



Rovuma
LNG

**REQUIREMENTS FOR
CAMPS AND ACCOMMODATION**

ROVUMA LNG PROJECT

MZLN-EL-RAZZZ-00-0001

TABLE OF CONTENTS


1. PURPOSE AND SCOPE.....	5
1.1. Objective.....	6
1.2. Scope	7
1.3. Linkage to Other Parts of the EPC Contract Form Update	7
1.4. Background Context	8
1.5. E&S Risks and Potential Impacts.....	8
2. ACRONYMS AND TERMS	11
3. REQUIREMENTS	12
3.1. E&S Assessment and Evaluation and CIP Development	12
3.2. E&S Control Measures	12
4. Deliverables	43

LIST OF TABLES

Table 1-1: A Guide to Activities, Consequences, Risks, and Potential Impacts.....	9
Table 3-1: E&S Control Measures – Construction Camp	13
Table 3-2: E&S Control Measures – Vessels Accommodation	38
Table 4-1: Summary of Deliverables.....	43

LIST OF REFERENCES

Additional Security Countermeasures
Construction Camp Requirements
Design of Food Service Facilities, Rev 1
Design of Laundry Facilities, Rev 1
Design of Medical Clinics, Rev 1
Design of Pesticide Storage and Handling Facilities, Rev 1
Environmental and Social Management System (ESMS)
Engineering, Procurement, and Construction (EPC) Contract Form Update
ILO Maritime Labor Convention, 2006
Induced In-Migration Plan
Job Specification
Local Content Plan
Minimum Health Requirements for Project Execution, Rev 1
Security Fences
Upstream Health Inspection Process, Rev 1
Upstream Safe Work Practices Minimum Requirements for Projects
Workforce Relations Management Plan

 Rovuma LNG	REQUIREMENTS FOR CAMPS AND ACCOMMODATION	MZLN-EL-RAZZZ-00-0001 Revision: 0 Date: 9/05/2019
		Page 5 of 43

1. PURPOSE AND SCOPE

MZLN-EL-RAZZZ-00-0001 Rev 0 Requirements for Camps and Accommodation is an individual, topic specific plan comprising an integral component of the Rovuma LNG Environmental and Social Management Plan (ESMP) MZLN-EL-RPPLN-00-0016 Rev 0.


Information regarding the Project Overview, Objectives (of the ESMP), Scope, Project Components and Associated Facilities and other information regarding the context of the ESMP can be referenced in the Rovuma LNG Environmental and Social Management Plan MZLN-EL-RPPLN-00-0016 Rev 0.

The principal objective of the ESMP is to facilitate the avoidance, reduction, and mitigation of environmental, social and community health, safety and security risks and impacts associated with the construction phase of the Midstream Project.

The ESMP sits within a broader Environmental and Social Management Framework, as illustrated in Figure 1-1 as shown in the Environmental and Social Management Plan MZLN-EL-RPPLN-00-0016 Rev 0.

This Framework comprises two overarching, system-level documents (Environmental and Social Management Plan and Environmental and Social Requirements for Contractors) and a set of theme and activity-specific documents that collectively describe how the Project will manage its environmental and social (E&S) risks. The listing of the ESMP set of documentation is contained below:

- MZLN-EL-RPPLN-00-0016 Rev 0– Environmental and Social Management Plan (ESMP)
- MZLN-EL-RAZZZ-00-0001 Rev 0 – Requirements for Camps and Accommodation
- MZLN-EL-RBENV-00-0001 Rev 1 – Environmental and Social Requirements for Contractor (with Annexes)
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 1 Air Quality, Greenhouse Gases and Energy Efficiency
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 2 Effluent Discharges
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 3 Waste Management
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 4 Hazardous Materials
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 5 Site Development, Construction and Reinstatement
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 6 Road Traffic and Transport
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 7 Marine Operations
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 8 Water Use and Abstraction
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 9 Raw Materials and Aggregates
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 10 Dredging
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 11 Lighting and Visual Impact
 - MZLN-EL-RBENV-00-0001 Rev 1 Annex 12 Ballast Water and Biofouling

 Rovuma LNG	REQUIREMENTS FOR CAMPS AND ACCOMMODATION	MZLN-EL-RAZZZ-00-0001 Revision: 0 Date: 9/05/2019
		Page 6 of 43

- MZLN-EL-RBENV-00-0001 Rev 1 Annex 13 Weed and Pest Management
- MZLN-EL-RBENV-00-0001 Rev 1 Annex 14 Wildlife Protection
- MZLN-EL-RPLCP-00-0001 Rev 0 – Local Content Management Plan
- MZLN-EL-RPPLN-00-0005 Rev 0 – Community Development Support Plan
- MZLN-EL-RPPLN-00-0007 Rev 0 – Cultural Heritage Management Plan
- MZLN-EL-RPPLN-00-0008 Rev 0 – Supplemental Land Access Management Plan
- MZLN-EL-RPPLN-00-0009 Rev 0 – Project Induced In-Migration Management Plan
- MZLN-EL-RPPLN-00-0013 Rev 0 – DUAT Encroachment Management Plan
- MZLN-EL-RPPLN-00-0014 Rev 0 – Employment and Worker Relations Plan
- MZLN-EL-RPSEP-00-0001 Rev 0 – Stakeholder Engagement Management Plan
- MZLN-EL-RPPLN-00-0006 Rev 0 – Community Health Safety and Security Management Plan
- MZLN-EL-RPPLN-00-0004 – Biodiversity Strategy
- MZLN-EL-RPPLN-00-0011 – Biodiversity Action Plan

These annexes define the processes that need to be followed and the control measures that must be applied to ensure the delivery and approval of a topic-specific Contractor Implementation Plan (CIP) and other implementation deliverables ahead of commencing activity.


Where the final design basis or execution strategy has not been determined and alternatives exist, an analysis of alternatives (taking Environmental and Social [E&S] factors into account) shall be undertaken by the Contractor. This analysis shall be based on an accurate characterization of the local setting using up-to-date baseline data and an assessment of the risks and impacts related to each alternative.

Where the project base case has already been determined, additional baseline information may be required from the Contractor to inform an up-to-date / site-specific E&S risks and impacts evaluation. This evaluation may result in a refinement of control measures relative to the local conditions and licensing requirements.

1.1. Objective

The overall objective of this document is to set out all the E&S requirements that need to be fulfilled in order to reduce potential E&S risks and impacts associated with the design and operation of camps and related accommodation. The intent of the plan is to achieve the following objectives:

- Ensure the project workforce is housed in a camp managed in accordance with health and hygiene standards.
- Provide nutritious, balanced meals in accordance with cultural preferences of a diverse workforce.
- Provide a means for camp residents to register grievances about camp and living conditions in a manner free from reprisal or consequences.

 Rovuma LNG	REQUIREMENTS FOR CAMPS AND ACCOMMODATION	MZLN-EL-RAZZZ-00-0001 Revision: 0 Date: 9/05/2019
		Page 7 of 43

- Provide adequate opportunities and facilities for exercise, recreation, relaxation, and worship.
- Provide safe and comfortable living accommodations for both genders, without discrimination by gender, race, or origin.
- Ensure the security and well-being of camp residents.
- Minimize the risk of worker unrest, disruption, or dissatisfaction due to perceptions of exclusion, discrimination, or dissatisfaction with camp living and catering conditions.
- Encourage and foster understanding and tolerance, minimize risk of cultural conflicts.

1.2. Scope

For the purposes of this document, Camps and Accommodation encompasses the assessment and management of E&S risks and impacts associated with construction camp design and operation in remote / enclosed areas and marine accommodations. The ILO Maritime Labor Convention, 2006 requirements shall be used for all vessel accommodation, if utilized. Any proposed deviation from these requirements must be approved by the Company.


The management of worker relations issues is covered in the Employment and Worker Relations Requirements MZLN-EL-RPPLN-00-0014. Workforce Health, Safety, and Security are covered in other sections of the Engineering, Procurement, and Construction (EPC) Contract Form Update. Potential environmental impacts related to the placement and operation of a camp have been covered in the environmental annexes.

This document follows the overall Scope definition outlined in the Environmental and Social Management System (ESMS), Section 1.2.

1.3. Linkage to Other Parts of the EPC Contract Form Update

Design and operation of Camps and Accommodation shall be in accordance with the EPC Contract Form Update, and the terms and conditions of the contract Contractor shall maintain and operate a healthy, safe, and secure camp and accommodation facilities. This document shall be read in conjunction with but not limited to the following:

- MZLN-RPPLN-00-0016 Rev 0 – Environmental and Social Management Plan (ESMP)
- MZLN-EL-RBENV-00-0001 Rev 1 – Environmental and Social Requirements for Contractor
- MZLN-EL-ASPDS-02-0001 – Construction Camp Requirements
- MZLN-EL-RPPLN-00-0014 Rev 0 – Employment and Worker Relations Management Plan
- MZLN-EL-RPPLN-00-0009 Rev 0 – Project Induced In-Migration Plan
- MZLN-EL-RPLCP-00-0001 Rev 0 – Local Content Management Plan
- MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution , Rev 1
- MZLN-EL-ASPDS-00-710103 – Design of Medical Clinics, Rev 1
- MZLN-EL-ASPDS-00-710104 – Design of Food Service Facilities, Rev 1
- MZLN-EL-ASPDS-00-710105 – Design of Laundry Facilities, Rev 1

 Rovuma LNG	REQUIREMENTS FOR CAMPS AND ACCOMMODATION	MZLN-EL-RAZZZ-00-0001 Revision: 0 Date: 9/05/2019
		Page 8 of 43

- MZLN-EL-ASPDS-00-710106 – Design of Pesticide Storage and Handling Facilities, Rev 1
- MZLN-EL-SSPDS-00-710102 – Upstream Health Inspection Process, Rev 1
- MZLN-EL-SSPDS-00-0003 – Security Fences
- MZLN-EL-SSPDS-00-0004 – Additional Security Countermeasures
- MZLN-EL-SSPDS-00-120118 – Upstream Safe Work Practices Minimum Requirements for Projects
- Safety, Security and Health sections of the Job Specification
- Environmental sections of the Job Specification related to Waste Management, Effluent Discharges, Water Abstraction and Use and Site Development, Construction, and Reinstatement.

1.4. Background Context

In preparation for the start of construction of the overall Area 4 Midstream Project, EMMML plans to develop some temporary and permanent accommodation facilities. The facilities shall be located within the Direito de Uso e Aproveitamento da Terra (DUAT) area, referred to as the Afungi Project Site, and house approximately 18,000 to 23,000 workers. In conjunction with EMMML, Anadarko's co-located, but independent Area 1 Project will also have a large camp accommodating a similar number of workers. While EMMML has committed to avoid, reduce, remedy, or compensate for adverse impacts and to maximize any benefits, the construction and operation of the camp still has the potential to impact the environment, the workforce, and nearby communities. In many cases, these potential impacts can be avoided, and where avoidance is not possible, they can be mitigated through the effective implication of control measures as required in the ESMP.

1.5. E&S Risks and Potential Impacts

Table 1-1 outlines the E&S risks and potential impacts identified to date associated with Camp and Accommodation. This table is meant to provide insight to the risks and impacts which are possible and act as a guide for additional assessment activities required by Section 3.1 of this document. It also provides a reference to the control measures table in Section 3.2.



Table 1-1: A Guide to Activities, Consequences, Risks, and Potential Impacts

Activity	Potential Consequence	Risks and Potential Impacts
Camp accommodation design	<ul style="list-style-type: none"> • Sub-standard accommodation • Residents do not live in harmony, creating the potential for conflict • Residents do not know how to complain or lodge a grievance 	<ul style="list-style-type: none"> • Detrimental to worker health and/or hygiene (LAB4) • Industrial actions (e.g., strikes, work stoppage, sit-ins) (LAB5) • Tensions/conflict/resentment between workforce (LAB6) • Reduced morale and productivity (LAB8) • Increased safety/security risks for workers (LAB13) • Tensions/conflict/resentment between National workforce and Foreign workforce (LAB18)
Management practices (camp and vessels)	<ul style="list-style-type: none"> • Residents do not live in harmony, creating the potential for conflict • Residents do not know how to complain or lodge a grievance • Food is not culturally appropriate • Queues are long • The dining experience is a frustrating one 	<ul style="list-style-type: none"> • Exploitative working conditions (LAB1) • Detrimental to worker health and/or hygiene (LAB4) • Industrial actions (e.g., strikes, work stoppage, sit-ins) (LAB5) • Tensions/conflict/resentment between workforce (LAB6) • Reduced worker morale and productivity (LAB8) • Rumors and misinformation spread (LAB9) • Workers are not informed of activities or events that affect them (LAB10) • Increased safety / security risk for workers (LAB13) • Cultural conflict (LAB15) • Increased absenteeism (LAB16) • Tensions/conflict/resentment between national workforce and foreign workforce (LAB18) • Tensions/conflict between management and workers (LAB22) • Installation of permanent residences (i.e., camp becoming permanent) (O4) • Increased pressure on community infrastructure / community resource (C5) • Cultural conflict (LAB15)
Food and dining	Worker health and welfare	<ul style="list-style-type: none"> • Detrimental to worker health and/or hygiene (LAB4) • Industrial actions (e.g., strikes, work stoppage, sit-ins) (LAB5) • Reduced worker morale and productivity (LAB8)



Activity	Potential Consequence	Risks and Potential Impacts
Living in remote / enclosed area (camps and vessels)	<ul style="list-style-type: none"> • Worker health and welfare • Community dissatisfaction 	<ul style="list-style-type: none"> • Detrimental to worker health and/or hygiene (LAB4) • Industrial actions (e.g., strikes, work stoppage, sit-ins) (LAB5) • Tensions/conflict/resentment between workforce (LAB6) • Reduced worker morale and productivity (LAB8) • Increased safety/security risks for workers (LAB13) • Cultural conflict (LAB15) • Tensions/conflict/resentment between National workforce and Foreign workforce (LAB18) • Community dissatisfaction, unrest, and potential escalation (C6) • Detrimental impacts on local economy or livelihoods (LH2)

2. ACRONYMS AND TERMS

Term	Definition
Associated Facilities	Facilities that would not have been constructed or expanded if the project did not exist and without which the project would not be viable.
Company	ExxonMobil Moçambique, Limitada
Contractor Implementation Plan (CIP)	The document that will describe in detail how the Contractor proposes to implement the control measures in order to mitigate and manage identified E&S risks and impacts.
Control Measures	A subset of overall requirements comprising mitigation measures directed at controlling planned and unplanned events identified through environmental and social risk and impact evaluation processes.
E&S	Environmental and Social
EIA	Environmental Impact Assessment
EMML	ExxonMobil Moçambique, Limitada
EMP	Environmental Management Plan
EPC	Engineering, Procurement, and Construction
ESMS	Environmental and Social Management System
IFC	International Finance Corporation
LNG	Liquefied Natural Gas
Project	The development of the onshore and nearshore facilities for Area 4 LNG which is done by the COMPANY in conjunction with its nominated contractors.
Project Base Case	Project base case represents the selected design or execution method that the project will follow. This is normally the result of analysis of alternative options and earlier Project stage.
Requirements	Company expectations of Contractor, including control measures and requirements to carry out a process

 Rovuma LNG	REQUIREMENTS FOR CAMPS AND ACCOMMODATION	MZLN-EL-RAZZZ-00-0001 Revision: 0 Date: 9/05/2019
		Page 12 of 43

3. REQUIREMENTS

3.1. E&S Assessment and Evaluation and CIP Development

As discussed in the overarching ESMS document (Section 1.4), due to the further refinement of the design since the original Anadarko/Eni Environmental Impact Assessment (EIA) (2014) was prepared, and due to the Midstream Project seeking finance (which requires compliance with the International Finance Corporation Performance Standards), it is anticipated an additional E&S assessment will be required for some topics which may result in the addition or refinement of E&S controls specified to date. This assessment, as outlined in the overarching ESMS document, includes three stages:

- Stage 1: Analysis of Alternatives
- Stage 2: E&S risk and impact evaluation of the project base case and refinement of control measures.
- Stage 3: Management plan development (based on the refined control measures).

For the Camp and Accommodation Requirements Plan, only Stage 3 is required. Contractor shall develop a Contractor Implementation Plan (CIP) which outlines how they propose to implement the control measures described in Table 3-1 (including any proposed additions or refinements as applicable to the update and finalization of the design and execution strategy), and how they propose to implement the management system requirements (as outlined in the ESMP, that relate specifically to the topic of this document).

3.2. E&S Control Measures

The control measures in Table 3-1 and Table 3-2 have been defined ahead of the site-specific risk / impact evaluations defined in Section 3.1. If any assessments described in Section 3.1 results in additional or changes to existing control measures, then the Contractor will apply the control measures or seek agreement from the Company to apply modified control measures.

Where these requirements originate from the Anadarko/Eni EIA (2014), the EIA section reference is included. Similarly, the Government-approved Environmental Management Plans (EMPs) references are included for those relevant controls. As noted in the overarching ESMP document, a number of additional controls have been identified as being required to meet Lender expectations. As such, the EIA/EMP controls have been supplemented by good practice design and control requirements where practicable and appropriate, however, where any overlap is present, the EMP (and EIA) commitments should be considered paramount over good practice guidance in the hierarchy of adoption of such controls.

Table 3-1: E&S Control Measures – Construction Camp

Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
Overarching Requirements						
CM1	General	Provide camp accommodation for Contractor workforce as well as short-term temporary employees, fly-in / fly-out expatriate staff, visitors, and employees on shift work.	LAB4 LAB5 LAB8 LAB13 LAB16 LAB22			A
CM2	General	Design and operate construction camp in accordance with MZLN-EL-ASPDS-02-0001 – Construction Camp Requirements, Job Specification, and international good practice on workers' accommodation, including International Finance Corporation / European Bank for Reconstruction and Development standards.	LAB4			A
CM3	General	Operate a closed camp for the expatriates, other country nationals, and national workforce on rotational work schedules. Workers shall be strictly prohibited from leaving camps for non-work-related activities and from interacting with the local community unless agreed by Community and Midstream Project.	LAB4	EIA 13.4.4 EIA 13.5.1 EMP: Area 4 Exclusive Facilities	EMP: Area 1 Exclusive Facilities;	
CM4	Camp location, if additional camp required	As far as practicable, ensure that living facilities are located to avoid flooding and natural hazards.	LAB4 LAB8			A
CM5	Camp location, if additional camp required	Ensure living facilities are located within a reasonable distance from the worksite.	LAB4			A

¹ Refer to Table 1 for definition of codes (and Annex 17 for more detailed information).



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM6	Camp Layout	Maintain a clear zone around all Midstream Project land to avoid informal settlement around the perimeter of the Midstream Project's activities, including accommodation camps to deter individuals setting up markets, accommodations, and businesses near camp.	LAB31			A
CM7	Camp Layout	Where practicable, design the camp so that plant equipment or work areas (e.g., generators, pumps, workshops and maintenance yards, vehicle parking areas, kitchens, refrigeration units, canteen, and laundry) with elevated noise levels are situated as far away as possible from noise sensitive areas, such as areas where people congregate for extended periods (e.g., sleeping / accommodation blocks, clinic, recreational areas, and offices).	LAB4			A
CM8	Camp Layout	If site spacing requirements preclude proper separation for minimization of noise, then camp operators shall ensure adequate measures are in place to meet Job Specifications, project standards, and relevant industrial hygiene requirements for noise protection for camp occupants.	LAB4			A
CM9	Camp Layout	Review by Company of camp layout before finalization, taking into consideration the proposed location of elevated noise activities in relation to sensitive areas.	LAB4			A
CM10	Camp Layout	Design construction camp so that areas that have potential to generate significant amounts of dust such as roads, parking areas, material delivery areas and helipads are paved or sealed or situated as far as practicable from dust sensitive areas such as accommodation blocks, offices, clinic, food storage and handling areas (kitchen, mess etc.) and recreational areas.	LAB4			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM11	Camp Layout	Ensure that design of camp and facilities are optimized as much as possible to reduce overall footprint. Contractor's sub-contractors shall be discouraged from erecting separate camps and associated facilities where this adds to the overall footprint.	LAB4			A
CM12	Landscaping	Include basic, low-maintenance landscaping features around the permanent camp buildings. Illumination shall also be provided at the perimeter in accordance with the Job Specification.	LAB14			A
CM13	Construction Camp Design	Design and Construct Camp in compliance with minimum standards for camp buildings, facilities and services cited in Moçambique Law, Job Specification and terms and conditions of the contract. Standards covered include but are not limited to: <ul style="list-style-type: none"> • Accommodation requirements • Medical Clinic and first aid station(s) • Emergency response including medical evacuation • Sanitary and ablution facilities • Entertainment and recreation facilities • Communication services • Religious Facilities • Food and canteen facilities • Laundry facilities 	LAB4 LAB5 LAB8 LAB13 LAB16 LAB22			A
CM14	Construction Camp Design	Equip living quarters in accordance with MZLN-EL-ASPDS-02-0001 – Construction Camp Requirements.	LAB4			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM15	Construction Camp Design	Design an adequate number of sanitary and toilet facilities that meet the following requirements: <ul style="list-style-type: none"> • Conveniently located and easily accessible • Accessible without any individual passing through any sleeping room • Constructed with materials that are easily cleanable and with anti-slip hard washable materials for the floor of the shower / bathroom • Well lit • Well ventilated with external windows • Provide workers with adequate privacy, including ceiling to floor partitions and lockable doors • Ensures that men and women do not share • Provides access to both western and squat type toilets based on the camp resident population • Provided with an adequate supply of cold and hot running potable water. 	LAB4			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM16	Construction Camp Design	<p>Provide adequate recreational, leisure and sporting facilities, activities, and programs for workers to ensure workers have options for keeping themselves occupied during leisure time in accordance with the Job Specification and MZLN-EL-ASPDS-02-0001 – Construction Camp Requirements. Items to consider include but are not limited to:</p> <ul style="list-style-type: none"> • Multipurpose halls, with designated areas for radio, TV, and cinema, as well as game rooms. • An adequate amount of exercise equipment (indoor gyms/ work out areas), and outdoor sports (e.g., field/courts, indoor table tennis), as well as educational facilities and library. • Bar and recreational areas—the bar must include a serving area and a sitting area, in compliance with the COORDINATION PROCEDURE. • Prayer areas and other facilities to satisfy the religious needs and customs of the workforce and in accordance with cultural sensitivities. • Wi-Fi and recreational areas with satellite TV. 		LAB8		A
CM17	Construction Camp Design	<p>Design food services facilities (i.e., any location where food is stored, prepared, and/or served) in accordance with the Job Specification and MZLN-EL-ASPDS-00-710104 – Design of Food Service Facilities, Rev 1. Include in the design of food services facilities:</p> <ul style="list-style-type: none"> • The potential need for separate canteen and cooking facilitates to support the number and religious / cultural mix of workers. • The requirement that all canteens are of equal quality. 	LAB4 LAB8			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM18	Construction Camp Design	Design laundry facilities so that they are compliant with Job Specification and MZLN-EL-ASPDS-00-710105 – Design of Laundry Facilities, Rev 1.	LAB4			A
CM19	Construction Camp Design	Design medical clinics in accordance with the Job Specification and MZLN-EL-ASPDS-00-710103 – Design of Medical Clinics, Rev 1.	LAB4			A
CM20	Security Design	Security facilities and systems within and around the Construction Camp shall be in accordance with the Job Specification, Midstream Project security design specifications, and the terms and conditions of the Contract.	LAB13			A
Execution Controls						
CM21	Camp Management	Management of the Construction Camp shall be in accordance with the Job Specification and the terms and conditions of the Contract.	LAB4 LAB5 LAB8 LAB13 LAB16 LAB22	EIA 13.5.1	EMP: Area 1 Exclusive Facilities; EMP: Area 4 Exclusive Facilities	A
CM22	Camp Management	Ensure that adequate housing is available to the workforce so that overcrowding does not occur.	LAB4 LAB5 LAB8 LAB16 LAB22			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM23	Camp Management	Ensure that any sub-contractor contracted to manage the Construction Camp shall have a proven track record of camp management that meets the Company's standards.	LAB4 LAB5 LAB8 LAB9 LAB10 LAB13 LAB16 LAB22			A
CM24	Camp Management	Ensure adequate staffing of the camp. All staff shall be trained and competent with regards to their specific roles and responsibility.	LAB4 LAB5 LAB8 LAB9 LAB10 LAB13 LAB16 LAB22			A
CM25	Camp Management	Clearly identify a qualified Camp Manager who has the specific duty to report to Company's Camp Management.	LAB4 LAB5 LAB8 LAB9 LAB10 LAB13 LAB16 LAB22			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM26	Camp Management	Prohibit the provision of accommodation, food, and transport by employers as a payment for work. If deemed unavoidable and approved by the Company, then any charges should be transparent and discussed with the workers during the recruitment process and specified in the worker's contracts. Other services are free or are reasonably priced, never above the local market price.	LAB1			A
CM27	Camp Management	The following documents shall be provided to Company for review: <ul style="list-style-type: none"> • Camp rules and regulations • Camp disciplinary procedure • Complaints procedure for food, dining, housekeeping, and maintenance • Camp committee procedure • Other Camp related plans and procedures as detailed in the Job Specification. 	LAB4 LAB5 LAB8 LAB9 LAB10 LAB13 LAB16 LAB22			A
CM28	Camp Management	Develop and implement Camp Rules, which shall be available through posting in all accommodation rooms and other community rooms.	LAB6			A
CM29	Camp Management	Develop and implement Camp Disciplinary Procedures, consistent and complementary to procedures described in the Workforce Relations Management Plan, by which camp residents must abide. Camp disciplinary procedures should not preclude referring the situation to relevant law enforcement authorities in the event of criminal activity or removal of persons from the camp on situations where threats or actions are a potential danger to other camp users.	LAB6			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM30	Camp Management	<p>Ensure that all camp residents, national and expatriate, attend a camp induction program, including but not limited to:</p> <ul style="list-style-type: none"> • Camp rules and regulations governing the closed camp policy, accommodation, and the behavior between fellow workers and the community. • Code of conduct. • Camp disciplinary procedure. • Grievance mechanism for dealing with camp related complaints (as per the Stakeholder Engagement Plan). • Camp complaints system for food, dining, housekeeping and maintenance, and recreational areas. • Camp Committee. • Camp health, safety, and security requirements. • Waste handling and disposal. • Personal and camp hygiene requirements. • Proper water use, personal hygiene, sanitation, and proper hand cleaning to minimize the spread of disease. • Community relations cultural awareness. The objective of this orientation will be to increase awareness about the local area and cultural sensitivities and to explain what is expected of residents relating to this. 	<p>LAB4 LAB6 LAB8 LAB9 LAB13 LAB15</p>			A
CM31	Camp Management	<p>Provide separate, segregated but equal, sleeping areas, ablution blocks, and places of worship (if appropriate) for men and women to ensure safety, security, and stress-free living arrangements for female workers.</p>	<p>LAB6 LAB8 LAB13 LAB15</p>			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM32	Camp Management	Provide camp residents with information about the camp through: <ul style="list-style-type: none"> • Notice boards spread throughout the facility for posting camp notifications • TV screens mounted throughout the canteen(s) to enable workers to get understanding of safety notices and daily / ongoing news regarding the camp and jobsite • A regular (weekly/monthly) newsletter in appropriate language(s) 	LAB9 LAB10			A
CM33	Camp Management	Set up a mechanism for dialogue with camp residents through a Camp Resident Committee, which includes representatives elected or nominated by workers (including women and other minority groups). Company approval is required if a Camp Resident Committee is deemed not feasible or if cultural considerations preclude a single committee. Dialogue with camp residents should focus on key issues such as food, dining, housekeeping, recreational activities, and camp rules and regulations.	LAB6 LAB9 LAB10 LAB15			A
CM34	Camp Management	Develop and maintain a Camp Management Grievance Procedure consistent and complementary with grievance management process described in the Workforce Relations Management Plan. Procedure shall be easy for residents to use. Complaints must be reviewed and tracked for remedial action, if appropriate.	LAB6			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM35	Camp Management	<p>Perform regular audits and inspections of the accommodation facilities to ensure that:</p> <ul style="list-style-type: none"> The camp is clean, decently habitable The camp is maintained in a good state of repair Relevant procedures are being implemented and adhered to The requirements in this control measure table are being implemented All audits and inspection shall be documented and filed on site 	LAB4 LAB22			A
CM36	Camp Management	Ensure that Camp management shall keep records of all training conducted and all complaints, grievances, breaches of discipline, and committee minutes. This information shall be reported to Company and used for trending and remedial actions where required.	LAB6 LAB9 LAB10 LAB22			A
CM37	Camp Management	Prohibit any discrimination or harassing behavior in the camp and notify the Company in all cases of discrimination or harassment.	LAB8			A
CM38	Camp Management	Provide counselling services, in reasonably private facilities where counselling can take place in a culturally appropriate manner for camp residents as a means to help them cope with the stresses of being away from family, the demands and long hours of the work, and cultural challenges/issues.	LAB13 O4			A
CM39	Camp Security	Management of the security facilities, systems, and equipment shall be in accordance with the Job Specification and the terms and conditions of the Contract.	LAB13 O4	EIA 13.4.4 EIA 13.5.1	EMP: Area 1 Exclusive Facilities; EMP: Area 4 Exclusive Facilities	



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM40	Camp Security	Security forces shall be provided, trained, and managed in accordance with the Job Specification and the terms and conditions of the Contract.	LAB13			A
CM41	Camp Security	Contractor shall comply with all Human Rights requirements detailed in the Job Specification and the terms and conditions of the Contract.	LAB13			A
CM42	Camp Security	Control camp perimeters to ensure that access is limited to camp occupants and that the risk of access by non-authorized personnel is minimized. Vital equipment shall also only be accessed by authorized personnel.	LAB13 O4			A
CM43	Camp Security	Develop suitable procedures designed to minimize access of non-authorized personnel, including monitoring the transfer of goods into and out of camps for contraband and stolen goods.	LAB13 O4			A
CM44	Camp Security	Develop and implement a Camp Security Plan which includes clear measures to protect workers against theft and attack, describes the security features of the camp (fencing, locks, alarms, pass card systems, badge and pass system, access points, and safe transport of personnel as appropriate), and includes clear policies on the use of force to be designed, communicated to the resident. The security plans should give special consideration to the security of women living and working on the camp and shall comply with the Job Specification.	LAB13			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM45	Camp Security	<p>Comply with the camp security plan. Security considerations shall include:</p> <ul style="list-style-type: none"> • Camp security plans shall include clear policies on the use of force (i.e., when it is permitted). • Security staff members have been checked to ensure that they have not been implicated in any previous crimes or abuses. • Where appropriate, security staff members from both genders are recruited. • Security staff members have a clear mandate and have received clear instruction about their duties and responsibilities, in particular their duties not to harass, intimidate, discipline, or discriminate against workers. • Security staff members receive adequate training in dealing with domestic violence and the use of force. • Security staff members have a good understanding about the importance of respecting workers' rights and the rights of the communities. • Body searches are only allowed in specific circumstances and are performed by specially trained security staff using the least intrusive means possible. Pat down searches on female workers can only be performed by female security staff. • Security staff members adopt an appropriate conduct towards workers and communities. • Workers union representatives, if any, shall be allowed access to the camp. 	LAB13			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM46	Camp Security	<p>Ensure that security personnel meet the following requirements as well as those listed in the COORDINATION PROCEDURE:</p> <ul style="list-style-type: none"> • They have not been implicated in past abuses. Contractor shall take all reasonable steps to establish this prior to hiring • They are trained in appropriate conduct towards workers and community members including: • They exercise constraint and caution and how force may be used • They display respect for human rights • They behave consistently • They know and abide by applicable law • They foster good community relations through their interaction and behavior towards workforce and communities. 	LAB 13			A
CM47	Camp Security	Allow for workers (and their organizations, if applicable) to express their collective concerns/grievances, about security arrangements and personnel, through the communication channel implemented for this purpose in the workplace.	LAB 8,13			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM48	Camp Safety	Develop and implement a Camp Emergency Response Plan that includes: <ul style="list-style-type: none"> Detailed plans to deal with emergency situations including all potential camp emergency situations Medical evacuation Details about fire and life safety, personnel safety and health, site emergency response, project/site security, and spill management and response Appropriate training so that qualified personnel is prepared to respond to any emergency situation Awareness training to camp residents on the contents of the Emergency Response Plan Drills (at least quarterly) The provision of required signage and information that is easy to understand and written in a culturally appropriate manner including appropriate language options 	LAB4 LAB13			A
CM49	Camp Safety	Develop a specific Camp Fire Safety Plan, which includes training of fire warders, periodic testing and monitoring of fire safety equipment, periodic drills, etc.	LAB4 LAB13			A
CM50	Camp Safety	Develop and implement a separate plan to ensure the safety of female residents, within a securely fenced and guarded subset of the camp.	LAB13			A
CM51	Camp Safety	Ensure that all necessary fire safety measures are taken, including installing and maintaining fire equipment (alarms, extinguishers, etc.).	LAB4 LAB13			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM52	Health	Conduct health inspections of the camp in accordance with the Job Specification and MZLN-EL-SSPDS-00-710102 – Upstream Health Inspection Process, Rev 1. The focus and associated content of the health inspection shall be agreed by camp operator and Company but is expected to include medical, food-related, potable water, chemicals management, and facilities aspects as a minimum.	LAB4			A
CM53	Health	Report, by the Camp Manager, of any contagious diseases, food poisoning, and other important causalities to the camp operator management, the Company and, as directed by Company, to relevant health authorities.	LAB4			A
CM54	Health	Ensure there is access to free condoms (including female condoms) at all workers camp sites and accommodation.	LAB4			A
CM55	Health	Prohibit inside the camp at all times: <ul style="list-style-type: none"> • Alcohol (produced and home brewed) • Pornography • Illicit drugs • Gambling 	LAB4			A
CM56	Health	Only permit tobacco and e-cigarettes in designated outdoor smoking areas that shall be clearly highlighted, be fitted with ashtrays, and cleaned at least daily.	LAB4			A
CM57	Health	Provide Construction Camp with sufficient potable water for drinking, cooking, dishwashing, laundry, safety showers, and eyewash stations.	LAB4	EIA 13.5.3 EMP: Area 1 Exclusive Facilities; EMP: Area 4 Exclusive Facilities		



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM58	Health	Conduct daily test and monitor quality and supply of water source used by camp to ensure proper treatment, chlorination, and storage of water, and that water is potable in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4	EMP: Area 4 Exclusive Facilities	EMP: Area 1 Exclusive Facilities;	
CM59	Health	Ensure that essential laboratory equipment / test kits are available on-site for measuring free chlorine, electric conductivity (salinity), and pH of potable water.	LAB4			A
CM60	Hygiene	Take into account the size of the camp facility and ensure there are sufficient numbers of staff for cleaning and general maintenance.	LAB4			A
CM61	Hygiene	Maintain a clean and tidy camp.	LAB4			A
CM62	Hygiene	Ensure that camp is to be regularly cleaned and with appropriate signage in place as required.	LAB4			A
CM63	Hygiene	Prohibit camp residents from cooking their own meals and/or storing food in the rooms. Food and meals are to be prepared and supervised by properly trained, capable, and competent food preparation and handling staff at all times, in designated kitchen areas.	LAB4			A
CM64	Hygiene	Train food preparation and serving personnel, food handlers, and other dining facility workers in hygiene and sanitation requirements for proper food handling, and require for them to wear gloves, hair nets, caps, and other personal protective equipment suitable for food handling and preparation in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM65	Hygiene	Conduct Information, Education, and Communication campaigns in the workforce on proper water use, hygiene, sanitation, and proper hand cleaning, minimizing the spread of disease.	LAB4	EIA 13.5.3	EMP: Area 1 Exclusive Facilities; EMP: Area 4 Exclusive Facilities	
CM66	Hygiene	Manage camp accommodation facilities to prevent communicable, zoonotic, water, and waste-related diseases, including: <ul style="list-style-type: none"> • Providing a camp laundry system for workers clothing • Implementing laundry and cleaning protocols • Providing sanitary facilities with paper towels and/or hand blowers, toilet paper and soap for hand washing, and daily cleaning • Stocking all sanitary facilities with soap and towels • Verifying camp living area configurations and occupancy levels prevent overcrowding and hot bunking 	LAB4			A
CM67	Rooms/Dormitory	Prohibit the use of bunk bed or "hot bunking/bedding" type arrangements unless approved by the Company.	LAB6 LAB8			A
CM68	Rooms/Dormitory	Undertake room allocation in an open and transparent manner. No reduction in standards shall be allowed because of worker's race, gender, or nationality, although distinctions may be appropriate based on seniority of individuals and job classifications.	LAB6 LAB8 LAB18 LAB22			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM69		Assign camp rooms on a hoteling basis, meaning personnel are assigned a room upon arrival. When personnel leave for rest and recreation, that room is cleaned and serviced and made available for another staff member arriving to site. Upon return to site from rest and recreation, staff will be assigned a new room. Company expects that this hoteling approach will maximize the use of beds and space on the camp and assist in ensuring sufficient beds for the personnel required to execute the work.	LAB6 LAB8 LAB18 LAB22			A
CM70		Ensure bed nets and window screens throughout the camp are maintained and free from holes.	LAB4			A
CM71		Prohibit consensual or non-consensual visitation by members of the opposite sex in designated living quarters.	LAB4 LAB15			A
CM72	Rooms/Dormitory	Maintain the rooms / dormitories in good clean condition in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4			A
CM73	Rooms/Dormitory	Ensure that room occupants control noise within their own room (e.g., not slamming doors, controlling volume of television and music, volume of conversation during cell phone use) and avoid showers during night-time hours (10 pm – 5 am) to avoid disturbance to other camp occupants.	LAB4 LAB6			A
CM74	Sanitary and Toilet	As a minimum, clean shared sanitary and toilet facilities (not bedroom connected) three times a day, in accordance with a standard schedule; maintain records and inspect on a routine basis.	LAB4			A
CM75	Canteens, Cooking, and Laundry	Ensure that dining halls maintain adequate seating (bench seating is prohibited), condiments, cutlery and crockery, and serving areas.	LAB5 LAB6			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM76	Canteens, Cooking, and Laundry	Establish minimum standards for cleaning of dining and food preparation area tables, floors, dishes, food lines, serving areas, utensils and all other food containing, handling, cookware and other food preparation items in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1. Detail food preparation-related hygiene and sanitation inspection schedules, areas to be inspected, and the inspection documentation that will be completed.	LAB4			A
CM77	Canteens, Cooking, and Laundry	Conduct regular health assessment and monitoring of catering facility services and facilities; food transport, storage, and handling; and waste disposal practices. Address identified issues in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4			A
CM78	Canteens, Cooking, and Laundry	Cold storage, freezer storage, and dry storage areas to be clearly marked and temperature protocols adhered to in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4			A
CM79	Canteens, Cooking, and Laundry	Establish appropriate management protocols for food and human refuse to control rodents in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4	EIA 12.13.5	EMP: Area 1 Exclusive Facilities; EMP: Area 4 Exclusive Facilities	
CM80	Canteens, Cooking, and Laundry	Prohibit workers to wash their own clothes because of the risk of the tumbu fly (AKA mango fly) and provide a laundry service in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM81	Nutrition and Food Safety	Ensure that dining times are communicated to all residents and fit in with work requirements.	LAB4	LAB8		A
CM82	Nutrition and Food Safety	Develop daily balanced and healthy menus at least one week in advance, approved by a qualified nutritionist and taking into local tastes and preferences. Menus shall be reviewed and approved by Company.	LAB4			A
CM83	Nutrition and Food Safety	Ensure food is prepared by qualified personnel in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1, whilst it is best practice that a trained nutritionist plans meals.	LAB4			A
CM84	Nutrition and Food Safety	In accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution Rev 1, provide separate storage and preparation of designated food types (e.g., halal, pork) in accordance with religious and internationally recognized and/or local customs. If the camp operator elects to provide separate canteens in accordance with religious/cultural preferences, then canteens shall be operated in a consistent manner.	LAB4			A
CM85	Nutrition and Food Safety	Ensure that food is stored at the proper temperatures, whether cold or warm, to ensure freshness and appeal and according to maximum storage times. Ensure that food is rotated and utilized to maximize freshness and minimize risk for use of foods with expired dates.	LAB4 LAB8			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM86	Nutrition and Food Safety	Arrange for meals to: <ul style="list-style-type: none"> • Be served at regular intervals for shift workers, where required • Be scheduled taking into account time for workers to eat comfortably and without rush or crowding • Include arrangements for delivery of nutritious and tasty meals to the workforce, in a safe, timely, and consistent manner if workers are unable to utilize camp dining accommodation during work hours Make reasonable efforts to minimize waste plastic and other debris in the delivery of meals to the worksite.	LAB5 LAB6			A
CM87	Nutrition and Food Safety	Provide the opportunity for feedback on food and dining by a comments or complaints system that is easy for residents to use, as well as via regular meetings with worker nominated representatives. Complaints must be trended and tracked for remedial action.	LAB4 LAB8			A
CM88	Nutrition and Food Safety	Make suitable arrangements for workers unable to utilize camp dining accommodation during work hours to wash their hands prior to meals, to have proper shade from the sun and protection from the rain, to have adequate space for comfort while eating, and to provide proper receptacles for disposable for food waste and containers.	LAB4 LAB8			A
CM89	Nutrition and Food Safety	Develop and implement a rigorous and effective system of food preparation space, hygiene, and cleaning before, during and after meals in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4			A
CM90	Nutrition and Food Safety	Establish and enforce policies and practices for leftover site catering facility food products.	LAB4			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM91	Nutrition and Food Safety	Prohibit the consumption of bush meat or marine creatures. Prohibit any form of hunting, fishing, capture of birds, killing snakes, harvesting of turtle eggs, or commerce involving wildlife.	LAB4			A
CM92	Nutrition and Food Safety	To the extent possible, utilize local food sources as long as pricing is competitive with other sources and vendors are capable of delivering food in amounts required in a timely manner consistent with requirements for quality, freshness, hygiene and other requirements. Care should be taken that using local food suppliers does not adversely impact local communities by using food supplies required for their ongoing sustainability.	LAB4 C5			A
CM93	Nutrition and Food Safety	Ensure the camp food supply chain does not impact the local communities and ensure measures are in places that are aimed at minimizing impacts on local food security.	LH2			A
CM94	Medical Clinics	Provide a camp clinic and first aid stations in accordance with MZLN-EL-ASPDS-00-710103 – Design of Medical Clinics, Rev 1, Mozambican laws, and regulations on its operation, the equipment, and medicines that it utilizes. Medical staff shall be in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4			A
CM95	Medical Clinics	Ensure that the medical clinic's primary function is to: <ul style="list-style-type: none"> • Stabilize medical emergencies before they are Medevac'd off site as soon as possible • Treat minor illness/injuries requiring absence from work before returning the patient to their room • Keep cases requiring observation or isolation in the medical center accommodation • Conduct alcohol and drug testing 	LAB4			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM96	Medical Clinics	Ensure that the clinic is easily identifiable from the outside as a medical clinic and that hours of operation are clearly displayed. Operating hours should be convenient to the camp residents.	LAB4 LAB10			A
CM97	Leisure, Social and Telecommunication	Manage the recreation facilities and ensure that equipment and facilities are kept clean and well maintained.	LAB4 LAB8			A
CM98	Leisure, Social and Telecommunication	Establish and operate a commissary for camp residents to purchase necessary personal toiletries, snacks, non-alcoholic drinks, mobile phone credits, and other useful goods. The commissary should be opened during and after work hours for at least 2 hours to provide maximum worker access, and during additional hours as agreed between the camp operator and the Company. The prices of commissary items shall be competitive or lower than local markets; predatory pricing or "price gouging" is strictly prohibited.	LAB8			A
CM99	Cultural Sensitivity	Where necessary, and if required, to the maximum extent possible, take gender considerations into account: <ul style="list-style-type: none"> • Separate arrangements for cleaning, laundry arrangements, and servicing of accommodations with female staff • Arrangements for separation of gender in dining facilities, clinic waiting areas, recreation and other areas 	LAB15			A
CM100	Cultural Sensitivity	Be cognizant of the environment in which the project works and, where practicable, respect local cultural events, such as religious events, funerals, and the like.	LAB15			A
CM101	Interactions with Local Communities	Limit workers interaction with the community when outside the camp.	C8			A



Ref	Activity / Source of Risk / Impact	Control Measure	Register Risk/Impact Being Addressed ¹	Source		
				EIA	EMP	Other
CM102	Interactions with Local Communities	Notify Company if community members or local businesses express grievances in relation to camp related activities/operations, to determine appropriate response in accordance with the scheduled timeframes detailed in the Community Grievance Procedure contained in the Stakeholder Engagement Framework. The Company may request that camp related activities/operations be amended to address community grievances. Camp operator shall comply with these requests.	C6			A
CM103	Camp Decommissioning	Where the community requests, and at the discretion of Company, retain some infrastructure and services in line with legislative and regulatory restrictions.	C6			A
CM104	Camp Decommissioning	Employ early pest eradication steps at the outset of camp establishment in accordance with MZLN-EL-SSPDS-00-719901 – Minimum Health Requirements for Project Execution, Rev 1.	LAB4	EIA 12.13.5	EEA Soil Erosion Management Plan; EMP: Area 1 Exclusive Facilities; EMP: Area 4 Exclusive Facilities	
CM105	Camp Decommissioning	Rodent poison controls shall be strictly monitored to avoid spread to the native small mammal population and/or cause the accidental mortalities of rodent predators such as raptors, owls, and other small and medium-size predators.	NR3	EIA 12.13.5	EMP: Area 1 Exclusive Facilities; EMP: Area 4 Exclusive Facilities	



Table 3-2: E&S Control Measures – Vessels Accommodation

Ref.	Activity / Source of Risk / Impact	Control Measure	Risk/Impact Being Addressed	Source		
				EIA	EMP	Other
Overarching Requirements						
VM1		Ensure that vessels provide and maintain decent accommodations and recreational facilities for seafarers working or living on board, or both, consistent with promoting the seafarers' health and well-being.	LAB4 LAB8			ILO, MLC 2006
Design Controls						
VM2		With respect to accommodation: <ul style="list-style-type: none"> • Ensure that there is adequate headroom in all seafarer accommodation; the minimum permitted headroom in all seafarer accommodation where full and free movement is necessary shall be not less than 203 centimeters • Ensure that the accommodation is adequately insulated • Ensure there are no direct openings into sleeping rooms from cargo and machinery spaces or from galleys, storerooms, drying rooms, or communal sanitary areas • Ensure that proper lighting and sufficient drainage are provided • Ensure that the materials used to construct internal bulkheads, paneling and sheeting, floors, and joining's are suitable for the purpose and conducive to ensuring a healthy environment 	LAB4 LAB8			ILO, MLC 2006
VM3		With respect to sanitary facilities: <ul style="list-style-type: none"> • Ensure that all seafarers have convenient access on the ship to sanitary facilities • Ensure that hot and cold running fresh water is available in all wash places 	LAB4 LAB8			ILO, MLC 2006



Ref.	Activity / Source of Risk / Impact	Control Measure	Risk/Impact Being Addressed	Source		
				EIA	EMP	Other
VM4		Provide appropriately situated and furnished laundry facilities.	LAB4			ILO, MLC 2006
VM5		Ensure that mess rooms: <ul style="list-style-type: none"> • Are located apart from the sleeping rooms and as close as practicable to the galley. • Are of adequate size and comfort and properly furnished and equipped (including ongoing facilities for refreshment), taking into account the number of seafarers likely to use them at any one time; provision shall be made for separate or common mess room facilities as appropriate. 	LAB4 LAB8			ILO, MLC 2006
VM6		Provide for hospital accommodation to be used exclusively for medical purposes.	LAB4			ILO, MLC 2006
VM7		Ensure that vessels have a space or spaces on open deck to which seafarers can have access when off duty that are of adequate area having regard to the size of the vessel and the number of seafarers on board.	LAB8			ILO, MLC 2006
Execution Controls						
VM8	Vessel Management	Ensure the sub-contractor used to manage the vessels has a proven track record of their ability to competently run vessels.	LAB4 LAB5 LAB8 LAB9 LAB10 LAB13 LAB16 LAB22			AMA1



Ref.	Activity / Source of Risk / Impact	Control Measure	Risk/Impact Being Addressed	Source		
				EIA	EMP	Other
VM9	Vessel Management	<p>Ensure all residents attend an induction program that shall cover at least the following:</p> <ul style="list-style-type: none"> • Vessel rules and regulations • Code of conduct • Grievance mechanism • Vessel disciplinary procedure • Complaints system for food, dining, housekeeping and maintenance • Vessel committee system • Community relations and what is expected of residents around this • Health, safety, environment, and security 	<p>LAB4 LAB6 LAB8 LAB9 LAB13 LAB15</p>			AMA1
VM10	Vessel Management	<p>Carry out frequent inspections on board to ensure that seafarer accommodation is clean, decently habitable, and maintained in a good state of repair. The results of each such inspection shall be recorded and be available for review.</p>	LAB4			ILO, MLC 2006
VM11	Vessel Security	<p>Contractor shall enforce a closed vessel policy for all workers. This means that foreign workers shall not be permitted to interact with local communities outside of work activities. It also means that public shall not be allowed to go onboard vessels unless in special circumstances.</p>	LAB13			AMA1
VM12	Rooms/Dormitories	<p>As far as practicable, arrange sleeping rooms of seafarers so that watches are separated and that no seafarers working during the day share a room with watchkeepers.</p>	LAB8			ILO, MLC 2006
VM13	Medical Clinic	<p>Facilitate consultations and the giving of medical first aid to help prevent the spread of infectious diseases in the vessel clinic.</p>	LAB4			ILO, MLC 2006



Ref.	Activity / Source of Risk / Impact	Control Measure	Risk/Impact Being Addressed	Source		
				EIA	EMP	Other
VM14	Leisure, Social and Telecommunication	Provide common or separate mess room facilities. The decision in this respect should be taken after consultation with seafarers' and shipowners' representatives. Account should be taken of factors such as the size of the vessel and the distinctive cultural, religious, and social needs of the seafarers.	LAB4 LAB15			ILO, MLC 2006
VM15	Leisure, Social and Telecommunication	Consider including the following facilities at no cost to the seafarer, where practicable: <ul style="list-style-type: none"> • A smoking room • Television viewing and the reception of radio broadcasts • Showing of films, the stock of which should be adequate for the duration of the voyage and, where necessary, changed at reasonable intervals • Sports equipment including exercise equipment, table games, and deck games • A library containing vocational and other books, the stock of which should be adequate for the duration of the voyage and changed at reasonable interval • Electronic equipment such as a radio, television, video recorders, DVD/CD player, personal computer, and software • Where appropriate, the provision of bars on board for seafarers unless these are contrary to national, religious, or social customs • Reasonable access to ship-to-shore telephone communications, and email and Internet facilities, where available, with any charges for the use of these services being reasonable in amount 	LAB8			ILO, MLC 2006



Rovuma
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**REQUIREMENTS FOR
CAMPS AND ACCOMMODATION**

MZLN-EL-RAZZZ-00-0001

Revision: 0

Date: 9/05/2019

Page 42 of 43

Ref.	Activity / Source of Risk / Impact	Control Measure	Risk/Impact Being Addressed	Source		
				EIA	EMP	Other
VM16	Leisure, Social and Telecommunication	Ensure that the forwarding of seafarers' mail is as reliable and expeditious as possible. Efforts should also be made to avoid seafarers being required to pay additional postage when mail has to be re-addressed owing to circumstances beyond their control.	LAB8			ILO, MLC 2006

4. DELIVERABLES

The deliverables described in Table 4-1 are associated with Camps and Accommodation. Contractor deliverables shall be submitted to the Company for Company approval.

The Contractor need not include details on vessel accommodation if the activity does not include marine operations and if the Contractor is conducting no marine operations and no Contractor personnel are accommodated on accommodation barges, vessels or any other form of floating platform. If marine operations are added to the work scope, then the Contractor will update their CIP to include vessel accommodations.

Table 4-1: Summary of Deliverables

Section Reference	Deliverable	Responsibility	Deliverable Date
Section 3.1	Topic-Specific CIP, which as a minimum includes: <ul style="list-style-type: none"> • Approved list of E&S control measures • Details of how the approved control measures will be implemented (including linkage to other Midstream Project plans and procedures, where necessary, to demonstrate the implementation of the E&S controls committed to) • Details of the monitoring, reporting and assessment. 	Contractor	To be agreed on contract award