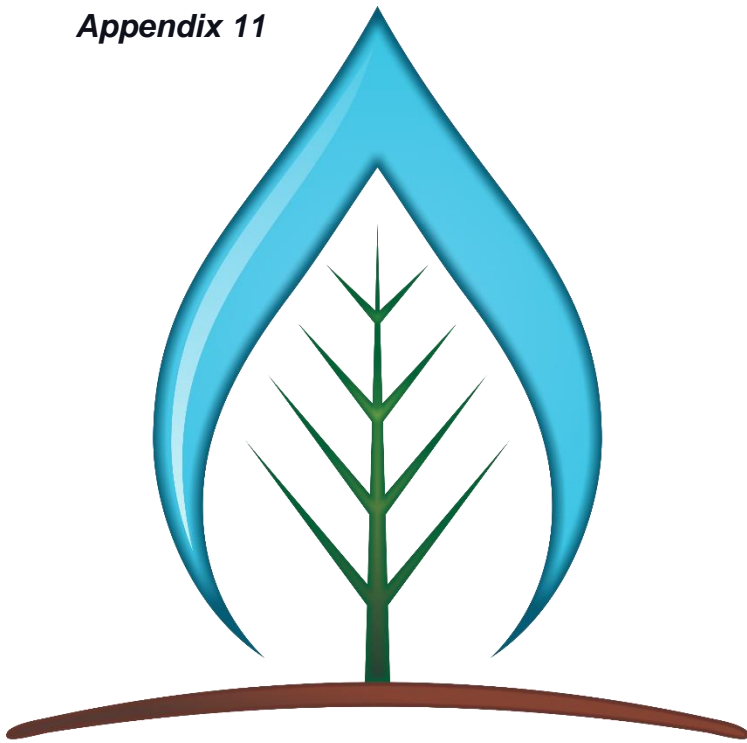


Appendix 11



EMG

**ENVIRONMENTAL
AWARENESS AND**

TRAINING PLAN FOR THE:

**PROPOSED BORROW PIT ON
FARM BEERSHEBA No. 13,
PORTION 2 FOR THE FREE
STATE DEPARTMENT OF
COMMUNITY SAFETY, ROADS
AND TRANSPORT, FREE STATE
PROVINCE.**

**The Free State Department of Community
Safety, Roads and Transport
Free State Province**

**Environmental
Management
Group (Pty) Ltd.**

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1. Introduction

The successful implementation of the EMP is hinged on adequate environmental awareness training of employees. The workforce needs to understand their role in the achievement of the objectives specified in the EMP. All operational staff should be provided with environmental awareness training and employees who require specialised training in line with the nature of their job should be provided with such training.

2. What the training and awareness should cover.

Mining employees and subcontractors are required to attend a site induction addressing environmental issues prior to commencing duties. Environmental content to be covered include:

- Making employees aware that everyone has a right to a clean environment and that everyone has a responsibility to protect the environment.
- Explanation of the importance of complying with the EMP
- Discussion of the potential environmental impacts of mining activities and mitigation measures that must be implemented when carrying out activities
- Explanation of the management structure of individuals responsible for matters pertaining to the EMP.
- Employees' roles and responsibilities, including emergency preparedness.
- Explanation of the specifics of the EMP and its specification.

It is recommended that a short induction lecture on environmental awareness be done on all workers including contractors and casual workers who will work at the mine. The topics covered are to include the following environmental topics:

- Waste management
- Artefacts
- Storage of hazardous materials
- Fires
- Importance of good house keeping
- Noise
- Importance of water conservation
- Dust management
- And emphasize importance of minimizing vegetation removal and rehabilitation

The training should include showing on the site area, areas where vegetation clearance is not to be done, showing the personnel No Go areas, locations for stockpiles and access roads to be used.



Training can be done either in a written or verbal format but will be in an appropriate format for the receiving audience. A record of people who have been trained and the training done shall be kept

3. Training on Emergencies.

All personnel should be trained on how emergencies on site will be handled.

- The contractor / quarry operator should identify all situations that can lead to emergency situations and provide response strategies. The situations should include fire and major chemical spill.
- Contact details of all departments/service providers to be contacted in case of an emergency shall be made available to employees.
- Equipment for dealing with emergencies such as spill kits, firefighting equipment, first aid boxes etc. shall be made available and personnel properly trained in its use.
- All staff on site should be trained on how to handle emergency situations and emergency drills/ rehearsals should be conducted periodically to ensure that staff is prepared.

4. Training on floral and faunal component procedures

Floral SCC

- All staff must be trained on how to identify possibly occurring SCC and the procedures to follow should they be observed.
- No harm may come to the suspected SCC.
- Their occurrence must be verified by a qualified Botanist.

Floral alien and invasive species

- All staff must be trained on procedures to follow should the emergence of floral alien and invasive species be observed to prevent the establishment of alien and invasive populations to reduce overall rehabilitation costs.

Faunal species

- All staff must be trained on procedures to follow should fauna become trapped within the borrow pit area or within any excavations therein.
- A qualified handler must be contacted to remove and relocate the trapped individual.
- Daily monitoring of the borrow pit area and any excavations therein must be performed to prevent any potentially prolonged entrapment of fauna.

Snakes



- All staff must undergo mandatory training on procedures to follow in the case of snake occurrence on site to prevent the occurrence of snake bites and unnecessary snake death.
- All snakes are to be removed by a qualified handler.

5. Training on physical environment management

Erosion

All staff must be trained on how to identify the signs of soil erosion and soil instability and procedures to follow should they be observed.