



THE REPUBLIC OF UGANDA

NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)

The National Environment Act, CAP 181

The National Environment (Environmental and Social Assessment) Regulations No.143 of 2020

Certificate of Approval of Environmental and Social Impact Assessment

Certificate Number: CERT/2274/2025/5

Issue Number: 01

*This is to certify that that the Project Brief/Environment and Social Impact Statement
received from*

M/s: UGANDA WILDLIFE AUTHORITY.

of OLD KIIRA ROAD, BUKOTO I, NAKAWA DIVISION, KAMPALA (TEL: 256312355000)

submitted to the National Environment Management Authority (NEMA) in accordance with the National Environment Act, CAP 181 regarding:

PROPOSED CONSTRUCTION OF JUNIOR AND SENIOR STAFF ACCOMMODATION IN KABWOYA WILDLIFE RESERVE

(Title of Project)

briefly described as HOTEL, TOURISM AND RECREATIONAL DEVELOPMENT.

(Nature, Purpose)

Declared Investment cost UGX 2,057,155,275

located at NYAIRONGO, KASEETA, KABWOYA, KIKUUBE

(District/Sub-county/City/Town/Ward)

has been reviewed and was found to:

******** have significant environmental impacts and the following appropriate mitigation measures were identified and made a condition precedent for approval and implementation:

(The relevant conditions are attached in the subsequent pages)

This certificate was issued on 22nd May, 2025 and is valid for 5 years.

Signed:

Executive Director



The details in this certificate can be verified at: <https://eservices.nema.go.ug>

CONDITIONS OF APPROVAL OF THE PROJECT BRIEF FOR JUNIOR AND SENIOR STAFF ACCOMMODATION IN KABWOYA WILDLIFE RESERVE, KIKUUBE DISTRICT (KYEHO RO SENIOR STAFF ACCOMMODATION, KASETA OUTPOST JUNIOR STAFF ACCOMMODATION AND NYAWAIGA OUTPOST JUNIOR STAFF ACCOMMODATION)

1.0 This Certificate is issued to **UGANDA WILDLIFE AUTHORITY** in accordance with the requirements of the National Environmental Act, Cap. 181 and the National Environment (Environmental and Social Assessment) Regulations, S.1 No. 143/2020 and any other applicable laws.

2.0 In addition to implementing the mitigation measures outlined in the Project Brief (PB), this **Certificate of Approval** is granted on condition that **M/s. UGANDA WILDLIFE AUTHORITY**, complies with the approval conditions stated below.

3.0 ADMINISTRATIVE CONDITIONS OF APPROVAL

- (i) Issuance of this Certificate of Approval is based on the content of/information contained in the Environment and Social Impact Statement **PB/2274/2024/11** as submitted by the Developer, **M/s. UGANDA WILDLIFE AUTHORITY**. Thus **M/s. UGANDA WILDLIFE AUTHORITY** shall be held responsible for any false information or any other anomaly that may be contrary to the provisions of the relevant laws governing the proposed project.
- (ii) This Certificate of Approval is **VALID for a period of 5 YEARS, effective 5th April 2025** thereafter, this certificate may be revised/varied upon request or when site conditions change.
- (iii) The project **must commence within the first 24 months** (from the date of approval) of the validity period, failure of which this Certificate shall be varied, cancelled or otherwise dealt with by this Authority.
- (iv) **The Executive Director shall be NOTIFIED, and consent sought** for any transfer of ownership, variation/alteration of the project design or components, or surrender of this Certificate of Approval.

4.0 SPECIFIC CONDITIONS OF APPROVAL

Before the commencement of the project and at any time in the life cycle of the project;

4.1 Compliance with Standards, Regulations, Laws and Policies:

- (i) Strictly adhere to the building codes relevant to this category of buildings in accordance with the Building Control Act, 2013; and



abide by the recommendations of the geotechnical investigations/assessment undertaken across the project sites.

- (ii) This approval is granted for **ONLY** the proposed Junior and Senior staff accommodation in Kyehoro, Nyawaiga and Kaseeta; comprised of bedrooms, porches, stores, and a common toilet/bath/kitchen facility; and the junior accommodation which will have a Porch, Studio Room, Common Toilets/Bathrooms Facility, Common Kitchen Facility, Rainwater Harvest Facility, and Solar system. Any other developments/components that are not the main subject of Project Brief including any future expansion or re-development relating to this project should be subjected to separate environmental and social impact assessment studies.
- (iii) Before any commencement of this project, ensure that you obtain the approval of the site layout plans, and building and structural plans from the relevant authorities.
- (iv) Obtain all other required guidance, approvals, permits and licenses from relevant Authorities, notably, the Department of Occupational Safety and Health/Ministry of Gender, Labour and Social Development, Kikuube District Local Government Authorities and other stakeholders within the periphery of the project.
- (v) Adhere to and comply with the legal requirements for easements for the area as provided for by the Kikuube area planning committee, including the legal requirements, and as provided for under Section 117(4) of the National Environment Act, Cap. 181.
- (vi) Comply with the terms and conditions of all permits, licenses and authorizations issued by all Lead Agencies during project implementation.
- (vii) In accordance with the dimensions provided in the lease agreements, ensure that no construction activities take place outside the approved size and boundaries of the land to accommodate the project components.
- (viii) Ensure full compliance and adherence to the applicable standards, laws and policies of Uganda including the National Environment Act, Cap.181, the Physical Planning Act, 2020, the National Environment (Wetlands Riverbanks and Lakeshores Management) Regulations, 2000 and any others.
- (ix) Ensure that the proposed project components and activities are restricted to the areas as indicated by the GPS coordinates in Figure 1 of this Approval.



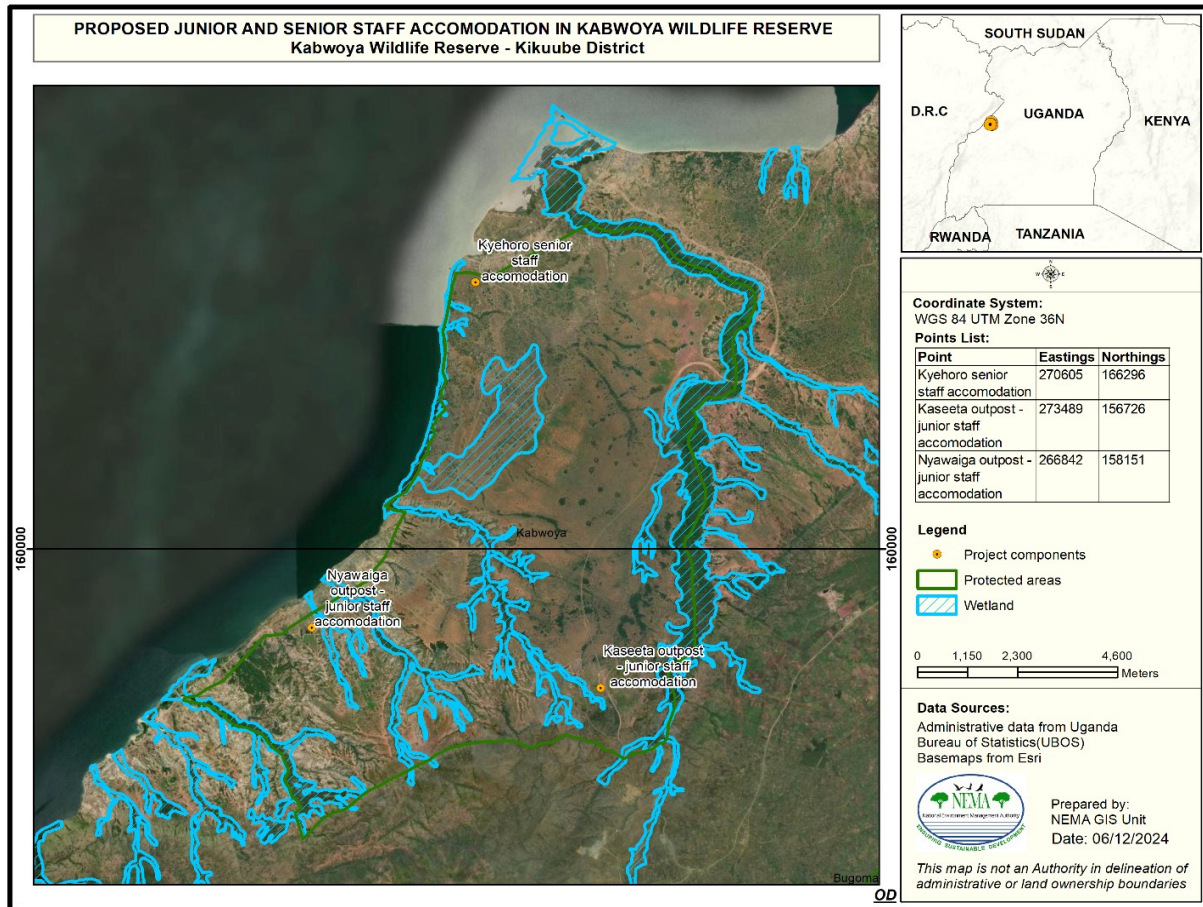


Figure 1: The proposed site for the Junior and senior staff accommodation in Kabwoya Wildlife Reserve - Kikuube District (Kyeihoro Senior Staff Accommodation, Kaseeta Outpost Junior Staff Accommodation and Nyawaiga Outpost Junior Staff Accommodation).

4.2 Environment safeguards:

- (i) In executing the project, the Environmental Management and Monitoring Plan in the PB should always be adhered to, in accordance with Section 122(3) of the National Environment Act, Cap.181.
- (ii) Ensure that all the project activities do not lead to loss of biodiversity and pollution of the environment.
- (iii) Excavation work should be done manually to mitigate motorized noise impacts on wildlife. Consideration of slopes and general terrain should also be put into account while erecting the project developments.
- (iv) Ensure that any degraded areas are rehabilitated and planted with suitable indigenous tree species & vegetation and restored as near as possible to their original states; Also, be duty-bound to protect the wetland areas from any form of degradation in accordance with the

National Environment (Wetlands Riverbanks and Lakeshores Management) Regulations, 2000.

- (v) Do not introduce any exotic (alien or Invasive) plant species and aquatic species into the Riverbanks and wetlands and any introduction of such species should be only after permission has been granted by the relevant Authorities.
- (vi) In executing the Project, the Environmental Management and Monitoring Plan in the PB shall be always adhered to, in accordance with Section 122(3) of the National Environment Act, Cap.181.
- (vii) Promote efficient resource use during the construction of the project facilities and institute good housekeeping and environmental management practices as provided for under the National Environment Act, Cap. 181.
- (viii) Put in place appropriate measures to control soil erosion within the project area and these shall include replanting vegetation such as grass and shed trees in areas left bare by land preparation and construction activities.
- (ix) In accordance with Section 17(1) of the National Environment (Wetlands, Riverbanks and Lakeshores Regulations, 2000, observe restrictions in the use of wetlands, and ensure that the project activities do not lead to degradation of such fragile ecosystems.
- (x) Ensure to undertake backfilling of the excavated sights and ensure to use of heavy machinery only where necessary and motor vehicles used should be serviced regularly to minimize noise and oil spills.
- (xi) The trucks ferrying construction materials should have functional tailgates or tarpaulins or appropriate containment to prevent littering of the materials.
- (xii) Ensure that all waste generated during the construction and operation of the project facilities is not discharged into the wetlands and that adequate mechanisms are put in place for handling all forms of waste, both hazardous and non-hazardous waste generated at the facility, in accordance with the National Environment (Waste Management) Regulations, S.I. No. 49/2020 and that a NEMA-licensed hazardous waste handler is contracted to dispose of such hazardous waste.
- (xiii) Notwithstanding the above conditions, ensure that no waste arising from project-related activities is dumped into water bodies, wetland ecosystems, around settlements and protected areas. Waste should be disposed of at an appropriate site as advised by Kikuube District



Local Government Authorities in line with the National Environment (Waste Management) Regulations, 2020.

- (xiv) Put in place adequate measures to suppress dust generated during construction activities and vehicular movements by sprinkling water on bare and dry ground surfaces to avoid dust becoming airborne and reduce the effect of dust on property and the health of workers.
- (xv) Ensure that all construction materials being transported to and from the project site are contained to prevent spillage, littering and emission; and that the trucks used for this purpose are fitted with functioning tailgates and tarpaulins or another form of containment to hold such materials.
- (xvi) Put in place measures to ensure that emissions from auxiliary components (for example standby generators among others) within the Project premises do not emit noxious gases, odour and particulate matter beyond the permitted levels in accordance with the National Environment (Air Quality Standards) Regulations, 2024.
- (xvii) Air conditioners and refrigeration/cooling systems to be used on the Premises must be those permitted under the National Environment (Management of Ozone Depleting Substances and Products) Regulations, S.I No. 48/2020; and, banned refrigerants and related equipment must not be used at any time.
- (xviii) Be duty-bound to protect the riverbanks and lakeshores of any river/stream/lake respectively that is adjacent to the project premises (site) against encroachment, in accordance with the National Environment Act, Cap.181 and the National Environment (Wetlands, Riverbanks and Lakeshores Management) Regulations, S.I. No.3, 2000.
- (xix) Single-use plastic bags below 30 microns and any plastic that is not labelled in accordance with provisions of the National Environment Act, Cap. 181, shall not be used during the entire project life cycle.
- (xx) Put in place appropriate rainwater harvesting measures and a drainage system of adequate capacity, to handle storm-water run-off; and put in place appropriate measures to control flooding, soil erosion, and accumulation of sediments within the boundaries of the project site and in the neighbourhood.
- (xxi) The landscape of the project site provides for appropriate greenery and ensures that good aesthetics are maintained around the project site.
- (xxii) Install solar systems to complement the use of generators to reduce emissions of greenhouse gasses from the facilities.

4.3 Social Aspects:

- (i) All employees including casual workers should be accorded decent working conditions and clear terms and conditions of employment in accordance with the Employment Act, Cap. 226.
- (ii) There shall be no use of child labour during project execution in accordance with the Children Act, Cap. 62.
- (iii) Put in place a grievance-handling mechanism to manage conflicts which may arise with the community during the project implementation.
- (iv) Put in place awareness and prevention programs for Sexually Transmitted Infections (STIs), Hepatitis B and HIV/AIDS for the workers.
- (v) Ensure that all workers and contractors on-site are prohibited from hunting, trapping, or harming wildlife. Any such activities will be reported to the Uganda Wildlife Authority for enforcement action that is in line with the Uganda Wildlife Act, 2019, Section 27, which prohibits any such acts.
- (vi) Develop awareness/sensitization programs on the possible wildlife related hazards that may arise from the location of the proposed accommodation facilities to within the Kabwoya Wildlife Reserve that may include but not limited to wildlife encounters & conflicts, damage of property and disease transmission.
- (vii) In addition to 4.3 (vi) ensure to put in place mitigation measures for;
 - a. human wildlife conflicts
 - b. disease transmissions from wildlife to humans and vise-versa.
- (viii) Seek and obtain insurance against fires that may spread from the Wildlife Reserve to the accommodation facilities and vise- versa.
- (ix) Install Rainwater harvesting systems and Water-saving devices, such as low-flow faucets and toilets within and around the accommodation facilities to reduce dependence on local water resources, in line with the National Climate Change Policy (2015) and the National Environment Act, No. 5 of 2019, Section 93, respectively.



- (x) Develop awareness/sensitization and prevention programs for both workers and the surrounding community on the dangers of HIV/AIDS, Monkey pox, Sexually Transmitted Diseases (STDs) and Hepatitis-B.
- (xi) Comply with requirements of the Occupational Safety and Health Act, Cap. 231 with regard to occupational hazards during the construction and operational phase of the Project, including ensuring a safe workplace, and measures to prevent exposure of workers to dust and emissions.
- (xii) Put in place appropriate and comprehensive emergency response and monitoring plans well known to the workers and building occupants/users; and national emergency response institutions/authorities including a plan to cater for all risk areas especially those prone to fire in accordance with Occupational Safety and Health Act, Cap. 231.
- (xiii) Promote efficient resource use at the Project premises and institute good housekeeping and environmental management practices as provided for under the National Environment Act, Cap. 181.
- (xiv) Put in place appropriate and/or adequate on-site sanitary facilities separate for the respective gender and provisions for the containment, treatment, and safe disposal of such waste in accordance with the Public Health Act Cap. 310. Train and sensitize workers on the importance of abiding by occupational safety and health policy measures and procedures; and, avail the workforce with appropriate personal protective equipment (PPE), in accordance with the Occupational Health and Safety Act, Cap. 231.
- (xv) Restrict construction activities **to daytime hours** only to avoid potential danger to the workers and wildlife.
- (xvi) Provide safe drinking water for the workers in accordance with the Public Health Act, Cap.281.
- (xvii) Put in place mechanisms to minimize and monitor dust, noise and vibrations during construction and operations and/or from noise-generating equipment to comply with the limits in accordance with the National Environment (Noise Standards and Control) Regulation, S.I No. 30/2003 and the National Environment (Air Quality Standards) Regulations S.I No.22/2024.
- (xviii) Ensure that a system for adequate treatment and disposal of wastewater generated at the project site is put in place in accordance with the Public Health Act, Cap.281, and the National Environment (Standards for Discharge of Effluent into Water or Land) Regulations, S.I. 144/2020.



- (xix) Put in place **notices and labels in appropriate visible areas** indicating entrance and exit, sanitary facilities, warnings, and windsock among others for the proposed development.
- (xx) Post clear and legible signage reading **"NO SMOKING"** where smoking is prohibited at the site, in accordance with the provisions of the National Environment (Control of Smoking in Public Places) Regulations, 2004 and in accordance with the Tobacco Control Act, 2015.

5.0 GENERAL CONDITIONS OF APPROVAL

5.1 Environmental Management Plan

In executing the Project, the Environmental Management and Monitoring Plan in the Environmental and Social Impact Assessment shall always be adhered to, in accordance with section 122(3) of the National Environment Act, cap. 181.

5.2 Environmental Audits

Carry out annual environmental compliance audits in accordance with Section 126 of the National Environment Act, Cap 181, National Environment (Audits) Regulations, S.I. No. 47/2020 and the National Environment (Environmental and Social Assessment) Regulations, S.I. 143/2020. The first annual audit should be carried out and submitted **twelve (12) months from the date of issuance of this certificate.**

5.3 Record Keeping

Ensure proper record-keeping as required by the National Environment Act, cap. 181, and transmit the records to this Authority, as required under Section 78 of the same Act.

5.4 Unanticipated Impacts

In accordance with Section 126(6) (b) of the National Environment Act, cap. 181, mitigate any other **undesirable environmental impacts** that may arise during the implementation of the project, but were not contemplated by the time of undertaking the environmental and social impact assessment.

5.5 Notification

- (i) Notify this Authority of any malfunction of any system or project component or failure to comply with the conditions in this Certificate within 12 hours, and the mitigation measures put in place.

- (ii) Notify this Authority in writing of the intent to decommission any components under this project and submit a decommissioning plan three months in advance.

5.6 Operational Changes

Seek written approval from this Authority for undertaking any operational changes to the project or this certificate of approval prior to implementation of such changes.

5.7 Display of NEMA Certificate

Put in place a signboard in a conspicuous place within the project site premises to **display this Certificate of Approval**, as stipulated in Regulation 52 of the National Environment (Environmental and Social Assessment) Regulations, S.I. 143/2020.

5.8 Biodiversity conservation and protection

Notwithstanding any other provision in this certificate, ensure that the Project does not cause Biodiversity loss and Pollution including release of greenhouse gases into the environment above the permissible limits.

6.0 DECOMMISSIONING AND RESTORATION PHASE CONDITIONS

- (i) Ensure that a decommissioning plan is submitted to this Authority for approval **at least 3 (three) months** prior to decommissioning the project components.
- (ii) Undertake to decommission the project components when their lifespan comes to an end as per the decommissioning plan, or as will be prescribed by the relevant Lead Agencies.
- (iii) Restore all parts of the project site laid bare during project implementation phases; and undertake proper landscaping, including re-vegetation of bare ground surfaces with suitable indigenous species of trees/grass.
- (iv) Report on the completed decommissioning and restoration activities to this Authority.

7.0 SUSPENSION/WITHDRAWAL/CANCELLATION CONDITIONS

This Certificate shall be suspended/withdrawn/cancelled if:

- (a) There is no compliance with any of the **Specific Conditions** set out in this Certificate in **Section 4.0** above and any other substantive conditions of the Certificate.
- (b) There is an unauthorized substantial modification of the project implementation or operations which may lead to un-assessed adverse

environmental and social impacts that were not evaluated at the time of issuing this Certificate of Approval.

- (c) there arise substantive undesirable effects that were not contemplated during the issuance of this Certificate of Approval; and,
- (d) There is a failure to mitigate any un-assessed adverse environmental and social impacts as provided during the course of the project.
- (e) There is a need by the Authority for review, on account of changes in Government Policy, Standards, and new conservation measures by this Authority and/or enforcement of a court order.

c.c The Permanent Secretary,
Ministry of Gender, Labour and Social Development,
KAMPALA.

c.c The chief administrative officer,
Kikuube District local government
KIKUUBE.
Attn: The Environment Officer

