversity, accord a healthy living and working environment for Malawians, and acknowledging the rights of future generations through environmental protection and sustainable development.

The rehabilitation of NAMIS sub-project has therefore complied with the “section” by preparing an Environmental Management Plan (ESMP). The ESMP at hand considers all activities during all phases of the sub-project, promote environmental protection and sustainable development of natural resources, including air and biological diversity resources.

The Constitution in Section 28 prohibits arbitrary deprivation of a person’s property. The implementation of the sub-project shall not deprive anyone’s right to own land as the sub-project shall be implemented on existing NAMIS land premises without obtaining or acquiring peoples’ land.

3.2.2 Environment Management Act (2017)

The Environment Management Act (EMA), as an overarching legislation for environmental management in Malawi, accords specific responsibilities to various sectoral authorities on matters pertaining to environmental planning and management. The Act requires the Director General of MEPA to ensure that, prior to implementation, all development sub-projects undergo screening for ESIA or ESMP preparation requirement, an environmental management tool to enhance beneficial

impacts and mitigate adverse impacts. The Act also prescribes sub-projects which require either ESIA and/or ESMP studies to form part of the implementation cycle. After the screening, the sub-project under review did not qualify for an ESIA study as provided for in Section 31 of Part VI in EMA, 2017. This act ensures conservation and management of the environment, prescribing environmental standards, and addressing climate change.

The NAMIS data centre rehabilitation must adhere to environmental impact assessments, audits, and monitoring requirements outlined in the act. Due to this development, an ESMP at hand is developed to enhance the positive effects and mitigate the negative environmental and social impacts that the sub-project shall have to cause.

3.2.3 Land Act (2016)

The Land Act of 2016 was enacted to provide for land administration and management in Malawi.

The Act groups land into two categories, “private land” and “public land”. Public land comprises Government land and unallocated customary land. The Land Act also makes provisions for land acquisition which includes compensation of people affected by any sub-project. Section 13 under sections (1), (2), and (3), states that: “any person who by reason of any acquisition suffers any disturbance or loss or damage to any interest which he may have or immediately prior to the occurrence of any of the events referred to in this section, may have had in such land shall be paid such compensation for such disturbance, loss or damage as is reasonable”.

The sub-project at NAMIS data centre shall be implemented on public land such that no person shall suffer any disturbance or loss or damage to any interest warranting compensation.

3.2.4 The Occupation Safety Health and Welfare Act (1997)

The Occupational Safety Health and Welfare Act (OSHW Act) stipulates the provisions for a safe working environment for the people of Malawi. The OSHW Act, therefore, was established to provide for the regulation of employee safety, health, and welfare in the workplace and to provide for enablers for the prevention and regulation of accidents in the workplace. In compliance with the requirements of the Act, the Contractor for the construction works will develop an Occupational Safety, Health, and Welfare Policy and program. Furthermore, according to Section 58 (Part VI), all workers for the construction works will be provided with appropriate personal protective equipment (PPE) and these include work suits, industrial boots, hard helmets, and gloves during the construction period. In addition, the Contractor shall ensure that a well-stocked First Aid Box is made available at the construction site for use by workers as provided for under Section 33 (Part IV) of the Act. The First Aid Box shall be under the charge of a well-qualified person. In line with Part II, Section 6 of the Occupation Safety, Health, and Welfare Act, the contractor shall register the construction camp as a workplace.

The sub-project contractor shall also have Environmental, Health and Safety personnel to manage relevant issues. It is envisaged that various occupational safety and health (OSH) issues will be encountered during the implementation of the proposed sub-project. Hence, it is imperative for the developer to ensure that OSH requirements are adhered to at all times. This Act also promotes community/workers' health, safety, and security. Therefore, the ESMP shall outline the interventions that will be required for implementation and monitoring during the lifespan of the sub-project.

3.2.5 Gender Equality Act (2013)

The Gender Equality Act of 2013 promotes gender equality, equal integration, influence, empowerment, dignity, and opportunities for men and women in all functions of society. It prohibits and provides redress for sex discrimination, harmful practices, and sexual harassment. Part IV of the Act also provides for quotas in terms of employment opportunities such that an appointing or recruiting authority in the public service shall appoint not less than 40% and no more than 60% of either sex in any establishment (MDA) of the public service. Therefore, when employing people for the implementation of the sub-project activities, the Contractor and the Client will have to ensure that the provisions of this Act are complied with to ensure gender equality in all spheres of socioeconomic development. It also emphasizes non-discrimination in labour practices and opportunities, including non-discrimination of persons with disabilities among the categories of vulnerable groups.

Therefore, the rehabilitation process should ensure equal opportunities for men and women, promoting gender equality in employment and access to services.

3.2.6 Child Care, Protection and Justice Act, 2010

Division 6 of Part I of the Act is relevant to the proposed sub-project as it focusses on Protection of Children from Undesirable Practices. Of particular interest are sections 80 to 84 which all concerned parties should be aware of. Section 80 states that No person shall subject a child to a social or customary practice that is harmful to the health or general development of the child. Section 81 and 82 respectively prohibits anyone from forcing a child into marriage and providing labour for income of a parent. A person who contravenes sections 80, 81 and 82 commits an offence and Offences shall be liable to imprisonment for ten (10) years. A social welfare officer who has reasonable grounds to believe that a child has been subjected to a harmful cultural practice or any practice prohibited under sections 81 and 82; or is being used for the purposes of prostitution or immoral practices, may remove and temporarily place the child in a place of safety.

The proposed sub-project will make sure that all the workers sign a code of conduct of which some of the clauses will be on child care and protection. In addition to that no children will be allowed to access the proposed sub-project site even in vending activities.

3.2.7 HIV and AIDS (Prevention and Management Act, 2018)

This Act makes provision for the prevention and management of HIV and AIDS: to provide for the rights and obligation of persons living with HIV or affected by HIV and AIDS: to provide for establishment of the National AIDS Commission and provide for matters incidental thereto or connected therewith.

The rehabilitation sub-project must adopt a workplace HIV/AIDS policy to protect workers from stigma and discrimination.

3.2.8 Local Government Act (1998)

The Act mandates all local authorities to regulate planning and development within their jurisdiction and also empowers them to have by-laws that specify how development sub-projects should minimize and avoid environmental degradation. This Act also devolves decision-making authority from central government to local authorities, through the process of decentralization. The Act has concrete provisions for the participation of rural communities in development planning, implementation, and monitoring.

The proposed sub-projects will adhere to the requirements of the Act by fully involving the Lilongwe District Council to ensure that any by-laws set by local councils are followed throughout the sub-project cycle.

3.2.9 Physical Planning Act (2016)

This is an Act that makes provision for physical planning and the orderly and progressive development of land in both urban and rural areas with the following aims (i) Preserving and improving amenities thereof; (ii) grant of permission to develop land and for other powers of control over the use of land; (iii) the establishment of the Physical Planning Council; (iv) establishment of the Physical Planners Board; and (v) the registration and regulation of physical planners and for matters connected therewith and incidental thereto. The physical planning Act, section 4, creates the position of a Commissioner for Physical Planning who is a public officer.

Section 5, points out that part of their responsibility is approving district and local physical development plans and ensuring that such plans are in line with the National Physical Development Plan and advising the Commissioner for Lands and local government authorities on the most appropriate use of land. Section 46 (1) of the Act states that an application for development permission under this Part shall be made (i) at the local government authority, in case of any development within the area of its jurisdiction; or (ii) by the Commissioner, in every other case.

NAMIS data centre will apply for a development permit from Lilongwe District Council before sub-project implementation.

3.2.11 The Public Health Act, 1948 (Amended, 1992)

The Public Health Act requires developers to provide sanitary and health facilities in the workplace to promote the health and well-being of the primary occupants. The clauses enshrined in the Act advocate for measures to be undertaken to preclude slackness that would lead to harm to one's health or the public at large. The sound public health measures and their adherence are critical especially now that Malawi is facing poor sanitary facilities that poses a high risk of Cholera pandemics. This ESMP report recognizes the importance of practicing improved hygiene and use of improved sanitary facilities for the management of Cholera.

The contractor will have to comply with the requirements of this Act by providing waste disposal facilities in accordance with the anticipated volumes of waste. The contractor will construct sanitary facilities, provide handwashing facilities, ensure good hygiene practices, and avoid congestion to prevent the spread of two pandemics and any to come.

3.2.13 The Occupational Safety Health and Welfare Act (1997)

The Occupational Safety Health and Welfare Act (OSHW Act) stipulates the provisions for a safe working environment for the people of Malawi. The OSHW Act, therefore, was established to provide for the regulation of employee safety, health, and welfare in the workplace and to provide for enablers for the prevention and regulation of accidents in the workplace. In compliance with the requirements of the Act, the Contractor for the construction works will develop an Occupational Safety, Health, and Welfare Policy and program. Furthermore, according to Section 58 (Part VI), all workers for the construction works will be provided with appropriate personal protective equipment (PPE) and these include work suits, industrial boots, hard helmets, and gloves during the construction period. In addition, the Contractor shall ensure that a well-stocked First Aid Box is made available at the construction site for use by workers as provided for under Section 33 (Part IV) of the Act. The First Aid Box shall be under the charge of a well-qualified person. In line with Part II, Section 6 of the Occupation Safety, Health, and Welfare Act, the contractor shall register the construction camp as a workplace.

The sub-project contractor shall also have Environmental, Health and Safety personnel to manage relevant issues. It is envisaged that various occupational safety and health (OSH) issues will be encountered during the implementation of the proposed sub-project. Hence, it is imperative for the developer to ensure that OSH requirements are adhered to at all times. This Act also promotes community/workers' health, safety, and security. Therefore, the ESMP has outlined the interventions that will be required for implementation and monitoring during the lifespan of the sub-project.

3.2.14 Employment Act (2000)

The Employment Act, 2000 reinforces and regulates minimum standards of employment with the purpose of ensuring equity necessary for enhancing industrial peace, accelerated economic growth,

and social justice; and for matters connected therewith and incidental thereto. The Act prohibits forced labour and child labour as well as discrimination against any employee or prospective employee on the grounds of race, colour, sex, language, religion, political or other opinions, nationality, ethnic or social origin, disability, property, birth, marital or other status or family responsibilities in respect of recruitment, training, promotion, terms and conditions of employment, termination of employment or other matters arising out of the employment relationship. It also encourages equal pay to employees doing the same work regardless of gender and race.

NAMIS data centre rehabilitation sub-project under MFSRP shall ensure the contractor implementing the sub-project complies to all relevant provisions mentioned in the Act. F

3.2.15 National Construction Industry Act (1996)

The Act provides for the establishment of the National Construction Industry Council of Malawi (NCIC), for the promotion and development of the construction industry, registration of persons engaged in the construction industry in Malawi, co-ordination of training of persons engaged in the construction industry and general matters incidental thereto. The act also requires the developer to register with it any construction sub-project undertaking and that the contractor implementing the sub-project must also be a registered member of NCIC. The registration of the sub-project with NCIC enables to inspect and monitor compliance of construction activities to agreed quality standards and registered contractors are the ones entrusted with the works, so as to ensure that quality structures are developed. NCIC also enforces subcontracting of 40 percent of the work in an event that the sub-project's main contractor is a foreign-based contractor.

The developer shall therefore comply with the act by registering the sub-project and ensuring that the contractor is fully registered by NCIC.

3.3 Environmental and Social Framework

The World Bank Environmental and Social Framework (ESF) 2018, sets out the Bank's commitment to sustainable development, through its Policy and Environmental and Social Standards (ESS) that the sub-project expects to experience through the sub-project life cycle. The ESSs are in place to ensure that programs are avoiding and mitigating adverse environmental and social impacts. The Bank requires that all environmental and social risks and impacts of the sub-project are addressed as part of the environmental and social assessment conducted in accordance with ESS1. Furthermore, ESS2-10 obliges the proposed sub-project to identify and address environmental and social risks and impacts that may require particular attention.

The rehabilitation activities under this subsub-project have the potential to trigger the following six environmental and social standards: ESS 1 (Assessment and Management of Environmental and Social Risks and Impacts); ESS 2 (Labor and Working Conditions); ESS 3 (Resource Use Efficiency and Pollution Prevention and Management); ESS4 (Community Health and Safety);

and ESS 10 (Stakeholder Engagement and Information disclosure) aimed at assisting countries to avoid or mitigate adverse impacts of development sub-projects on protecting and conserving biodiversity and sustainably managing living natural resources and physical cultural resources, where applicable.

The rehabilitation activities for the proposed NAMIS data centre are likely going to have minimal and no adverse environmental and social impacts in the sub-project impact area. In order to comply with Bank ESS1, the developer prepared the Environmental and Social Management Plan (ESMP) at hand. The ESMP will guide the implementation of the different preventive and mitigation measures where need arise.

All of the identified negative impacts can be reduced or in some cases avoided, with timely implementation of the mitigation measures outlined in this report. Table 3 below outline the review of the standards and their implications on construction activities.

Table 3: The review of the World Bank ES standards and their implications on construction activities.

E&S Standard	Description and Relevance to Sub-project Activities
<p>ESS 1: Assessment and Management of Environmental and Social Risks and Impacts</p>	<p>ESS1 guides the production, implementation and monitoring of ESMP, ESIA, and other related instruments to avoid, reduce, mitigate and compensate the impacts of the sub-project. It presents a typical categorization system that consists of three or four risk categories, which correspond to high, substantial, moderate, or low risk. ESS1 implies that Borrowers need to identify any potential environmental and social risks and impacts that could arise during the sub-project and propose mitigation measures.</p> <p><i>The proposed sub-project falls under the Moderate Risk sub-projects; therefore, the ESMP has been prepared for the sub-project before the commencement of construction activities to ensure that the sub-project is environmentally and socially sound and sustainable. The environmental and social assessment has been adequately done to identify potential risks and impacts of the sub-project, and mitigation measures have been proposed under Chapter 5.</i></p>
<p>ESS 2: Labour & Working Conditions</p>	<p>ESS2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. ESS2 implies that the Borrower has to establish a Grievance Redress Mechanism, promote OHS measures and develop and implement written labour management procedures that promote equal employment opportunities, safeguards against forced and child labour.</p> <p><i>Considering that the sub-project will attract a considerable amount of workforce, ESS2 applies. Deliberate efforts will be made to ensure that women compose at least 40% of the labour force. Labour management procedures for the sub-project have already been developed, and mitigation measures for OHS hazards and risk of child labour have been proposed in the ESMP.</i></p>

<p>ESS 3: Resource Efficiency and Pollution Prevention & Management</p>	<p>This ESS3 recognizes that economic activity and urbanization often generate pollution of air, water, and land, and consume finite resources that may threaten people, ecosystem services and the environment at the local, regional, and global levels. ESS3 implies that the Borrower has to implement resource-efficient designs; implement technically and financially feasible measures for improving efficient consumption of resources (energy, water, and raw materials); avoid the release of pollutants; assess the volume of water use; and segregate different types of waste for appropriate/ sound disposal and management.</p> <p><i>The sub-project may potentially generate air, water, and land pollution, as well as consume natural resources (e.g., sand, quarries, and wood resources), which could threaten people, ecosystem services, and the environment at the local level. Air will be polluted from dust, noise, and exhaust gas emissions from construction equipment. Water will be contaminated by run-off containing silt, debris, and liquid and solid waste from the construction site, and oil leakage and spillages from construction equipment. NAMIS has, therefore, prepared this ESMP with measures to manage the above impacts.</i></p>
<p>ESS 4: Community Health & Safety</p>	<p>The ESS4 addresses the health, safety, and security risks and impacts on sub-project-affected communities, recognizing that sub-project activities, equipment, and infrastructure can increase community exposure to these risks and impacts. ESS4 implies that the Borrower has to evaluate the risks and impacts of the sub-project on the health and safety of the affected communities during the sub-project life cycle, which includes traffic safety, labour influx, SEA/SH risks to the community, and emergency response planning.</p> <p><i>Sub-project activities of the proposed Sub-project will present community health and safety risks, like: (i) improper disposal of construction, hazardous and general wastes, (ii) pollution from liquid waste, (iii) air pollution and (iv) traffic impacts. The sub-project will be committed to protecting the health and safety of nearby communities. This will be done by implementing a design infrastructure with safety in mind, putting traffic safety measures in place, and preparing clear emergency response plans. To reduce any risk from hazardous materials or the spread of illness, the sub-project will ensure safe handling practices, regular health checks, and responsible interaction between workers and residents to reduce SEA/SH risks to the community. All these efforts will follow both national laws and the World Bank's ESS4 standards for community health and safety. These risks have been evaluated in the report, and their mitigation measures have been proposed in Chapter 5.</i></p>
<p>ESS 10: Stakeholder Engagement & Information Disclosure</p>	<p>ESS10 recognizes the importance of open and transparent engagement between the Borrower and sub-project stakeholders as an essential element of good international practice. It stipulates that effective stakeholder engagement can improve the environmental and social sustainability of sub-projects, enhance sub-project acceptance, and make a significant contribution to successful sub-project design and implementation. ESS10 implies that the Borrower has to develop a stakeholder engagement plan, foster inclusive and participatory decision-making, establish a Grievance Redress Mechanism and disclose sub-project information.</p> <p><i>The Stakeholder Engagement Plan was developed and the preparation of the ESMP involved engaging institutions within the Sub-project impact area and selected public institutions that expressed their views on the proposed Sub-project. Channels for information disclosure and a grievance redress mechanism for the sub-project were also already established.</i></p>

3.4 Environmental Standards in Malawi

The Standards listed in Table 4 will be relevant and triggered during the construction and operation phase of the sub-project.

Table 4: Environmental Standards in Malawi

Standard	Title	Year of implementation
MS 714:2005	Occupational Safety and Health Management Systems – Specification	2005
MS 719:2005	Hazardous Waste – Management, Classification and Disposal – Code of Practice	2005
MS 59:2002	Solid waste – handling, transportation and disposal – code of practice	2002
MS 730:2005	Solid waste disposal sites, guidelines for design	2005
MS173:2005	Acoustics- Noise Pollution- Tolerance Limit	2005

3.5 Permits and licenses

The following Table 5 shows permits and licenses which may be required by the clients and contractors during rehabilitation and implementation of the sub-projects.

Table 5: Permits and Licenses

Regulations/ Standards/ Approvals	Description	Reference	Issuing Institution	Applicant
Workplace Registration Certificate	Every workplace is required to be registered and must commit to abide by all of the country's labour laws	Occupational Safety Health and Welfare Act (1997)	Ministry of Labour	Construction Contractor
Development Planning permission	Approval of design of the rehabilitation of NAMIS data centre	Physical Planning Act. (2016)	Lilongwe Council City	Developer
Sand mining permit	Permit to extract Sand for rehabilitation works	Mining Act	Lilongwe Council District	Contractor

4. ENVIRONMENTAL AND SOCIAL SETTING

Introduction

Baseline assessment prior to the sub-project is crucial to understand the environmental and social conditions and characteristics that may affect the proposed sub-project. This chapter, therefore, provides an overview of the existing environment for the sub-project site, which is related to the proposed area's physical, biological, socio-economic, and structural aspects. It also forms a part of baseline information within the sub-project area that might be used for future planning

The sub-project site is relatively small and the field visits confined the direct impact on area of the sub-project and the information presented in this chapter is relevant for decisions about sub-project's location, design, operations as well as environmental and social management.

Statistics included in this chapter, illustrate various environmental and social components of the sub-project sites. The baseline data was collected through various tools and methods i.e. literature review of the secondary data from published reports, Environmental and Social Screening exercise report and public consultations. The baseline information contained in this chapter will, therefore, be used in the design process of the sub-project site in order to minimize its impact on the geology, soil and topography of the area; to ensure that the infrastructures are constructed properly, cost effective, in line with community wishes and in a manner of most suitable for the hydrological environmental and to allow for minimum disturbance of the flora and fauna community.

4.1 Biophysical Environment

This section presents the baseline conditions existing at and around the sub-project sites.

4.1.1 Location and Size

The site lies along Latitude: -13.9759375, Longitude: 33.7709844 on global map within Lilongwe city and specifically located behind the Malawi Roads Authority Headquarters' offices.

4.1.2 Climate (Temperature and Rainfall patterns)

The area experiences a subtropical climate characterized by distinct wet and dry seasons. The wet season typically runs from November to April, with the hottest months being October and November. Temperatures average around 22°C (72°F) throughout the year. The average annual rainfall is 900mm. The rainy season typically runs from November to April, with the wettest months being December, January, February, and March (Lilongwe District Council SEP and Department of Climate Change and Meteorological services website.)

4.1.3 Geology, Topography, Soils and Water Resources

The geology of the area is largely dominated by the crystalline Precambrian to Lower Palaeozoic rocks (Lilongwe District Council SEP 2023-2030). The soils are brownish loam soils with typical properties of ferruginous division of latosols group. The soils are not highly exposed to the risk of erosion due to their deep sublayer which has very good infiltration of runoff.

The NAMIS data centre relies on potable water that is supplied by Lilongwe Water Board (LWB). LWB is Malawi government statutory corporation and is under Ministry of Agriculture, Irrigation and Water Development. It taps its water from Lilongwe River to their two reservoirs at Kamuzu 1 at Malingunde and Kamuzu 2 at Msinja.

4.2 Biological Conditions

The proposed site is surrounded mainly by grass and spontaneous patches of small shrubs. Construction works will have minimal impact on other species. Consultations with workers indicated that small animals such as rodents, snakes, birds and lizards are usually seen in the area. No large animals exist at the sub-project site.

4.3 Socio-Economic Environment

4.3.1. Population

According to Population Sub-projections carried out in 2018 by National Statistical Office (NSO), there are 25,482 people in T A Chitukula which NAMIS data centre falls under. People from TA Chitukula may come to the area for either employment opportunities or other small business opportunities at the construction site. The coming in of more people might have an impact on the social services that are available in the area. This is the population from which the contractor would want to employ skilled or unskilled labourers from.

4.3.2 Health

NAMIS data centre is in proximity with the following health facilities; Area 18 Health Centre, Kawale Health Centre, Bwaila hospital and Kamuzu Central Hospital (Referral hospital). This shows that the sub-project site is close to health facilities where emergency health care could be sought.

4.3.3 Sexual Exploitation and Abuse and Sexual Harassment

The PIU Social Safeguards Team will ensure that the contractor has in place site specific reference protocols for Sexual Exploitation and Abuse and Sexual Harassment aligned to the World Bank

Good Practice Note Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works as well as national standards. Considering the limited scale of the subproject, the subproject will not engage an NGO to provide SEA/SH services. The PIU Social Safeguards Specialist and the social safeguards team will map out and use of the existing district level service providers. SEA/SH prevention measures consistent with the national legal framework will be implemented. The contractor shall prepare and implement site specific SEA/SH procedures and a reference protocol. The Social Safeguard Specialist from the PIU will deliver appropriate training of workers and ensure the workers sign a Codes of Conduct with specific clauses on SEAH. The specialist will also coordinate the provision of psychosocial counselling and support. Specifically, the Social Safeguards Specialist will be responsible for; Overseeing SEA/SH risk mitigation and compliance

- Delivering induction and regular sessions on SEA/SH and Code of Conduct
- Serving as a Confidential point of contact for complaints
- Map out and coordinating referrals to appropriate service providers
- Liaising with the PIU and relevant district level structure (District Social Welfare Office)

Prior to commencement of work, all the workers shall sign the Code of conduct with clear SEA/SH clauses and penalties for noncompliance. The contractor shall provide and display on site awareness materials (posters, signage) including GBV hotline and reporting channels.

The subproject GRM will include SEA/SH sensitive procedure to ensure confidentiality, safety and accessible reporting channels (including anonymity). Immediate and confidential referral of SEA/SH cases to the Focal Point will also be made. Handling of SEA/SH complaints will be distinct from the general grievances.

The Project Social Safeguards Specialist and the contractor through their Social Safeguards Officer, shall ensure SEA/SH grievances are not investigated at site level but instead trigger referral to appropriate support services and where consent is given to formal authorities.

All SEA/SH cases shall be managed according to survivor centered approach ensuring confidentiality, safety, respect and dignity and informed consent on reporting and referral option. No action will be taken that could place the survivor at risk.

Referral Protocol and Pathways.

The contractor shall establish simple reference protocol that identifies and enables access to the following existing services;

- I. Health services; Nearest Public Health Facility (Kawale, Area 18 or Bwaila hospital) for medical care (including post exposure prophylaxis where applicable).
- II. Psychosocial support; Lilongwe District Social Welfare Office
- III. Law Enforcement; Lingadzi Police station, Kawale Police Station and Area 3 especially the Victim Support Unit.

- IV. Legal service; Local Legal aid, Malawi Human Rights Commission and the Malawi law Commission where applicable
- V. GBV hotline e.g. National Toll-free helpline (such as 116 for children or other reporting lines, where active.)
- VI. Relevant NGOs/CSOs such as NGO Gender Coordination Network.

The Contractor shall therefore display discreetly clear steps for safe and immediate referral.

4.3.4 HIV and AIDS

Community members especially around the NAMIS data centre may attempt to entice the incoming construction workers into sexual relationships, which put them at risk of contracting STIs, including HIV and AIDS. Sensitization meetings shall be conducted to raise awareness and provision of condoms for the prevention of STIs and HIV and AIDS.

4.3.6. Employment

The proposed sub-project of the rehabilitation of the NAMIS data centre gives an opportunity to surrounding community to provide unskilled labour to the contractor during the construction phase. The recruitment will be done according to the National labour laws; all workers will sign a contract, for work shorter than 6 months a written contract is not strictly mandatory however the contractor may issue written agreements clearly communicating wages, hours duties etc and a code of conduct. In case of any accident that may happen the workers will be covered by the Contractors workers compensation insurance.

4.3.7 Waste Management

The construction and operation phase will generate both liquid and solid wastes ranging from domestic waste, construction rubble, waste water and hazardous waste (e-waste). All these will be managed as presented in the table 6 below:

Table 6: Estimated quantities of waste and mode of disposal

S/N	Type of Waste	Estimated Quantity (per month)	Mode of disposal
1.	Domestic Waste	To be determined based on various usage	Waste bins will be used to store waste and dispose of at the designated dump site at Area 38
2.	General Rubble - Debris	To be determined during construction phase at various stages	Construction rubble will be collected and disposed of at the designated dump site at Area 38

S/N	Type of Waste	Estimated Quantity (per month)	Mode of disposal
3.	Broken glass (windows)	To be determined during demolition	Stored in labeled containers and transported by licensed collectors to approved recycling facilities or designated dumpsite A38
4.	Metal Waste (frames, fittings)	To be determined during demolition	Segregated and delivered to licensed scrap metal recyclers in line with Malawi recycling practices
5.	Timber Waste (doors, frames)	To be determined during demolition	Reused where possible; remaining waste disposed of at approved dumpsite or reused by authorized operators, avoiding open burning
6.	Fibre Cement Boards (Nutec partitions)	To be determined during demolition	Carefully removed to minimize dust; disposed of at approved dumpsite A38
7.	Plumbing waste (ceramic and PVC pipes)	To be determined during demolition	PVC pipes will be handled over to Plastic company for recycling and ceramics carefully removed so they can be reused where possible or dumped at approved dumpsite.
8.	Waste water	The volume of water to be determined based on various usage	Septic tanks are readily available and functional to accommodate all liquid wastes
9.	Hazardous waste	To be estimated during implementation	Specialized storage handling and proper disposal method e.g. using proper waste treatment

4.3.8. Power Supply

NAMIS data centre has sustainable access to clean energy sources as outlined in MGDS III KPA 3 supplied by Electricity Supply Commission of Malawi (ESCOM). The current power back up system for the building is not functional, a special back up system will be installed for the NAMIS equipment during the next phase of the building rehabilitation.

4.3.9. Transport and Telecommunication

Personal vehicles, mini-buses, Bicycle taxi and motorcycles are the common mode of transport from one point to another around the sub-project site. The sub-project area is connected to two main mobile service providers namely: Airtel and TNM.

4.3.10. General Security

The sub-project area is in proximity with Area 3 Police station which serves surrounding communities. There are also security guards that are employed by government to provide security at the sub-project

site; however the Contractor needs to strengthen security since there is high prevalence of minors in the streets within the area posing a threat in case of security of construction materials. To ensure security of the site the contractor will control access to the site by blocking the short cut behind the building and use the existing access to the site. The PIU Social Specialist will provide training to the private security staff working on the site, including both government and contractor personnel. The training will emphasize that the use of force must be proportional and will include guidance on de-escalating confrontations with minor offenders. The PIU will also ensure that security officers understand the risks related to GBV/SEA/SH to prevent any abusive conduct toward community members.

The Grievance Mechanism (GM), including procedures for handling SEA/SH cases, will be widely disseminated within the community to ensure awareness and proper response.

There are no businesses around the site who could be affected by controlling of access through the site. The contractor will hoard the back access of the construction site and deploy adequate security personnel for site protection.

5. IDENTIFICATION AND ANALYSIS OF ENVIRONMENTAL AND SOCIAL IMPACTS

This Chapter presents the anticipated environmental and social impacts of the proposed rehabilitation works to be undertaken at the NAMIS data centre.

5.1 Methodology for Impact identification

The methodology adopted for impact prediction mainly considered the impacts at various phases of the sub-project and the activities to be undertaken at each phase. The impacts were identified by considering sub-project inputs, activities and outputs in all the sub-project phases and how these would impact on the environment and the people. The impact identification process also involved physical site visit to the site to identify risks that are site specific whilst considering the state of the environment and how it may be impacted or impact the sub-project.

A step-by-step approach was taken to identify the potential impacts as follows:

Step 1: Assessment of the baseline of the sub-project area

Assessment of the baseline information of the sub-project area was carried out to establish reference points for the evaluation of potential changes which would result from the implementation of the sub-project. The environmental and socio-economic status of the area was also examined to determine how they may affect the implementation and operation of the sub-project.

The assessment was carried out by reviewing the existing physical, biological and socio-economic conditions of the sub-project area.

Step 2: Review of the designs, layout plans and proposed inputs and outputs of the sub-project activities

In this step topographic maps showing the proposed sub-project site and surrounding areas, site plan and other relevant literature were examined to identify potential changes and impacts that would arise from the sub-project. The main inputs and outputs were examined to determine any changes and potential impacts that would result from delivery, use and disposal of the inputs and outputs during all the phases.

Step 3: Examination of the scope of the sub-project activities/ processes in project cycle

In this step key sub-project activities to be undertaken during all the sub-project phases that would result in any changes and impacts on the sub-project area were identified. Potential environmental and social impacts on the sub-project area which would result from these activities were identified and examined.

Step 4: Prediction of the potential impacts

In this step the scope and implementation strategy of the sub-project were examined to predict the main potential environmental and social impacts of the sub-project on the sub-project area. A number of techniques were used to identify potential impacts and their sources/ causes and the relevant sub-project activities. In addition, consultative approach,

matrices and checklist were used to identify impacts arising from specific sub-project activities.

5.2 Identification and Description of Potential Environmental Impacts

Potential impacts of the sub-project and their potential sources have been presented using a checklist by comparing the interaction between the sub-project activity and the concerned environmental parameters. Where there is interaction with negative impact an “-” sign is indicated, a “+” sign where there is an interaction with positive impact; and where there is no interaction the cell is blank. Identified sub-project activities and their potential aspects/impacts are outlined in table 7.

Table 7: Identification of Activities and Impacts

Component/ Parameter	Aspect/ Impact	Sub-project Activities			
		Planning	Construction	Demobilisation	Operation
EnvironmentalBio-physical	Increased risk of air pollution		-	-	
	Increased noise pollution		-	-	
	Increased exposure to hazardous wastes potentially from paints and solvents				
	Increased generation of solid waste (domestic, e-waste and construction rubble)		-	-	-
	Increased risk of soil contamination		-		-
	Increased risk of open defaecation		-		
Occupational health and safety	Increased Occupational health and safety risks		-		-
	Increased risk of HIV and AIDS and other STIs		-		-
	Increased risk of fire				-
	Poor working conditions				-
Community health and safety	Increased risk of traffic accidents		-		
	Increased risk of HIV and AIDS and other STIs		-		
Socio-economical	Interference with local marriages		-		
	Disruption of service delivery in the first and third floor		-		
	Gender based violence, sexual harassment and Sexual Exploitation and abuse at the workplace		-		-
	Potential risk of child labour		-		
	Increased risk of vandalism and theft of construction materials/equipment		-		-
	Employment opportunities		+	-	+

	Increased business opportunities		+		+
	Increased revenues for the Government		+		
	Skills transfer in construction/rehabilitation		+		
	Improved quality of service delivery				+
	Increased household income for workers		+		
	Improved aesthetic scenery of the surrounding				+
	Loss of Land	-			
	Loss of livelihoods	-			
	Limited access for people with physical impairments				-

For each of the positive and negative impacts appropriate mitigation measures have been identified as follows.

5.2.1 Positive Impacts during planning, construction and operation phase

5.2.1.1 During Planning Phase

i) Creation of Employment

The planning phase of the project is expected to create employment opportunities to surveyors, designers and ESIA Experts.

Enhancement Measure:

- a) Engage at Malawians for planning phase activities such as preparation of ESMP, surveying, designing etc.

5.2.1.2 During construction Phase

i) Creation of employment

The sub-project will employ a total of **30 people** during construction/rehabilitation phase. This will therefore improve the economies of families whose members will be employed by the sub-project.

Enhancement measure:

- a) The sub-project will employ at least 80% of the people from the surrounding areas. Labour force from elsewhere will only be sourced if there are no people with required skills within the surrounding areas.

ii) Increased small scale business opportunities

Small scale businesses will flourish as some people will be selling food and other items such as *Thobwa, Mandazi, dowe etc.* to people working for the sub-project. In addition, some building materials such as sand will be sourced locally and this will result in the uplifting of the socio-economic status of the families that will be involved.

Enhancement measures:

- b) Designate a place near the sub-project premises where a temporary site will be reserved to accommodate people selling their merchandise to workers during the construction phase; and
- c) Source most of the materials locally as a way of financially empowering local communities.

iii) Increased Sources of Government Revenue through taxes

The rehabilitation of the NAMIS data centre will increase government's revenue base through taxes such as Value Added Tax (VAT) and Pay as You Earn (PAYE)

Enhancement measure:

- a) Remit taxes in time to Government through the Malawi Revenue Authority.
- b) Obtain materials from tax compliant suppliers

iv) Skills transfer in the construction industry

Employment of local people from within the sub-project/surrounding areas will facilitate the transfer of skills in construction and other trades.

Enhancement measure:

- a) Ensure where possible to employ at least 80% of labour force from the local community particularly for the unskilled labour force. In addition, it is hoped that the Contractor will make a deliberate effort to employ at least 40% women, as a contribution towards achievement of the national Gender Equality ACT of 2013.

1.1.1.2 During Operation Phase

i) Improved aesthetic scenery of the surrounding

The assessment noted that the building was in a bad state. The rehabilitation of the building will thus greatly enhance the aesthetic value of the area.

Enhancement measures:

- a) Keep the grounds and buildings tidy;
- b) Plant grass and flowers wherever possible; and
- c) Undertake periodic maintenance of the building to increase its life span

ii) Acquisition of Assets

Ministry of Agriculture will acquire modern offices and equipment when the works are completed.

Enhancement Measures

- a) Develop and implement the maintenance plan

iii) Improved quality of service delivery

The facility will allow employees to coordinate easily thereby improving efficiency and quality of services. The rehabilitation of the facilities will provide a good working environment for employees thereby boosting morale and increasing performance.

Enhancement Measures

- a) Develop and implement standard operation procedures for maintenance of the facility.
- b) Allocate adequate human and financial resources

iv) Creation of employment

The sub-project will employ a total of **20 people** during operation phase. This will therefore improve the economies of families whose members will be employed by the sub-project.

Enhancement measure:

- a) Employ nationals to provide the required skills under NAMIS.

5.2.2 Negative impacts

5.2.2.1 Construction Phase

i) Increased risk of air pollution

Dust emissions are expected to arise from speeding trucks and movement of construction machinery; and use powdered materials such as cement. Dust emissions from the construction works are expected to be experienced within the site and beyond to the surrounding areas. During strong winds the dust may be blown away to the surrounding areas. Dust and associated impurities would be injurious to workers and officers working in the 1st and third floor. Furthermore, movement of automobiles may release fumes and gaseous emissions from exhausts that may result in air pollution.

Mitigation measures

- a) Regularly sprinkle water on dusty roads and exposed ground;
- b) Vehicles to adhere to the maximum speed limit (20km/hr) all the time;
- c) Provide appropriate PPE to workers and enforce its usage; and
- d) Vehicles carrying soil, sand, quarry stone and quarry dust must be covered all the time.
- e) Regular maintenance of automobiles and machinery.

ii) Increased risk of noise and vibrations

Sources of noise and vibrations from the sub-project site would be trucks carrying materials to the site. In addition, the use of machinery and equipment would generate noise.

Mitigation measures

- a) Sensitize workers to switch off engines and equipment when not in use.
- b) Limiting civil works and noise generating activities to weekends;
- c) Provide ear muffs to workers working in noisy areas and enforce its usage;
- d) Regular maintenance of automobiles and machinery;
- e) Provide written notices to building occupants (in the 1st and 3rd floor) that could be disturbed by noise generating activities prior to commencement of works, and
- f) Use of light machinery and equipment.

iii) Increased solid waste generation

Solid waste such as construction waste, food waste, demolition waste (e.g nutec boards that were used for wall partitioning), waste wood, waste pipes, scrap metal, paper, polyester floor carpets and plastic amongst others is expected to be generated from the sub-project site. Furthermore, rehabilitation of old structures may generate rubble.

Indiscriminate disposal of solid waste would lead to air and water pollution, enhance the multiplication of vectors and spread of diseases within and around the area.

Mitigation measures

- a) Separate and recycle all recyclable waste as practical as possible;
- b) Use rubble to backfill degraded areas.
- c) Provide waste receptacles for regular collection and storage of wastes. i.e. labeled waste bins.
- d) Reuse waste such as demolished board partitions, carpets
- e) Dispose all the wastes appropriately at designated site, at Area 38.

iv) Increased risk of soil and water contamination

The storage and use of oils and fuels and storage of waste oil have the potential to cause soil contamination through leakage and spillages.

Mitigation measures

- a) Use of spill kits during servicing to prevent spillages;
- b) Store fuel, oils, waste oils in vessels equipped with secondary containment;
- c) Collect used oil, lubricants and sell to recyclers or oilrecycling companies;
- d) Service vehicles away from the site. Service should be done at bunded and lined designated places and
- e) Contain onsite all accidental surface spills of oil or fuel and treat prior to disposal.

v) Increased risk of open defecation

During rehabilitation works, workers may be tempted to use the adjacent unfinished building to relieve themselves.

Mitigation measures

- a) Provide adequate mobile toilets (2) for male and female workers including visitors and,
- b) Sensitize workers to prevent open defecation

vi) Increased occupational Health and Safety risks

During the rehabilitation of buildings, workers face significant occupational health and safety risks such as structural instability, exposure to hazardous materials (lead, VOCs), dust and noise hazards, electrical risks, confined spaces, being hit by heavy and sharp objects; hit by moving machinery; falling over in slippery conditions and falling from heights and ergonomic strains. These risks are heightened compared to new construction because of the age, deterioration, and unknown conditions of existing structures. During the rehabilitation of the building, workers will be exposed to occupational health and safety risks such as strains from repeated movements, lifting of heavy objects, slips, falls and accidental cuts. Below in Table 8 outlines the summarized occupational health and safety risk assessments for Rehabilitation of NAMIS data centre

General OHS mitigation measures

- a) Provide workers with appropriate PPE and enforce its usage;
- b) Provide safe Passage and Traffic Management. Contractors will be required to provide safe passage for 1st and 3rd floor occupants and install warning signs in local languages, and traffic safety personnel around the car park during critical construction period including during working hours.
- c) Provide and maintain fully stocked first aid kit on site all the time
- d) Conduct daily tool box talks to workers
- e) Conduct risk assessment of works in order to identify possible hazards and to eliminate all the dangers that may be triggered by the rehabilitation activities.
- f) Induct workers, contractors and visitors in occupational health and safety measures
- g) Promote accident reporting to authorities
- h) Combine engineering controls (guardrails, scaffolds), administrative controls (training, permits), and PPE (harnesses, helmets)

Table 8: Specific Occupational health and safety risk assessments for Rehabilitation of NAMIS data centre

ACTIVITY- Rehabilitation works	POTENTIAL OHS HAZARDS	POSSIBLE RESULTS	RISK EVALUATION			PREVENTIVE MEASURES
			L likelihood	S Severity	R Risk	
NAMIS Building	Structural instability (weak walls)	Injuries from Collapsed walls	2	3	6	Pre-survey of building integrity

	Dust exposure	Respiratory illness	3	1	3	Dust suppression; use PPE (respirators)
	Electrical hazards from old wiring	Electrocution or burns	2	3	6	Orientation before tasks; isolate power
	Falling objects during old ceiling removal	Head injuries	2	1	2	Use PPE (helmets); include fall arrest systems
	Noise and vibration from tools	Temporary hearing loss	3	1	3	Controlled demolition; use ear protection; Provide written notices to building occupants and neighbors prior to commencement of noisy works
	Chemical exposure (paints, solvents)	Toxic inhalation; skin/eye irritation	2	2	4	Use PPE; ensure ventilation
	Manual handling of heavy debris	Musculoskeletal injuries	2	2	4	Site training; provide PPE (safety shoes, gloves)
	Fire hazards from welding/cutting	Burns or fire outbreaks	2	3	6	Isolate electrical systems; fire extinguishers; have proper permit systems when working on electrical sites.
	Poor ergonomics in awkward spaces	Strains and fatigue	3	1	3	Work in shifts; enforce rest breaks; mechanise tasks as much as possible
	Falling from heights	Injuries or death	1	5	5	Use scaffolds, helmets, harnesses

vii) Working on Heights for Rehabilitation works

Falls from height remain the leading cause of fatalities in construction and rehabilitation works. The risk levels vary depending on activity, but roof work and ladder use are particularly critical. The preventive measures for the rehabilitation works will combine engineering controls (guardrails, scaffolds), administrative controls (training, permits), and PPE (harnesses, helmets). It will also be expected of the contractor OHS staff to regular conduct risk reassessment to eliminate all the dangers that may be triggered by the rehabilitation activities. Below in table 9 is the risk analysis for working at Height during the rehabilitation works.

Table 9: Risk Analysis – Working at Height

Activity	Potential OHS Hazards	Possible Results	Risk Evaluation (L = Likelihood, S = Severity, R = Risk)	Preventive Measures
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Use of ladders	<ul style="list-style-type: none"> Slipping on rungs Ladder collapse Incorrect positioning 	<ul style="list-style-type: none"> Falls causing fractures or head injuries Equipment damage 	<ul style="list-style-type: none"> L = 3 (Possible) S = 4 (Major) R = 12 (High) 	<ul style="list-style-type: none"> Inspect ladders before use Secure base and top Train workers on safe ladder use Maintain 3-point contact
Scaffolding work	<ul style="list-style-type: none"> Structural instability Missing guardrails Falling tools/materials 	<ul style="list-style-type: none"> Falls from height Struck-by injuries 	<ul style="list-style-type: none"> L = 2 (Unlikely) S = 5 (Severe) R = 10 (Medium-High) 	<ul style="list-style-type: none"> Erect scaffolds by competent persons Install guardrails and toe boards Regular inspections Use tool lanyards
Roof work	<ul style="list-style-type: none"> Fragile surfaces Poor weather (rain, wind) Unprotected edges 	<ul style="list-style-type: none"> Fatal falls Slips and trips 	<ul style="list-style-type: none"> L = 3 (Possible) S = 5 (Severe) R = 15 (Critical) 	<ul style="list-style-type: none"> Fall arrest systems (harness, lifelines) Weather monitoring Edge protection/barriers Safe access routes
Use of mobile elevated platforms	<ul style="list-style-type: none"> Equipment malfunction Overturning Operator error 	<ul style="list-style-type: none"> Crush injuries Falls from platform 	<ul style="list-style-type: none"> L = 2 (Unlikely) S = 4 (Major) R = 8 (Medium) 	<ul style="list-style-type: none"> Operator training Routine maintenance Outriggers/stabilizers Harness use in platform
Material handling at height	<ul style="list-style-type: none"> Dropping tools or materials Overreaching Poor ergonomics 	<ul style="list-style-type: none"> Injuries to workers below Musculoskeletal strain 	<ul style="list-style-type: none"> L = 3 (Possible) S = 3 (Serious) R = 9 (Medium) 	<ul style="list-style-type: none"> Use tool belts/lanyards Exclusion zones below Team lifting practices Ergonomic planning

viii) Community Health and Safety impacts

During the construction the safety of the surrounding community may be compromised . the communities may also be affected by movement of construction vehicles. Community members' access through the site may also be affected.

- a) Install site Access Control and Physical Barriers. Construction sites must be physically secured to prevent unauthorized community access. This will involve erecting hard fencing or barriers behind the perimeter of the building. Access points will be controlled and limited (with one entry point) with security guards posted to prevent unauthorized entry. This condition will protect communities, especially the street kids, from construction risks, falling into excavations, and exposure to heavy machinery and hazardous materials.

- b) Install warning signs in local languages,
- c) Deploy flagmen or traffic safety personnel at sensitive locations during critical construction periods.
- d) Conduct community Awareness and Access to the project's GM. Community awareness and sensitization, informing neighboring offices such as PRIDE, Roads Authority about the nature of the works, the risks associated with proximity to construction sites, and how to access the project's GM.

ix) Disruption of service delivery

The rehabilitation works of offices will render some facilities especially offices and toilets on the second floor not accessible to employees. Currently the 2nd floor accommodates 14 employees. This will disrupt and delay service delivery.

Mitigations measures

- e) Identify alternative working spaces e.g working from home or alternative space from the Ministry of Agriculture;
- f) The rehabilitation works should be scheduled within a specified period;
- g) Provide temporary toilets
- h) Provide written notices to building occupants prior to commencement of works

x) Increased risk of HIV and AIDS and other STIs

Construction works will result in increased employment and business opportunities. As the income levels increase, they may indulge in sexual affairs thereby increasing the risk of spreading the HIV and AIDS and STIs.

Mitigation measures

- a) Develop and implement HIV and AIDS workplace policy;
- b) Distribute HIV and AIDS information and education materials;
- c) Sensitize of workers and communities on HIV and AIDS and STIs;
- d) Distribute HIV and AIDS prevention and control products to employees.

xi) Increased risk of gender-based violence and sexual harassment at work place

This will be as a result of getting employment favours. Sexual harassment cases may arise as men, especially those in positions of authority, would seek sexual favours from women and girls in exchange for employment. In addition, male workers would abuse fellow female workers just to take advantage of them.

Mitigation measures

- a) Workers to sign work place code of conduct.

- b) Establish workers grievance redress committees;
- c) Provide equal opportunities for employment to women as men; and
- d) Sensitize workers and communities on the disadvantages of sexual harassment and gender- based violence.

xii) Increased risk of child labour

The increased demand for labour and intentions to pay low wages may result in children being employed at the site thereby promoting child labour. Child labour would result in their exploitation and dropping off from school increasing the numbers of school drop outs.

Mitigation measures

- a) Employ only those above 18 years, where possible use national identity for verification; and
- b) Sensitize workers and communities on the disadvantages of child labour.

xiii) Increased risk of vandalism and security of materials

Large quantities of materials stored on the site have the potential to attract thieves and vandalism of the site infrastructure. Theft of construction materials would contribute to delays in the implementation of the sub-project and increased cost of the sub-project, as the materials will have to be replaced. There are no businesses around the site who could be affected by controlling of access through the site.

Mitigation measures

- a) Control access to the site by blocking the short cut behind the building and use the existing access to the site.
- b) Hoard the back access of the construction site;
- c) Deploy adequate security personnel for site protection

xiv) Increased risk of traffic accidents

Increased traffic levels will result from vehicles delivering construction materials and equipment to and from the site. Increased traffic levels would result in congestion, obstruction of access roads and increased vehicle accidents.

Mitigation measures

- a) Install relevant road signage and warning signs in all appropriate places;
- b) Control and limit vehicle movement on the site and enforce speed limit;
- c) Sensitize the surrounding communities on traffic safety;
- d) Train drivers on occupation Health and safety; and
- e) Put in place appropriate speed reduction measures such as humps.

xv) Generation of hazardous waste potentially from paints and solvents

Use of paints and solvents may increase generation of hazardous wastes around the construction site

Mitigation measure

- a) Reduce and segregate waste at source (buy only what you need, keep them separate and label them)
- b) Store waste properly before disposal by using sealed containers in a cool, dry and ventilated areas
- c) Reuse/recycle by donating left overs to the villagers
- d) Dispose off through approved channels as guided by Lilongwe City Council

5.2.1.3 Demobilization Phase

i) Increased risk of air pollution

During the demobilization phase of the sub-project, dust emissions are expected from speeding vehicles carrying waste and materials from the site which will result in air pollution. Dust will also arise from demolition of temporary structures.

Mitigation measures

- a) Regularly sprinkle water on dusty areas and exposed ground;
- b) Vehicles to adhere to the maximum speed limit (20km/hr) all the time;
- c) Provide appropriate PPE to workers and enforce its usage; and
- d) Vehicles carrying demolition materials must be covered all the time.

ii) Increased risk of noise and vibrations

Noise is expected from motor vehicles carrying demolition waste, equipment and materials from the site. Vibrations may arise from the movement of vehicles carrying heavy construction machinery from the site.

Mitigation measures

- a) Provide workers with appropriate PPE (e.g. ear protective gears) and enforce its usage;
- b) Carry out all works that generate a lot of noise during weekends;
- c) Sensitize workers on the need to switch off engines and equipment when not in use.
- d) Regular servicing of vehicles.

iii) Increased solid waste generation

Solid waste such as construction's rubble, general refuse, steel, pipe remains, gypsum boards, paper and plastic and polyester floor carpets will be generated after the construction works are

completed. Improper handling and disposal of solid waste would lead to soil contamination and water pollution.

Mitigation measures

- a) Re-use construction rubble for backfilling of degraded areas;
- b) Separate and recycle recyclable waste as practically possible;
- c) Cover all vehicles carrying waste at all times; and
- d) Remove and appropriately dispose of (all waste that cannot be recycled) at designated solid waste disposal site at Area 38.

iv) Loss of employment

Once the construction works are completed, the recruited sub-project workers will lose jobs directly. The workers will be laid off and consequently lose their source of income.

Mitigation measures

- a) Inform workers in advance about any impending lay-offs;
; and
- b) Provide terminal benefits compliant with Malawi labor law provisions to the skilled and unskilled workers that have been laid-off.

5.2.2.3 Operation Phase

i) Increased generation of solid waste

Solid waste will be generated from the operations and maintenance of the offices and equipment. The type of wastes that will be generated include; papers, domestic and e-waste. Indiscriminate disposal of solid waste would lead to nuisance, soil contamination and air and water pollution.

Mitigation measures

- a) Provide waste receptacles for regular collection and storage of wastes. i.e. labeled waste bins;
- b) Recycle e-wastes by using certified recyclers
- c) Remove wastes that cannot be recycled from the site and disposed of appropriately at designated disposal site;
- d) Incinerate all e-waste that contains hazardous substances.

ii) Increased risk of HIV and AIDS and STIs

During the operation phase employees may indulge in sexual activities with other workers and clients. These lifestyles may contribute to the spread of HIV and AIDS and STIs.

Mitigation measures

- a) Develop and maintain an HIV and AIDS workplace policy;
- b) Distribute HIV and AIDS information and education materials;
- c) Sensitize of employees on HIV and AIDS and STIs; and
- d) Distribute HIV and AIDS prevention and control products to employees.

iii) Increased risk of vandalism and security of materials/equipment

During the operation phase, there is risk of vandalism and theft of the infrastructure and equipment for NAMIS data centre. This would adversely affect the service delivery.

Mitigation measures

- a) Deploy adequate security personnel for site protection;
- b) Install security cameras in strategic places to monitor entries to the Centre;
- c) Construct a fence behind the NAMIS data centre to restrict access to the site; and
- d) Install biometric doors to restrict access to the data Centre

iv) Increased risk of gender-based violence and sexual harassment

Gender Based Violence and Sexual harassment cases may arise as men, especially those in positions of authority take advantage of their power vested in their positions to abuse female employees in exchange of favors.

Mitigation measures

- a) Workers to sign work place code of conduct.
- b) Establish grievance redress mechanism;
- c) Provide equal opportunities to both women and men; and
- d) Sensitize employees on the disadvantages of sexual harassment and gender- based violence.

v) Increased Risk of fire

The operation of offices may induce fire accidents due to presence of electrical appliances. The fire accidents may be induced due to electrical faults.

Mitigation measures

- a) Inspect the facilities for electrical installations and possible spots for fire accident;
- b) Maintain all faulty electrical installations and equipment;
- c) Install an automatic fire alarm system;
- d) Conduct regular fire drills/simulations to sensitize workers;

- e) Ensure that all firefighting equipment are strategically positioned, regularly maintained and serviced;
- f) Provide fire hazard signs such as '**No Smoking**' signs, direction to exit in case of any fire incidence and emergency contact numbers should be provided; and
- g) Provisions of marked fire exits and ensure that all fire exits are unobstructed at all times

vi) Limited access for people with physical impairments

The building has 2 stairways with no provision of an universal access. The main stairway is 1500mm width, not wide enough to adjacently accommodate a ramp.

Mitigation measure

- a) Provide a blockboard detachable ramp on the other stairway of the building.

6. ENVIRONMENTAL AND SOCIAL MANAGEMENT AND MONITORING PLAN

6.1 Environmental and Social Management Plan

The aim of the ESMP is to detail the actions required to effectively implement the mitigation measures identified for each environmental and social impact generated by the sub-project activities on the environment. These actions are required to minimize negative impacts and enhance positive impacts associated with implementation of the proposed sub-project.

The environmental and social management plan presented in 10 shows the linkages between the predicted positives and negative environmental and social impacts and the recommended enhancement and mitigation measures respectively. It is important to note that an ESMP is a living document in that it is to be updated and amended as new information (e.g. environmental data), policies, authority guidelines and technologies develop.

Table 10: Environmental and Social Management Plan

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
	Positive Impacts				
1.1	During Construction Phase				
1.1.1	Creation of job opportunities	Employ people from the surrounding areas particularly for the unskilled labour force Make a deliberate effort to employ women, the disabled and other vulnerable groups Ensure that labour laws and constitutional provisions are respected and observed Keep and update appropriate employment records in line with legislative requirements	During construction phase	Contractor; Developer	300,000.00
1.1.2	Creation of business opportunities	Source most of the materials locally as a way of financially empowering local communities. Procure locally manufactured products over imported materials Designate a place near the sub-project premises where a temporary site will be reserved to accommodate people selling their merchandise to workers during the construction phase	During construction phase	Contractor; Developer	300,000.00
1.1.3	Increased government revenue	Remit taxes in time to Government through the Malawi Revenue Authority. Obtain materials from tax compliant suppliers	During construction phase	Contractor; Developer	300,000.00
1.1.4	Improved skill transfer	Ensure where possible to employ at least 80% of labour force from the local community particularly for the unskilled labour force.			

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
		Make a deliberate effort to employ at least 40% women, as a contribution towards achievement of the national Gender Equality ACT of 2013.			
1.2	Operational Phase – Positive Impacts				
1.2.1	Improved aesthetic value	Take good care of the facilities and the surrounding premises Plant grass and flowers (landscaping) wherever possible; and Undertake periodic maintenance of the building to increase its life span	Quarterly during operation phase	Developer	500,000.00
1.2.2	Acquisition of Assets	Develop and implement the maintenance plan	During operation phase		
1.2.3	Improved quality of service delivery	Develop and implement standard operation procedures for maintenance of the facility. Allocate adequate human and financial resources	During operation phase		
1.2.4	Creation of job opportunities	Employ nationals to provide both skilled and unskilled labour	During operation phase		
2	NEGATIVE IMPACTS				
2.1	Construction Phase – Negative Impacts				
2.1.1	Increased risk of air pollution due to dust and emissions from automobiles and machinery	Regularly sprinkle water on dusty roads and exposed ground	During construction phase	Contractor	3,000,000.00
		Vehicles to adhere to the maximum speed limit (20km/hr) all the time			
		Provide appropriate PPE to workers and enforce its usage			
		Regular maintenance of automobiles and machinery.			
		Vehicles carrying soil, sand, quarry stone and quarry dust must be covered all the time.			
2.1.2	Increased risk of noise and vibrations	Sensitize workers to switch off engines and equipment when not in use.	During construction	PIU, Contractor	5,000,000.00
		Limit civil works and noise generating activities to weekends			

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
		Provide ear muffs to workers working in noisy areas and enforce its usage			
		Provide written notices to building occupants (in the 1 st and 3 rd floor) that could be disturbed by noise generating activities prior to commencement of works			
		Regular maintenance of automobiles and machinery			
		Sensitize local communities and residents (in the 1 st and 3 rd floor) that could be disturbed by noise generating activities well nadvance			
		Use of light machinery and equipment			
2.1.3	Increased solid waste generation	Separate and recycle all recyclable waste as practical as possible	During construction	Contractor	5,000,000.00
		Dispose all the wastes appropriately at designated site, at Area 38			
		Use rubble to backfill degraded areas			
		Provide waste receptacles for regular collection and storage of wastes. i.e. labelled waste bins			
2.1.4	Increased risk of soil and water contamination	Use of spill kits during servicing to prevent spillage	During construction	Contractor	1,000,000.00
		Store fuel, oils, waste oils in vessels equipped with secondary containment			
		Collect used oil, lubricants and sell to recyclers or oil recycling companies.			

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
		Service vehicles away from the site. Service should be done at bunded and lined designated places			
		Contain onsite all accidental surface spills of oil or fuel and treat prior to disposal.			
2.1.5	Increased risk of open defecation	Provide 2 mobile toilets for male and female workers including visitor	During construction	PIU, Contractor	1,000,000.00
		Sensitize workers to prevent open defecation			
2.1.6	Increased occupational Health and Safety risks	Provide workers with appropriate PPE and enforce its usage	During construction	Contractor, MoA, PIU	5,000,000.00
		Install warning signage in all appropriate places			
		Provide and maintain fully stocked first aid kit on site all the time			
		Conduct daily tool box talks to workers			
		Conduct risk assessment of works in order to identify possible hazards and to eliminate all the dangers that may be triggered by the rehabilitation activities.			
		Induct workers, contractors and visitors in occupational health and safety measures			
		Promote accident reporting to authorities			
		Combine engineering controls (guardrails, scaffolds), administrative controls (training, permits), and PPE (harnesses, helmets)			

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
2.17	Community Health and Safety	Install site Access Control and Physical Barriers	During construction	Contractor, MoA, PIU	4,000,000
		Install warning signs in local languages,			
		Deploy flagmen or traffic safety personnel at sensitive locations during critical construction periods.			
		Conduct community Awareness and Access to the project's GM.			
2.1.8	Disruption of service delivery	Identify alternative working spaces e.g working from home or alternative space from the Ministry of Agriculture	Prior construction to	MoA,PIU	2,000,000
		The rehabilitation works should be scheduled within a specified period;			
		Provide written notices to building occupants prior to commencement of works			
2.1.9	Increased risk of HIV and AIDS and other STIs	Develop and implement HIV and AIDS workplace policy	During construction	Contractor	2,000,000.00
		Distribute HIV and AIDS information and education materials			
		Sensitize of workers and communities on HIV and AIDS and STIs			
		Distribute HIV and AIDS prevention and control products to employees i.e. condoms			
2.1.10	Increased risk of gender-based violence and sexual harassment at work place	Workers to sign work place code of conduct.	During construction	PIU Social Safeguards Specialist and the Contractor Social Expert	5,000,000
		Establish workers grievance redress committees;			

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
		Provide equal opportunities for employment to women as men; and			
		Sensitize workers and communities on the disadvantages of sexual harassment and gender- based violence			
2.1.11	Increased risk of child labour	Employ only those above 18 years where possible use national identity for verification	During construction	PIU, Contractor and Developer	5,000,000.00
		Sensitize workers and communities on the disadvantages of child labour			
2.1.12	Increased risk of vandalism and security of materials	Control access to the site by blocking the short cut behind the building and hoard the back access of the construction site;	During construction	Contractor	5,000,000.00
		Deploy adequate security personnel for site protection			
2.1.13	Increased risk of traffic accidents	Install relevant road signage and warning signs in all appropriate places	During construction	PIU, Contractor	3,000,000.00
		Control and limit vehicle movement on the site and enforce speed limit			
		Sensitize the surrounding communities on traffic safety;			
		Train drivers on occupation Health and safety; and			
		Put in place appropriate speed reduction measures such as humps			
2.1.14	Increased generation of hazardous wastes from paints and solvents	Reduce and segregate waste at source Store waste properly before disposal by using sealed containers in a cool, dry and ventilated areas	During construction	Contractor	2,000,000.00

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
		Reuse/recycle by donating left overs to the villagers Dispose off through approved channels as guided by Lilongwe City Council			
2.2	Demobilization Phase				
2.2.1	Increased risk of air pollution	Regularly sprinkle water on dusty areas and exposed ground Vehicles to adhere to the maximum speed limit (20km/hr) all the time; Provide appropriate PPE to workers and enforce its usage Vehicles carrying demolition materials must be covered all the time	Demobilization phase	Contractor	5,000,000.00
2.2.2	Increased risk of noise and vibrations	Provide workers with appropriate PPE (e.g. ear protective gears) and enforce its usage Carry out all works that generate a lot of noise during weekends Sensitize workers on the need to switch off engines and equipment when not in use Regular servicing of vehicles Separate and recycle recyclable waste as practically possible Cover all vehicles carrying waste at all times a) Remove and appropriately dispose of (all waste that cannot be recycled) at designated solid waste disposal site at Area 38.	Demobilization phase	PIU Contractor	2,000,000.00
2.2.3		Incinerate all e waste that contains hazardous substances	Operation phase	Developer	2,000,000.00

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
	Increased solid waste generation	Remove wastes that cannot be recycled from the site and disposed of appropriately at a designated solid waste disposal site			
		Provide waste receptacles for regular collection and storage of wastes. i.e. labelled waste bins			
		Put in place a solid waste management plan			
2.2.4	Loss of employment	Inform workers in advance about any impending lay-offs	Demobilization phase	Contractor	3,000,000.00
		Train workers in transferable skills which they can use to gain employment elsewhere			
		Provide adequate terminal benefits to the workers that have been laid-off.			
2.3	Operational Phase - Negative impacts				
2.3.1	Increased generation of solid wastes	Provide waste receptacles for regular collection and storage of wastes. i.e. labeled waste bins;	Operation phase	Developer	2,000,000
		Recycle e-wastes by using certified recyclers			
		Remove wastes that cannot be recycled from the site and disposed of appropriately at designated disposal site;			
		Incinerate all e-waste that contains hazardous substances.			
2.3.2	Increased risk of HIV and AIDS and STIs	Develop and maintain an HIV and AIDS workplace policy;	Operation phase	Developer	1,000,000.00
		Distribute HIV and AIDS information and education materials			
		Sensitize of employees on HIV and AIDS and STIs			
		Distribute HIV and AIDS prevention and control products to employees. i.e. condoms			
2.3.3	Increased risk of vandalism and security of materials	Deploy adequate security personnel for site protection	Operation phase	Developer	5,000,000.00
		Install security cameras in strategic places to monitor entries to the Centre;			
		Construct a fence behind the NAMIS data centre to restrict			

SN	ENVIRONMENTAL IMPACT	MITIGATION/ENHANCEMENT MEASURE	TIME TARGET	RESPONSIBILITY FOR MITIGATION	ESTIMATED COST (MK)
		access to the site; and Install biometric doors to restrict access to the data Centre			
2.3.5	Increased risk of gender based violence and sexual harassment	Workers to sign work place code of conduct. Establish grievance redress mechanism; Provide equal opportunities to both women and men; Sensitize employees on the disadvantages of sexual harassment and gender- based violence	Operation phase	Developer	2,000,000.00
2.3.6	Increased Risk of fire	Inspect the facilities for electrical installations and possible spots for fire accident Maintain all faulty electrical installations and equipment Install an automatic fire alarm system; Conduct regular fire drills/simulations to sensitize workers; Ensure that all firefighting equipment are strategically positioned, regularly maintained and serviced; Provide fire hazard signs such as ‘No Smoking’ signs, direction to exit in case of any fire incidence and emergency contact numbers should be provided; Provisions of marked fire exits and ensure that all fire exits are unobstructed at all times	Operation phase	Developer	4,000,000.00
2.3.7	Limited access for people with physical impairments	Provide a blockboard detachable ramp on the other stairway of the building			2,000,000
Total					77,400,000

6.2 Monitoring implementation of the ESMPs

The Sub-project Implementation Unit (PIU) in collaboration with relevant stakeholders such as MEPA, District Environment Sub-Committees (DESCs) and NAMIS staff shall track progress in the implementation of safeguards including GRM, gender, youth and social inclusion, and the achievements of the desired outcomes including sub-project targets on gender and youth as stipulated in the Sub-project Appraisal Document (PAD). Environmental and social aspects to be tracked under the rehabilitation of NAMIS data centre shall be occupational health and safety for workers, community safety, waste management, accidents, grievances, gender and child related risks and possible spread of HIV/AIDS and other sexually transmitted infections due to coming in of contractors and migrant workers and dust emissions. Table 11 below presents a summary of the key parameters to be monitored under the sub-project.

Table 11: Summary of key parameters to be monitored

Monitoring parameter	Indicator	Methods	Frequency	Responsibility	Budget (MK)
Environmental parameters					
Waste Management	No of waste bins (with appropriate waste separation)	Physical verification	Monthly	EDO,PIU	1,000,000
	Volume of construction waste disposed of at the dump site	Records	Monthly	EDO, PIU	
	No of trips done for waste collection and disposal	Records	Monthly	EDO, PIU	
Noise	No of workers provided with ear mufflers	Physical verification	Monthly	EDO, PIU	500,000
	Compliance with operating hours for noise disturbances	Physical verification	Monthly	EDO, PIU	
	No of grievance on noise	Records	Monthly	EDO, PIU	
Social parameters					
Occupational, Healthy and Safety	Percentage of workers provided with and using PPE (no PPE no pay)	Physical verification	Monthly	District Council, PIU	2,000,000
	Percentage of workers complying with OHS plan	Physical verification	Monthly	District Council, PIU	
	No of accidents reported Observation of safe systems of work	Reports	Monthly	District Council, PIU	
	Availability of first aid kit, emergency assembly point, etc	Physical verification	Monthly	District Council, PIU	
Working conditions	Availability of site sanitary facilities, Workers paid wages in time always Workers' grievances handling and resolution Work environment	Physical verification/reports	Monthly	District Council, PIU	2,000,000

Community Health and Safety	No. of awareness sessions, No. of accidents/ incidents,	Physical verification	Monthly	District Council, PIU	500,000
	No of grievance	Records	Monthly	EDO, PIU	
Sexual Abuse and Exploitation (SAE)	No of SAE cases reported	Reports	Monthly	District Council, PIU	500,000
	No of SAE cases resolved	Reports	Monthly	District Council, PIU	
	Number of training/awareness/sensitization sessions provided	Reports (including attendance register)			
Gender Based Violence (GBV)	No of GBV cases reported	Reports	Monthly	District Council, PIU	500,000
	No of GBV cases resolved	Reports	Monthly	District Council, PIU	
	Number of training/awareness/sensitization sessions provided	Reports (including attendance register)	Monthly	District Council, PIU	
Child Abuse and Exploitation (CAE)	No of CAE cases reported	Reports	Monthly	District Council, PIU	500,000
	No of CAE cases resolved	Reports	Monthly	District Council, PIU	
	No. of trainings/ sensitization sessions	Training Reports	Monthly	District Council, PIU	
Grievances	No of grievances reported and recorded	Reports	Monthly	District Council, PIU	1,000,000
	No of grievance resolved Include duration of issue resolution/ closure of grievances; and those that remain unresolved and are referred elsewhere	Reports	Monthly	District Council, PIU	
Code of Conduct (CoC)	No of workers signed CoC (NO labourers should be employed on site if have not signed)	Physical verification	Monthly	District Council, PIU	500,000
	No. of workers in breach of the CoC				
					9,000,000

6.3 Stakeholder Engagement

Stakeholder consultation meetings were conducted from 24th to 26th February, 2026. Focus Group Discussions (FDGs) involved the NAMIS staff, LASCOM staff, FEWSNET staff DESC members. In summary, the discussion focussed on environmental and social implications due to the coming in of migrant workers to the site, expected sub-project benefits for the community during the execution of works. Annex 6 provides details of the key issues that were discussed during the meetings.

6.4 Generic requirements for contractors

6.4.1 Contractors ESMP

Prior to commencement of works, the contractor shall be requested to submit Contractors ESMP to outline site specific measures to be implemented to ensure environmental social safeguards compliance during the construction phase.

6.4.2 Code of Conduct

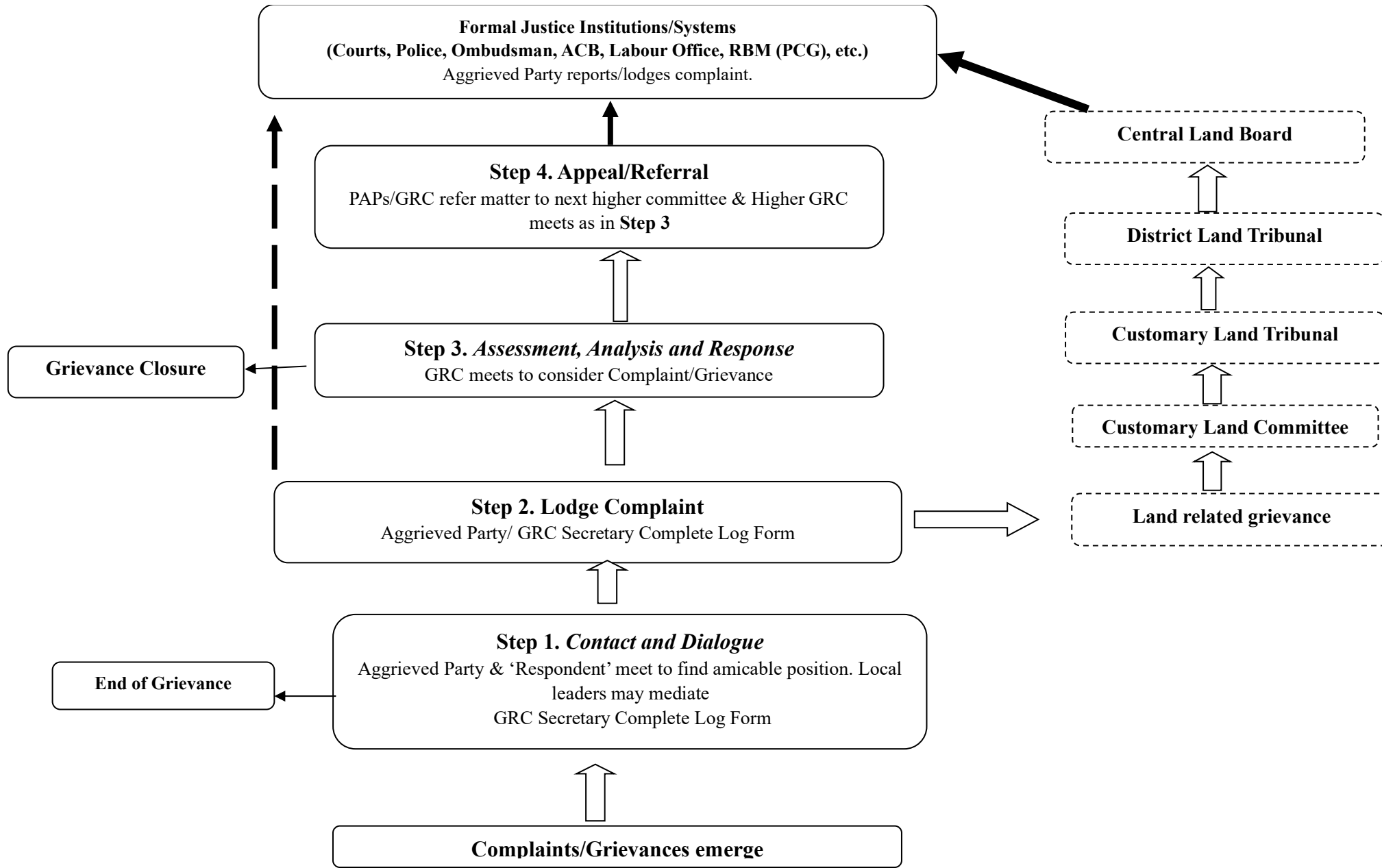
AGCOM Code of Conduct has been developed to prevent and/or mitigate the social risks in all infrastructure development interventions. Social risks in a sub-project are many but this Code of Conduct is very particular to child labour, SEA, GBV, HIV & AIDS Occupational Health and Safety and general conduct of contractor's workers. The Contractor shall therefore adapt/adopt the AGCOM Code of Conduct at the onset of the sub-project, and also ensure that all contractor staff and workers are aware of, understand and sign the Code of Conduct (Refer Annex 7).

6.4.3 Grievance Redress Mechanism

The rehabilitation of NAMIS data centre may trigger some concerns, disputes, conflicts, and grievances. This sub-project involves many activities and that beneficiaries and stakeholders may want to provide feedback regarding what is working well in this sub-project and should be scaled up or sustained. Or they can provide feedback regarding what is not working well and should be improved or dropped outright. For these reasons, MFRSP PIU with the participation of stakeholders has developed a Grievance Redress Mechanism (GRM). The aim of this GRM is to respond to and settle or redress any individual grievances, complaints, queries or clarification of complaints for affected persons much quickly, fairly and as much as possible in a manner that is acceptable to all parties. Some examples of possible complaints may include: encroachment on private land, theft of properties, quality of assets created, loss of land and property, GBV, VAC, corruption cases, low wages, delayed wages etc.

The Grievance Redress Management system has been established with structures at three levels; (a) Community level where 2 committees, i.e. Community and Workers GRM Committees are instituted, (b) District Grievance Redress Management Committee (DGRMC) at District level, and (c) National Grievance Redress Management Committee (NGRC) at National level. Any grievance received by the GRM Committees at all levels will be recorded in specific Grievance Log and Resolution Forms and ensure that resolution is provided within 14 days as stipulated in the GRM manual. Unresolved grievances shall be referred to the higher level for further scrutiny. The general public shall be sensitized to take their complaints or grievances to these committees whenever they feel aggrieved. Figure 4. below outlines the GRM process to manage grievances under the rehabilitation of NAMIS data centre.

Figure 4: The GRM process



7. INSTITUTIONAL ARRANGEMENTS AND CAPACITY BUILDING

7.1 Institutional arrangements

Various stakeholders shall have various responsibilities towards ESMP implementation as outlined in the sub sequent sections.

7.1.1 PIU

The PIU as the coordinating agency, shall work hand in hand with other relevant government departments including: Department of Agricultural Extension Services and Malawi Environment Protection Authority (MEPA) in order to monitor implementation of the environmental and social safeguards under this sub-project. PIU shall act on any noncompliance observed in sites through the Supervising Engineers.

7.1.2 District Administration

At District level, there is a District Environmental District Sub Committee (DESC) which consist of technical specialists and led by the Environmental District Officer, responsible for coordinating safeguards activities at council level. The Committee includes the Environmental District Officer, District Forestry Officer, Land Resources Conservation Officer, Director for Planning and Development, Chief Agriculture Officer, District Lands Officer, Physical planning officer and District HIV Officer among others. Members of DESC will be responsible for monitoring implementation of safeguards activities as outlined in the ESMP.

7.1.3 The Contractor

The Contractor will be responsible for implementing the environmental and social safeguards management measures stated in the sub-project ESMP. The pertinent information from the subproject ESMP will be included as part of the bidding document. The contractor will also be required to prepare a contractor Environmental and Social Management Plan (C-ESMP) in-line with the recommendations of the respective sub-project ESMP. The CESMPs shall be approved by the Supervision Engineers and submitted to the PIU for clearance. The Contractor shall be accountable for the implementation of these instruments and required to have a qualified environmental and/ or social safeguards expert to coordinate safeguards activities. The Contractor shall also provide training for his staff and undertake sensitization meetings targeting the surrounding communities.

7.1.4 Contractor's Environmental and Social Safeguards Experts

The Safeguards Experts under the contractor will be responsible for the day-to-day monitoring of the subprojects implementation, including implementation of environmental and social management during construction. By contractual arrangement, the Safeguards Experts will have a supervisory responsibility to confirm sound implementation of all site environmental and social management and monitoring recommendations. The Experts shall approve or reject, as the case may be, the proposals and undertakings of the contractor in relation to the requirements of the contract documents.

7.1.5 The Community

During project execution, safeguarding communities is paramount. Safety measures will be established to protect residents from physical hazards, including clear exclusion zones, safe access routes, and emergency preparedness plans. Beyond physical safety, the contractor will integrate Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) prevention measures. This includes enforcing a worker Code of Conduct, mandatory training, and confidential reporting channels that connect survivors to health, psychosocial, and legal support services. Confidentiality and a survivor-centered approach will be essential to build trust and ensure protection.

Additionally, the Grievance Mechanism (GM) will be accessible through multiple entry points, local focal persons from the Workers GRMCs, district offices through the office of the EDO, who is the DCGRM secretary, and a dedicated toll-free AGCOM cell number for calls, ensuring transparency, timely resolution, and cultural appropriateness. Together, these measures will create a holistic framework that prioritizes community well-being, safeguards dignity, and strengthens accountability throughout the NAMIS rehabilitation works implementation.. A focus will be placed on engaging relevant women's groups to ensure both men and women are informed about subproject activities within the area.

7.1.6 Local NGOs

Local NGOs working around the subproject implementation location shall be approached for possible contributions especially for the sustainability of the subproject. NGOs working in GBV, SAE, CAE are important specifically during the operation phase of the subproject.

7.2 Reporting/ feedback structure

The contractor shall report all safeguards related issues to the PIU through the supervision by the team of engineers from the Infrastructure Management Unit (IMU) under the Ministry of Lands. during implementation

7.3 Capacity building and training

Effective implementation of this ESMP necessitates sound technical capacity of implementing institutions. Building on experiences in the implementation of safeguards under CERC, it was noted that there was capacity gap on the safeguards staff of contractors. PIU shall therefore make a deliberate effort to ensure that the staff of the contractor and other relevant committees are trained on the safeguards requirements under the sub-project. The training shall focus on effective implementation of the ESMP including occupation and community health & safety, GRM, GBV, CAE, SEA/SH and HIV & AIDS. Community sensitization meetings will also be conducted in all sub-project sites to create awareness on environmental and social issues in related to the sub-project.

Furthermore, there is need to build capacity of the Environmental and Social Management Committees to clearly understand the ESMP and come up with clear strategies to effectively coordinate implementation of the ESMP. Table 12 provides details of the proposed trainings to be undertaken:

Table 12: Safeguards trainings and target audience

	Type of Training	Target Group	Estimated number of participants	Venue	Timeline		Estimated cost (MK)
1.	Community, Occupational Health and Safety	Workers	30	Site Office	Prior to commencement of works	Stationery, hall hire, refreshments	3,000,000
2.	GRM	Workers Grievance Redress Committee (WGRC) and Community Grievance Redress Committee (CGRC)	30	Site Office/ Community Hall	Prior to commencement of works	Stationery, hall hire, refreshments, printing of log books	4,000,000
3.	GBV, CAE, SAE	Workers for Contractor	30	Site Office	Prior to commencement of works	Stationery, hall hire, refreshments	3,000,000
	HIV & AIDS	Workers for Contractor	30	Site Office	Prior to commencement of works	Stationery, hall hire, refreshments	2,000,000
							12,000,000

7.4 ESMP implementation budget

To effectively implement the environmental and social management measures, necessary budgetary provisions have been made from the sub-project budget for this ESMP. All administrative costs for implementing the ESMP shall be budgeted for as part of the sub-project costing in the Contractor Bills of quantity. The estimate cost of each measure has been included in the overall ESMP budget which is estimated at **MK73,400,000**. Table 13 below indicate the high-level cost categories as derived from the ESMP.

Table 13: High level cost categories towards ESMP implementation

	Category	Estimated Cost (MK)
1	Construction	49,400,000
2	Demobilization	12,000,000
3	Operation	16,000,000
4	Capacity Building	12,000,000
	Total	89,400,000

8. CONCLUSION AND RECOMMENDATIONS

From the assessments, the scale of environmental and social impacts that will arise from rehabilitation activities are expected to be minor and confined to the sub-project sites. The impacts are those with well-known mitigation measures typically encountered in the construction industry. These include; occupational health and safety for workers, community safety, waste management, gender and child related risks and possible spread of HIV/AIDS and other sexually transmitted infections due to coming in of the contractor and migrant workers. These will need effective management actions.

Importantly, the sub-project also presents significant positive outcomes, including job creation, enhanced business opportunities for local communities, and the restoration of the NAMIS data centre which will enhance both the functionality and the overall image of the institution. With proper implementation of the recommended mitigation measures, the sub-project is expected to deliver sustainable benefits while minimizing negative impacts

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- Lilongwe District Council Socio-Economic Profile: 2017 - 2022

10. LIST OF APPENDICES

Appendix 1: Screening Form

Project Name: <i>Rehabilitation of NAMIS</i>	Estimated Cost (MK):
Nature/Size:	Funding Agency:
Project Location District: <i>Lilongwe</i> TA: <i>Chitukula</i> EPA: GVH:	Date of Field Appraisal: <i>25.02.26</i> Coordinates:
Proposed Main Project Activities <i>- Rehabilitation of NAMIS office and associated external works</i>	
Name, Signature & Designation of Evaluator(s):	
1. <i>Tryness Mankhwazi</i> ESS	<i>[Signature]</i>
2. <i>Elma Mkandawire</i> AESS	<i>[Signature]</i>
3. <i>Klongani Chimwali</i> ASSS	<i>[Signature]</i>
Sketch Map of the site <i>(include geographical features and public features around the site; where necessary)</i>	

1.0 SCREENING CRITERIA FOR ENVIRONMENTAL IMPACTS DURING IMPLEMENTATION AND OPERATION

Will the implementation and operation of the project activities within the selected site generate the following impacts?

	SCOPE AND FOCUS OF SCREENING	METHODOLOGY OF SCREENING						PROPOSED MITIGATION MEASURES
		Appraisal of Impacts		Significance of the Impacts				
		Yes	No	Low	Mode rate	Substantial	High	
1.1	Loss of trees/vegetation		✓					
1.2	Soil erosion and siltation of water courses		✓					
1.3	Damage of wildlife species and habitat		✓					
1.4	Increased exposure to agro-chemical pollutant		✓					
1.5	Chemical pollution	✓		✓				Proper disposal of wastes scheduling of noisy activity over the weekend. Provis. of face masks. Inform str holders of plans of activity
1.6	Nuisance from dust emission, bad smell or noise emission or noise or vibrations	✓		✓				
1.7	Reduced water quality		✓					
1.8	Increase in costs of water treatment		✓					
1.9	Soil contamination		✓					
1.10	Loss of soil fertility		✓					
1.11	Reduced flow and availability of water for users		✓					
1.12	Long term depletion of water resources		✓					
1.13	Increased incidence of flooding		✓					
1.14	Salinisation or alkalinisation of soils		✓					
1.15	Changes in migration patterns of animals		✓					
1.16	Introduce alien plants and animals in the area		✓					
1.17	Increased incidences of plant and animal diseases		✓					
1.18	Poor waste disposal	✓	✗	✓				Proper waste disposal & dis Contractor should consider temporary toilets for work
1.19	Increased cases of open defecation	✓	✗	✓				

1.20	Disturbalization of river banks and or drainage systems due to sand mining	✓		✓					The Contractor should ensure that there is permit for sand mining
1.21	Creation of borrow pits arising from extracting of construction materials		✓						
1.22	Rubble or heaps of excavated soils	✓		✓					Proper disposal and disaggregation of waste
2.0	3.0 SCREENING CRITERIA FOR NEGATIVE SOCIAL AND ECONOMIC IMPACTS								
	<i>Will the implementation and operation of the project activities within the selected site generate the following socio-economic costs/impacts?</i>								
	SCOPE AND FOCUS OF SCREENING	METHODOLOGY OF SCREENING						PROPOSED MITIGATION MEASURES	
		Appraisal of impacts		Significance of the impacts					
		Yes	No	Low	Moderate	Substantial	High		
2.1	Loss of land for human settlement, farming, grazing		✓						
2.2	Loss of property – houses, agricultural produce, etc.		✓						
2.3	Loss of cultural sites – graveyards, monuments, etc.		✓						
2.4	Interference in marriages for local people		✓						
2.5	Loss of income generating capacity		✓						
2.6	Spread of HIV and AIDS, STIs	✓		✓				Awareness messages a distribution of condoms	
2.7	Changes in human settlement patterns of villages		✓						
2.8	Conflicts over use of natural resources such as water and forest resources	✓		✓				Create user agreement prior to usage of resource ie water and electricity	
2.9	Population influx	✓		✓				Prioritise recruiting locally	
2.10	Conflicts over land use and ownership		✓						
2.11	Disruption of important pathways, roads	✓		✓				People are expected to use the alternative road available ie. main road	

2.12	Loss of access to public facilities e.g. churches, schools		✓					
2.13	Increase in cases of theft and crime	✓		✓				
2.14	Risk of child labour	✓		✓				Ensure recruitment using NID
2.15	Increase in cases of gender based violence	✓		✓				Sensitization on GBV issues. Workers to sign CoC
2.16	Risk of injuries to workers and communities	✓		✓				Consider tool box talks (safety) and provision of first aid kit and use of PPE
2.17	Increasing incidences of diseases		✓					
2.18	Risk of SEA/SH	✓		✓				Sensitization on SEA/SA. Signing of CoC
3.0	SCREENING CRITERIA FOR POSITIVE SOCIAL AND ECONOMIC IMPACTS							
	<i>Will the implementation and operation of the project activities within the selected site generate the following positive socio-economic impacts?</i>							
	SCOPE AND FOCUS OF SCREENING	Yes	No	Low	Medium	Substantial	High	PROPOSED ENHANCEMENT MEASURES
3.1	Creation of job opportunities	✓					✓	Create Public adverts for everyone to access
3.2	Promotion of local skills and knowledge	✓					✓	Provide on-job training
3.3	Improved transportation		✓					
3.4	Improved standards of living/social status	✓						There will be access to public services. Increased social-economic status of women
3.5	Improved food security							
3.6	Creation of business opportunities							
3.7	Increased income at individual/household level							

Consultation (comments from beneficiaries)

The centre will help provide timely and high quality information and services to stakeholders in the Agriculture sector.

Chairperson's Signature:

Appendix 2: Risk Assessment Charts

Risk Assessment Chart

LIKELIHOOD			SEVERITY		
Verbal	Numeric	Description	Verbal	Numeric	Description
Frequent	5	Hazard likely to occur	Catastrophic	5	Likely to result in death
Probable	4	Hazard will be experienced	Critical	4	Potential for severe injury
Occasional	3	Some manifestations of the hazard are likely to occur	Moderate	3	Potential for moderate injury
Remote	2	Manifestation of the hazard are possible, but unlikely	Minor	2	Potential for minor injury
Improbable	1	Manifestation of the hazard are very unlikely	Negligible	1	No significant risk of injury

RISK MATRIX

Likelihood	5	5	10	15	20	25
	4	4	8	12	16	20
	3	3	6	9	12	15
	2	2	4	6	8	10
	1	1	2	3	4	5
		1	2	3	4	5
Severity						

Appendix 3: Checklist

A. Focus Group Discussion (with NAMIS team and Officers from LASCOM and FEWSNET)

1. Name of the district where the institution is located
2. What positive impacts can the area / community experience from the proposed sub-project?
Also provide suggested enhancement measures.
3. What negative **environmental impacts** can be expected from the proposed sub-projects in the community? *Also provide suggested mitigation measures.*

4. What negative **social impacts** can be expected from the proposed sub-projects in the community? *Also provide suggested mitigation measures.*
5. With regards to community sensitization, can you mention the community groups and how best can the proposed sub-project reach out to a wider audience in the community?
6. The local community from the surrounding will be recruited during construction works.
 - a. Would there be any conflicts between the community members and officers? *Also provide suggested mitigation measures*
 - b. What social impacts are anticipated from community gatherings during such activities?

7. What is the water supply situation at the site in terms of the following;

SN	Situation	Response
1	Source of Water	
2	Reliability of water supply from the source	

8. What is the energy situation at proposed in terms of the following;

SN	Situation	Response
1	Source of energy for cooking (school kitchen)	
2	Source of energy for lighting	
3	Reliability of electricity / energy alternative	

9. Provide details regarding sewage/ liquid waste management at the institution.

SN	Issue	Remarks
1	What type of sewage/ liquid/solid waste is produced from the institution	
2	Provide disposal method for each source of sewage / liquid waste	
3	What is the nature of existing sanitary facilities (toilets)	
4	Are handwashing facilities available at the institution?	

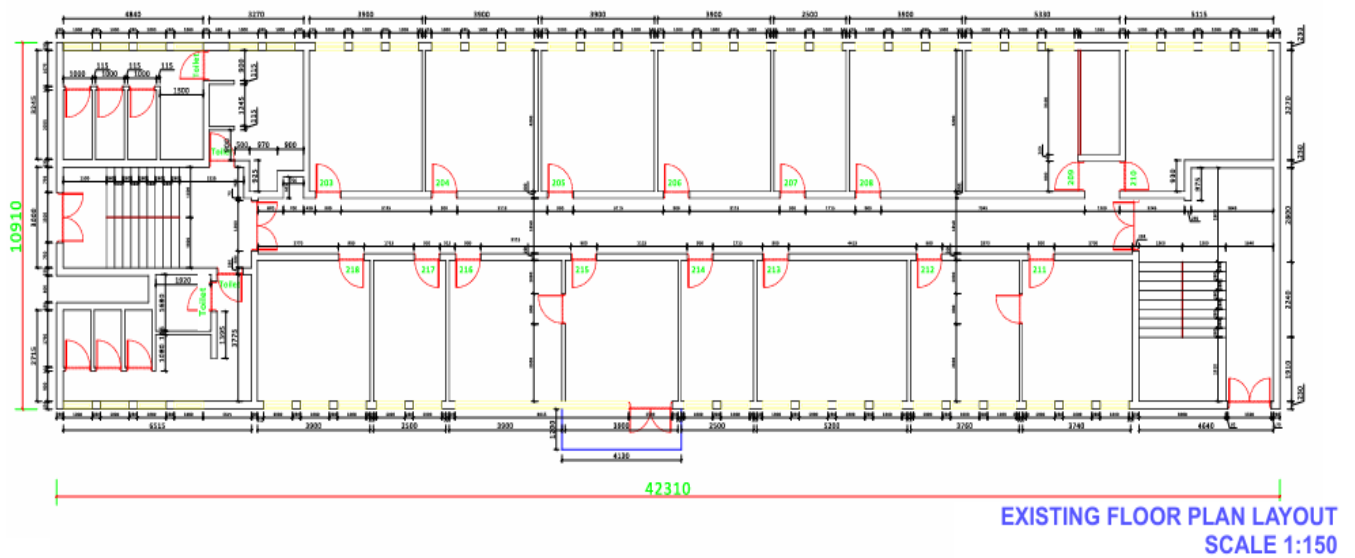
10. Provide details regarding Solid Waste Management at the proposed facility

SN	Issue	Remarks
1	What type of waste is generated from the building (if existing?)	
2	How is solid waste disposed at the institution?	

B. FGDs Checklist for DESC

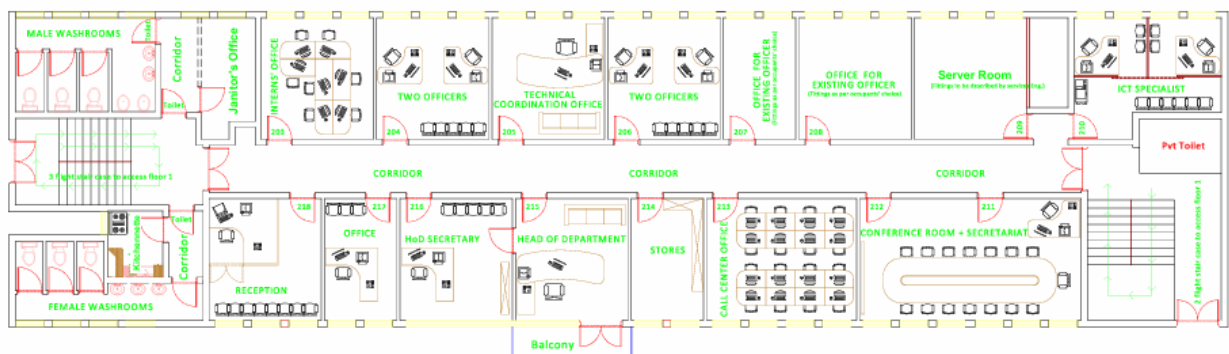
1. What positive impacts from the proposed sub-project? *Also provide suggested enhancement measures.*
2. What negative **environmental impacts** can be expected to impact on the sub-project (*Also provide suggested mitigation measures*)?
3. What negative **social impacts** can be expected to impact on the sub-project (*Also provide suggested mitigation measures*)?
4. With regards to sensitisation, can you mention how best can the proposed sub-project reach out to them?

Appendix 4: Designs and detailed drawings



Existing Floor Plan Layout

Proposed Floor Plan Layout



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Appendix 5: List of Stakeholders Consulted

AGRICULTURAL COMMERCIALIZATION PROJECT (AGCOM) 2

ACTIVITY: Stakeholder Consultation - NAMU Data Centre



ATTENDANCE REGISTER:

	NAME	DESIGNATION	ORGANIZATION/ DISTRICT	PHONE	Email	SIGNATURE
1	Ruth Chwata	HR	LGSC	0995891196	rutchwata1@gmail.com	
2	Michael Kapote Phiri	Asst Statistician	Min of Agriculture	0995118232	michaelkapotephiri@gmail.com	
3	Eline Mkanfwe	AESS	AGCOM	0995107224	elinemkanfwe@gmail.com	
4	Imran Nedi	Country Technical Lead	Country Technical Lead	0999860111 FEWSNET	inedi@fews.net	
5	Kumbukan. Chinwa	Technical Senior Specialist	FEWSNET	FEWSNET	kchwa@fews.net	
6	Wipitla Marungwi	Infrastructure Officer - Civil	AGCOM	0991556597	traumwipitla@gmail.com	
7	Wongani Chimbali	ASSS	AGCOM	0888870960	wmchimbali@gmail.com	
8	Joseph KAZIMA	SSS	TSRP/AGCOM2	0882117968	jkazima@gmail.com	
9	Tarlala Sendezen	EDO	LLDC	099930648	tsendezen@yahoo.com	
10	Wisdom Bwanali	LUPS	LR	0999094041	wisdombwanali@gmail.com	



AGRICULTURAL COMMERCIALIZATION PROJECT (AGCOM)

ACTIVITY: stakeholder consultation - Nkhoswe Arts Centre

ATTENDANCE REGISTER:

	NAME	DESIGNATION	ORGANIZATION/ DISTRICT	PHONE	Email	SIGNATURE
1	Cathy MUSA	SEO	EAD	0999346466	catalinmusa@gmail.com	
2	Malochi Mkochi	CAAD/AS	DES	098527372	mkochi@gmail.com	
3	Tryness Nkhoma	FT	MARP	098613417	trynkhoma@gmail.com	
4	Humphrey Kamwendo	PE	MARP	088337166	hwamwendo@gmail.com	
5	CHARLES MAKOZA	SENIOR CIVIL ENGINEER	DEPT OF ROAD (MATERIALS)	0884422714	MAKOZAC@gmail.com	
6	Mwawi Msuku	ICT	Dept of Roads Authority	0888208482	mwawimsuku@gmail.com	
7	Lusungu Sinda	CFO DOE	DOE	0999402462	lsinda@gmail.com	
8						
9						
10						
11						
12						
13						

Appendix 6: Summary of issues from the stakeholder consultation

Designation	Issues raised	Response/Action Taken
Women representative	<ul style="list-style-type: none"> The community members were worried about risk of Increased incidences of Sexually Transmitted Diseases (STIs) and HIV and AIDS and teen pregnancies due to coming of migrant workers who may not come with their families 	<ul style="list-style-type: none"> Issues to do with management of the risk of HIV and AIDS, SEA/SH have been included in the ESMP
Lascom Representative	<ul style="list-style-type: none"> During the works will they be moved out of the offices Plus during the works what will be the alternative for use of the toilets Noise disturbances during demolition 	<ul style="list-style-type: none"> They will remain in the upper flow to use the offices; noisy works will be scheduled in weekends They be using the alternative toilets in the upper flow The contractor should consider constructing pit latrines at the onset of the sub-project Consider notifying the LASCOM and Agro survey officers prior to commencement of works
RA & Materials Lab representatives	<ul style="list-style-type: none"> Risk of open defecation by workers engaged by the contractors Fear of traffic disruption around the construction site including the carpack; since its shared by many Compromise security especially behind the building where some people use as a shortcut to access the offices 	<ul style="list-style-type: none"> The contractor will provide mobile toilets to accommodate his workers Install warning signs and designate traffic safety personnel to be around the car pack during critical construction period including during working hours Hoard the site to prevent access by unauthorized persons
Security Representative	<ul style="list-style-type: none"> Security risks may increase as both workers and community members may attempt theft during construction. The danger comes as a result of the empty plot next to be building that houses “street kids” and there is a path way that is used by people as a short cut to get to the other side, this increases the risk of theft for the NAMIS data centre who already deals with cases of security relapses 	<ul style="list-style-type: none"> Sensitize communities on the consequences of theft and collaboration with workers. Work with the CID police to flush out the thieves Close the undersigned pathway to mitigate the risk of thieves being at the the rehabilitation site once the works start Encourage the contractor to have a strong team of security guards to help with guarding construction materials

Department of Lands-Physical planning representative	<ul style="list-style-type: none"> • What will be done to avoid work disturbances due to noise, vibrations and dust from the rehabilitation works, 	<ul style="list-style-type: none"> • Noisy works will be scheduled over the weekend and the contractor will be expected to share schedule of works prior to commencement so the officers are aware on which period they need to stay away and work from home to avoid the risk of dust emissions
FEWSET Representative	<ul style="list-style-type: none"> • They will lose the access to the use of the office space which they are currently using (2 offices) 	<ul style="list-style-type: none"> • They have been communicated in advance and have been asked to work from home during the 4 months period
District Physical planning officer	<ul style="list-style-type: none"> • Its worrisome that sub-projects do not acquire the necessary development permits and clearance prior to commencement of works 	<ul style="list-style-type: none"> • All permits required by law will be expected to be collected prior to any works on site from the local authority.
Lilongwe District Council Representative	<ul style="list-style-type: none"> • In some past sub-projects, the District Council has not been invited to monitor progress and compliance, resulting in substandard work, resulting in the need to re-do the work. 	<ul style="list-style-type: none"> • The Client advised to involve the district team and all stakeholders during supervision works and site meetings
NAMIS staff members	<ul style="list-style-type: none"> • Appreciated the initiative and wanted to know the commencement period • Disturbance during rehabilitation works 	<ul style="list-style-type: none"> • It was reported that the works will commence once all procedures have been completed. These include approval from the Bank and procurement procedures • NAMIS staff will temporary relocate to Ministry Headquarters • Notices will issued prior to commencement works

Appendix 7: Code of Conduct

Contractors are obliged to create and maintain an environment which prevents social and health risks. They have the responsibility to communicate clearly to all those engaged on the sub-project the behaviors which guard against any form of abuse and exploitation. In order to prevent social and health risks, the following core principles and minimum standards of behavior will apply to all employees without exception:

- GBV or VAC constitutes acts of gross misconduct. All forms of social risks including grooming are unacceptable be it on the work site, the work site surroundings, or at worker's camps of those who commit GBV or VAC will be pursued.
- Treat women, children (persons under the age of 18) and people with disability with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic, cultural beliefs/practices, or other status.
- Contractor should ensure that their employees do not engage in any form of sexual harassment including unwelcome sexual advances, requests for sexual favors, and other unwanted verbal or physical conduct of a sexual nature with other employees and members of the community;
- Contractor should ensure that their employees do not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes;
- Contractor should ensure that their employees do not engage in Sexual Assault such as: attempted rape, as well as unwanted kissing, fondling, or touching of genitalia and buttocks not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
- Contractor should ensure that their employees are oriented in relevant sessions that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, and Sexual Exploitation, and Sexual Abuse (SEA) and Sexual Harassment;
- Do not use language or behaviour towards men, women or children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Sexual activity with children/learners under 18 (including through digital media) is prohibited. Mistaken belief regarding the age of a child and consent from the child is not a defence.
- Where an employee develops concerns or suspicions regarding acts of GBV or VAC by a fellow worker, whether in the same contracting firm or not, he or she shall report such concerns in accordance with established Grievance Redress Mechanism (GRM) that protects the identities of victims and whistle-blowers.
- All contractors are required to attend an induction prior to commencing work on site to ensure they are familiar with the code of conduct.

- All employees shall attend a mandatory training once a month for the duration of the contract starting from the first induction prior to commencement of work to reinforce the understanding of the institutional social and health risks.
- The Contractor shall ensure provision of financial resources and support compliance to occupation health and safety requirements for all workers including provision of PPE.
- The Contractor shall ensure that workers dress appropriately i.e. dress in a way that: -
 - Is unlikely to be viewed as offensive, revealing, or sexually provocative.
 - Does not distract, cause embarrassment or give rise to misunderstanding
 - Is absent of any political or otherwise contentious slogans
 - Is not considered to be discriminatory and is culturally sensitive
 - Use of drugs at the work site, is highly unacceptable.
- The Company shall ensure provision of financial resources and trainings to prevent spread of HIV/AIDS.
- The company shall comply with the national, international labour laws and all applicable laws.
- All contractors shall ensure that their employees sign an individual Code of Conduct confirming their agreement to support prevention of social and health risks activities.
- The contractor should ensure equitable access to limited natural resources (e.g. water points) to avoid conflicts with local communities
- Where possible, the contractor should ensure employment of local workforces especially where unskilled labour is required to mitigate social risks
- While providing hoarding around the construction site, Contractor should explore alternative footpath passage for people who will be blocked from the footpath which they were using; and
- Contractor should provide adequate and appropriate PPE which should be worn by all workers all the time.

I do hereby acknowledge that I have read the foregoing Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities. I understand that any action inconsistent with this Code of Conduct or failure to take action mandated by this Code of Conduct may result in sanctions, penalties and/or termination of employment and/or contract.

FOR THE CONTRACTOR

Signed by: _____
Signature: _____
Title: _____
Date: _____

Annex 8: Child Safety Management Plan

In community activities, there will be many instances that might expose children and young people to construction workers that may lead to child safety risks. These forms of child risks could be in the form of SAE, accidental harm, physical abuse, Psychological / emotional Abuse and online abuse.

Type of Risk	Management of Risk	Action Party
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<ul style="list-style-type: none"> Recruitment of inappropriate personnel 	<ul style="list-style-type: none"> Child safety Training Reference Checking Pre-screening interviews Criminal History checks Working with children checks Probation period 	<ul style="list-style-type: none"> Contractor
<ul style="list-style-type: none"> Grooming 	<ul style="list-style-type: none"> Code of Conduct Training for all staff, volunteers, leaders etc. 	<ul style="list-style-type: none"> Contractor, District Social Welfare Office
<ul style="list-style-type: none"> Use of images or video of children and young people without parental consent 	<ul style="list-style-type: none"> Code of Conduct Training for all staff, volunteers, leaders etc. Photo and video policies 	<ul style="list-style-type: none"> Contractor
<ul style="list-style-type: none"> Misconduct unreported and failure to address behaviour surrounding misconduct 	<ul style="list-style-type: none"> Training for all staff, volunteers, leaders etc. Grievance procedures in place Code of Conduct and Child Protection policies Procedures and protocols responding to misconduct 	<ul style="list-style-type: none"> Contractor
<ul style="list-style-type: none"> Unsafe environment leading to occurrence of accidents 	<ul style="list-style-type: none"> First Aid kit must be readily available on site Appoint first aid officers Conduct risk assessment of all construction activities and identify risks management options 	<ul style="list-style-type: none"> Contractor

Appendix 10: GBV/SEA/SH Management Plan

Prevention of GBV is a multifaceted effort which should deal with/focus on:

1. women empowerment/agent of change
2. women participation and capacity to influence decision making
3. women economic empowerment
4. increased access to sexual and reproductive health and rights
5. incorporate men and boys in efforts (as perpetrators, victims and agents of change)
6. social gender norms and behaviour transformation (challenging gender stereotyping)

The specific prevention measures have been included in a GBV Management plan to ensure the implementation of actions in this regard and to allow for close monitoring of the Contractor. These activities will be undertaken at the beginning of the works contracts once the Contractor is handed over the site.

Activities	Action party	Responsibilities
Stakeholder engagement	PIU Social Safeguards Specialist, District Social Welfare Office (DSWO)	<ul style="list-style-type: none"> • Identify GBV including Sexual Exploitation and Abuse and Sexual Harassment service providers in the area • Identify vulnerable groups within the community • Inform community members about the details of the sub-project and the GBV and Sexual Exploitation and Abuse and Sexual Harassment risks associated with the sub-project • GBV and Sexual Exploitation and Abuse and Sexual Harassment training including what to do in case of grievance
GBV training including the Prevention of Sexual Exploitation and Abuse and Sexual Harassment for contractors and staff, consultants and adjoining community members	PIU Social Safeguards Specialist, Contractor; DSWO	<ul style="list-style-type: none"> • Training and sensitization of all workers associated with the sub-project on GBV including the Prevention of Sexual Exploitation and Abuse and Sexual Harassment and how the sub-project can contribute to GBV risks. • Training and sensitization of adjoining communities on GBV risks, channels to report GBV incidents including the Prevention of Sexual Exploitation and Abuse and Sexual Harassment and services available for GBV including Sexual Exploitation and Abuse and Sexual Harassment survivors.
Codes of conduct signed and understood	PIU Social Safeguards Specialist and the Contractor Social Expert	<ul style="list-style-type: none"> • Ensure requirements in the CoCs are clearly understood by those signing • Have the CoCs signed by all those with physical presence in the site • Train construction workers on the behaviour obligation under the CoCs
Handling GBV including Sexual Exploitation and Abuse and Sexual Harassment complaints	PIU Social Safeguards Specialist and the Contractor Social Expert	<ul style="list-style-type: none"> • Assess the nature of the complaint and the appropriate sanction to be applied to the perpetrator, • Verify that the survivor has received support, and the sanctions have been enacted. • Meet out appropriate sanctions.

Provision of separate, safe and easily accessible facilities for women and men working on the site	Contractor	<ul style="list-style-type: none"> • Ensure construction sites have separate facilities like toilets and/or bathrooms for men and women.
Monitoring and reporting	Contractor; PIU,DSWO	<ul style="list-style-type: none"> • Selection of monitoring indicators (such as: No. of reported cases of GBV including Sexual Exploitation and Abuse and Sexual Harassment; Resolved cases and time it took to address the complaints, No. of workers that have attained GBV including the Prevention of Sexual Exploitation and Abuse and Sexual Harassment training courses; No./percentage of workers that have signed CoC and No. of GBV including Sexual Exploitation and Abuse and Sexual Harassment cases that were referred to the GBV service provider) • Reporting and referral of GBV including Sexual Exploitation and Abuse and Sexual Harassment cases to appropriate channels • Ensure new risks are uncovered and mitigated.

Appendix 12: Plan to ensure minimal disruption during rehabilitation phase

Activity	Duration of the activity	Affected Audience	Proposed Mitigation Measure	Responsibility
External works	3 weeks	LASCOM, Agroecological survey Staff	Install warning signs and designate traffic safety personnel to be around the car park during working hours	Contractor
Plumbing	2 weeks	LASCOM, Agroecological survey and NAMIS Staff (All the 3 floors)	NAMIS staff to be relocated to Ministry of Agriculture Headquarters Provide temporary/mobile toilets to be used by LASCOM and Agroecological survey officers All staff to be notified in writing prior to commencement of works	MoA Contractor
Electrical works	1 week	NAMIS staff only (2 nd floor)	All staff to be relocated to Ministry of Agriculture Headquarters	MoA
Demolition of existing partitions (2 nd Floor)	1 week	NAMIS staff (2 nd floor)	All staff to be relocated to Ministry of Agriculture Headquarters	MoA
Painting & tiling	2 weeks	NAMIS staff (2 nd floor)	All staff to be relocated to Ministry of Agriculture Headquarters	MoA
Roof filling	2 days	LASCOM Staff (3 rd Floor)	Works to be done over the weekend	Contractor
Welding	1 week	NAMIS staff (2 nd floor)	All staff to be relocated to Ministry of Agriculture Headquarters.	MoA

Appendix 13: Land ownership document

Telephone: 01774766

Fax: 01 772 523

Email: lands@globemw.net

: ppu-lands@comw.net

Please address all communications to:

Secretary for Lands



MINISTRY OF LANDS,
HOUSING AND URBAN
DEVELOPEMENT
PRIVATE BAG 311
CAPITAL CITY
LILONGWE 3, MALAWI

Ref. MOL/LS/82/2026/13

21st May, 2026

THE PRINCIPAL SECRETARY,
MINISTRY OF AGRICULTURE, IRRIGATION
& WATER DEVELOPMENT,
P.O. BOX 30134,
LILONGWE.

Dear Sir,

**CONFIRMATION ON THE PLOT OWNERSHIP NO. 4/258 SITUATE AT AREA
4 IN THE CITY OF LILONGWE DESIGNATED TO HOST THE DIGITAL
AGRICULTURE UNIT AND DATA CENTRE.**

I refer to the above captioned matter.

Reference is made to your letter dated 5th May, 2026 in which you requested this Ministry to provide information in relation to the ownership of the above captioned plot. This letter therefore, serves to confirm that plot number 4/258 is owned and developed by the Government of Malawi and that any assistance to be rendered in respect of a structure built on the said plot is highly recommended by this Ministry.

You are hereby encouraged to assist them accordingly.

Yours faithfully


Patrick Kabambe

ACTING DEPUTY COMMISSIONER FOR LANDS (LEGAL)

