

REPORT TEMPLATE



<u>System:</u> Quality Management System	<u>Reference No, Revision No:</u> Q-CSv-MCc-PO-01-D-01, Rev 2	<u>Originated by:</u> Marketing & Corporate Communications Manager
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ESWATINI ELECTRICITY COMPANY



TERMS OF REFERENCE

**CONSULTANCY SERVICES FOR ENVIRONMENTAL AND
SOCIAL IMPACT ASSESSMENT (ESIA) CONSULTANCY FOR
THE PROPOSED ACCELERATING SUSTAINABLE AND
CLEAN ENERGY ACCESS TRANSFORMATION (ASCENT)
PROJECT IN ESWATINI**

PROJECT ID NO: P508960

May 2026

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List Acronyms and Abbreviations

ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
EIA	Environmental Impact Assessment
CMP	Comprehensive Mitigation Plan
RoW	Right of Way
GoKE	The Government of the Kingdom of Eswatini
GPG	Global Public Good
IBRD	International Bank for Reconstruction and Development
IDA	International Development Agency
ASCENT	Accelerating Sustainable and Clean Energy Access Transformation
M300	Mission 300
PDO	Project Development Objective
EEC	Eswatini Electricity Company
SEP	Stakeholder Engagement Plan
RAP	Resettlement Action Plan
GRM	Grievance Redress Mechanism
kV	KiloVolts
MVA	MegaVolt Amperes
EEA	Eswatini Environment Authority
PIU	Project Implementation Unit
ESS	Environmental and Social Standards
LMP	Labour Management Procedure
GBV	Gender Based Violence
GHG	Greenhouse Gas
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
IUCN	The International Union for Conservation of Nature
SF ₆	Sulfur Hexafluoride
AoI	Area of Influence
ESF	Environmental and Social Framework
WBG	World Bank Group
EHS	Environment, Health and Safety
T&D	Transmission and Distribution

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OHS	Occupational Health and Safety
km	Kilometre
%	Percentage
ToR	Terms of Reference
GIS	Geographic Information System
IEE/CMP	Initial Environmental Evaluation/Comprehensive Mitigation Plan
EIA/CMP	Environmental Impact Assessment/Comprehensive Mitigation Plan
PAP	Project Affected Persons
IFC	International Finance Corporation
E&S	Environmental and Social
QA/QC	Quality Assurance/Quality Control
SADC	Southern African Development Community
AESAP	Council Architects, Engineers, Surveyors & Allied Professionals Council
CIC	Construction Industry Council
EAP	Environmental Assessment Practitioner

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1 Introduction

The Government of the Kingdom of Eswatini (GoKE) has received syndicated financing from the International Bank for Reconstruction and Development (IBRD), the International Development Agency (IDA) and grant funding from the Global Public Good (GPG) Facility, all administered by the World Bank, to implement the proposed Accelerating Sustainable and Clean Energy Access Transformation in Eswatini (ASCENT Eswatini) Project (P508960), hereinafter referred to as “the Project”.

The project supports the Government’s goal of achieve universal access to modern energy services by 2030, in line with the Mission 300 (M300) commitments made by the GoKE in 2025 in Dar es Salaam, Republic of Tanzania. The Project Development Objective (PDO) is to improve the reliability of electricity supply and achieve universal access by connecting 35,000 households to the national grid and 15,000 off-grid by 2030.

1.2 Sub-component 1a: Reinforcement of Northern Transmission Description

As part of the project preparation, the Eswatini Electricity Company (EEC) requires comprehensive environmental and social assessments for Sub-component 1a. This sub-component entails the reinforcement of the transmission grid to support the 11kV distribution network.

Specific infrastructure includes:

1.2.1 Activity 1 (Pine Valley – Maphalaleni 66kV Transmission Line)

The proposed expansion of Pine Valley Substation (construction of 1 x 10MVA transformer bay), construction of a 20 km 66kV overhead power sub-transmission line from Pine Valley to Maphalaleni/Nsingweni and 1 x 10MVA 66/11kV substation at Maphalaleni/Nsingweni to support the growing electricity access demand of households in the southern part of the Hhohho region.

1.2.2 Activity 2 (Ntabamhloshana 66/11kV Substation)

The proposed construction of a 2 x 10MVA 66/11kV substation at Ntabamhloshana to support the growing electricity access demand of households in the eastern part of the Manzini region

1.2.2 Activity 3 (Maliyaduma – Nkambeni 132kV Transmission Line)

The proposed construction of a 55 km 132kV overhead power transmission line from Maliyaduma in the Manzini region to Nkambeni in the Lubombo region, 132kV switchyard at Maliyaduma and 2 x 40MVA 132/66kV substation at Nkambeni to support the growing electricity access demand

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from households in the northern and western parts of the Manzini and Hhohho regions, respectively.

1.2 Project Environmental & Social Screening

Activities under Subcomponent 1a were screened by the Eswatini Environment Authority (EEA) using the Environmental Assessment Regulations (2022) as follows:

Activity	EEA Category	Current Status
1. Pine Valley – Nsingweni 66kV	Category 3	Requires a full EIA/CMP Report.
2. Ntabamhloshana 66/11kV Substation	Category 2 (Expected)	Preliminary screening submitted; likely requires an IEE/CMP Report.
3. Maliyaduma – Sihhoye 132kV	Category 2	Existing IEE/CMP authorized in July 2023; requires review and update.

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2 Objective of The Consultancy

The primary objective of this consultancy is to support the successful delivery of ASCENT Subcomponent 1a by ensuring that proposed infrastructure is planned and implemented in a manner that is environmentally and socially responsible, technically practicable, and financially viable.

The Environmental and Social Impact Assessment (ESIA) process under this assignment shall function as an integrated project development and risk management tool, informing engineering design, routing, siting, construction planning, and stakeholder engagement decisions. The Consultant shall work in close collaboration with the Project Implementation Unit (PIU) and the design teams to ensure that environmental and social considerations are embedded into project preparation in a manner that supports least-cost solutions, timely implementation, and stakeholder ownership.

Specifically, the Consultant shall ensure all assessments and management plans comply with:

- Eswatini National Legislation: The Environmental Management No. 5 2002 and Environmental Assessment Regulations 2022.
- National Gender Policy
- World Bank ESF: ESS 1, 2, 3, 4, 5, 6, 8 and 10
- World Bank Group EHS Guidelines: The General EHS Guidelines and the Industry Sector Guidelines for Electric Power Transmission and Distribution.

2.1 Specific Consultancy Tasks

The Consultant is expected to deliver the following:

Task 1: *Inception report*

- a) Methodology and workplan (resources timelines)
- b) ESIA team structure and responsibilities
- c) Confirmation of scope of work and proposed coordination arrangements with the PIU and design teams.

Task 2: *Stakeholder Engagement Plan (SEP)*

- a) Stakeholder identification and mapping
- b) Engagement methods and timeline
- c) Disclosure strategy
- d) Project grievance mechanism

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Task 3: Full EIA/CMP for Pine Valley – Maphalaleni/Nsingweni (66kV Line & Substations).

- a) This is a high-impact new construction project requiring a full suite of instruments.
- b) Conduct a full Category 3 Environmental and Social Impact Assessment and develop a Comprehensive Mitigation Plan.
- c) Prepare a new RAP (Census, Asset Valuation, and Entitlement) for the 22km RoW and substations.
- d) Conduct site-specific consultations and establish a local Grievance Redress Mechanism (GRM).

Task 4: IEE/CMP for Ntabamhloshana Substation.

This is a localized footprint project.

- a) Prepare an Initial Environmental Evaluation and Comprehensive Mitigation Plan.
- b) Conduct focused community consultations with immediate neighbors of the substation sites.

Note: Social impacts are expected to be localized to the footprint (no RAP anticipated).

Task 5: Review and Update for Maliyaduma – Nkambeni (132kV Line & Substations).

This is a review and "upgrade" of existing data for a 55km corridor, 132kV switchyard and 2 x 40MVA substation.

- a) Perform a gap analysis of the 2023 authorized IEE/CMP report and the requirements of the Bank.
- b) Ensure all new changes on the infrastructure design are incorporated into the updated IEE/CMP.
- c) Review the existing RAP to ensure compliance with ESS5, updating the census/valuation as the previous data is older than 12 months and ensure all new changes on the infrastructure design are incorporated into the updated RAP.
- d) Review the existing engagement records and perform "Meaningful Consultation" as defined by ESS10.

Task 6: Cross-Cutting E&S Instruments.

To ensure consistency across the three tasks, the Consultant must produce one set of Project-Wide Frameworks that apply to all sites:

- a) Labor Management Procedures (LMP): A single document covering workers' rights,, and a worker-specific GRM for the entire sub-component.
- b) A standalone OHS Plan/Framework considering the OHS risks that will be presented by the Transmission Line.
- c) GBV/SEA/SH Risk Assessment: A specific assessment and action plan to manage risks related to labor influx and community safety (aligning with ESS4).
- d) **Climate Change Risk and Resilience Considerations:** The Consultant shall assess potential **climate-related risks** relevant to the Project (including extreme weather events and long-term climate variability) and identify

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appropriate mitigation and adaptation measures to be integrated into project design and implementation. (ESS3).

2.2 Standard of Care

Note to Bidders: Where national Eswatini legislation/regulations and the World Bank ESF differ, the more stringent requirement shall apply. The Consultant must demonstrate how they will bridge the gap between national "Category 2/3" requirements and the World Bank's ESS requirements in their methodology.

3 Scope of Work

The Consultant shall execute the following technical stages to fulfill the requirements of the tasks defined in Chapter 2. These stages apply to Task 3 (Pine Valley), Task 4 (Ntabamhloshana), and Task 5 (Maliyaduma) unless otherwise specified.

3.1 Stage 1: Mobilization, Scoping, and Inception

The objective of this stage is to refine the project boundaries and ensure alignment on methodology for parallel execution.

3.1.1 Mobilization and Gap Analysis (Internal)

- Literature Review & Gap Analysis: For Maliyaduma-Nkambeni, the consultant must audit the 2023 IEE/CMP report and the RAP against the World Bank ESF to identify specific "gaps" (e.g., missing Labor Management or Biodiversity assessments).
- Defining the Area of Influence (AoI): The Consultant shall delineate the AoI for each site, considering direct footprints, associated facilities (e.g., access roads), and areas susceptible to indirect or cumulative impacts.
- Stakeholder Mapping: Initial identification of Project Affected Persons (PAPs), local authorities, and vulnerable groups.

3.1.2 Public Scoping and Regulatory Permitting (External/EEA)

Specifically for Task 3 (Pine Valley), the Consultant must fulfill the statutory requirements of the Eswatini Environment Authority (EEA).

- Public Scoping Meetings: Organize and facilitate formal scoping meetings in affected Chiefdoms to present the project concept and record initial community concerns and "perceived impacts."
- Preparation of Scoping Report & ToR: Based on the gaps identified and public input, the Consultant shall draft a Scoping Report. This report must include the proposed Terms of Reference (ToR) for the full EIA study.

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- Regulatory Submission: Submit the Scoping Report to the EEC, which will in turn submit them to the World Bank for review, after which they will be submitted to the EEA (provided the World Bank do not have any objections). for further review. This is a critical "hold point"; the full baseline studies in Stage 2 cannot officially commence until the World Bank and EEA approve the Scoping ToR.

3.2 Stage 2: Environmental and Social Baseline Studies

The Consultant must conduct primary and secondary data collection to establish a "pre-project" baseline.

- Physical Environment: Air quality, noise levels (near substations), soil quality, and water resources (crossings for transmission lines).
- Biological Environment: Avifauna (Birds) and Bats - Critical for transmission lines. Conduct flight path surveys to identify collision risks.
 - Flora & Fauna: Identify any "Critical Habitats" per ESS6 or IUCN Red List species.
- Socio-Economic Environment: Demographics including Female headed households, land tenure systems (Swazi Nation Land vs. Title Deed Land), and existing infrastructure.
- Cultural Heritage (Critical for Task 3 Highveld Mountains): Physical and intangible cultural heritage (graves, caves or archaeological sites) within the RoW.
- Hydrology & Wetlands (Critical for Task 3): Conduct a formal Wetland Delineation (using soil, vegetation, and hydrology markers) for the Pine Valley site

3.3 Stage 3: Impact Analysis and Management Plans (EIA/CMP)

- Review Impact Prediction: Use professional judgment and modeling (e.g., noise modeling for substations) to predict the significance of impacts.
- Analysis of Alternatives: Compare the proposed route with at least two alternatives (including the "No Project" option).
- Climate Change and Resource Efficiency (ESS3): The Consultant shall consider relevant climate change risks and resource efficiency **measures** applicable to the Project, including implications for asset resilience and operational sustainability.
- Development of CMP: Define specific mitigation measures applying the mitigation hierarchy (Avoid, Minimize, Restore, Offset).
 - Provide a Monitoring Plan with clear indicators, frequency, and estimated costs.
 - Standard of Care: Mitigation measures must align with the WBG General EHS Guidelines and Power T&D Guidelines.

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3.4 Stage 4: Resettlement Planning (RAP)

This stage is specific to Task 3 (New RAP) and Task 5 (RAP Update) where land or livelihoods are affected.

- Census and Socio-Economic Survey: 100% census of all PAPs within the 20km and 55km corridors.
- Asset Inventory and Valuation: Engagement of a Registered Property Valuer in Eswatini to value structures, crops, and trees.
 - For Maliyaduma (Task 3), the consultant must verify if the 2023 valuations are still valid (inflation-adjusted) or if a full re-valuation is required.
- Establishment of Cut-off Date: Formalize and communicate the cut-off date to prevent "rent-seeking" or new encroachments.
- Entitlement Matrix: Develop a matrix defining compensation and livelihood restoration measures.

3.5 Stage 5: Stakeholder Engagement and Disclosure (Task 2)

- Public Consultations: Organize and facilitate public meetings and focus group discussions (FGDs) in all affected Chiefdoms.
- Meaningful Consultation: Ensure that vulnerable groups (women, youth, elderly) have a safe space to voice concerns including consideration of gender mainstreaming in engagements
- Grievance Redress Mechanism (GRM): Design a localized GRM that is accessible, culturally appropriate, and transparent.
- Disclosure: Prepare a non-technical summary in both English and siSwati for public disclosure.

3.6 Stage 6: Project wide cross cutting deliverables (Task 6)

Regardless of the site, the Consultant shall provide:

- Labor Management Procedures (LMP): Addressing ESS2 (child labor, forced labor, OHS, and worker GRM). The Consultant must also consider the National Gender Policy and Gender Action Plan (GAP) for the project when developing the LMP.
- SEA/SH Prevention and Response Plan: Addressing risks of Sexual Exploitation, Abuse, and Sexual Harassment related to the influx of construction workers.

4 Deliverables and Timelines

The Consultant is encouraged to run these tasks in parallel to meet the project's ambitious 2030 goals. The "Clock" starts at T + 0 (the date of the Notice to Proceed). All reports shall be submitted

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in draft and final versions, in English, with Non-Technical Summaries also provided in SiSwati where public disclosure is required.

4.1 Common deliverables

These provide the foundation for all site-specific work.

Ref	Deliverable	Description	Timing
D1	Unified Inception Report	Detailed methodology, workplan and schedule for all 3 tasks, team structure and responsibilities, confirmation of scope of work and finalized Table of Contents for each project	T + 1.5 Weeks
D2	Stakeholder Engagement Plan (SEP), project-wide	Identification and mapping, engagement methods and timelines, disclosure strategy, GRM	T + 1.5 Weeks
D3	LMP and SEA/SH Plan	Labor procedures and Gender-Based Violence action plans.	T + 5 Weeks

4.2 Task Specific

Task 1: Full EIA/CMP report for Pine Valley – Maphalaleni/Nsingweni

Ref	Deliverable	Timing
D1.1	Draft Scoping Report	T + 5 Weeks
D1.2	Approved ToRs for Scoping Report	T + 1 Week
D1.3	Draft EIA/CMP Report with associated specialist studies	T + 20 Weeks
D1.4	Draft Resettlement Action Plan	T + 22 Weeks
D1.5	Final EIA/CMP with associated specialist studies and RAP	T + 4 Weeks
D1.6	Authorization Letter from EEA and “no objection” from World Bank	T + 32 Weeks

Task 2: Ntabamhloshana Substation IEE/CMP report

Ref	Deliverable	Timing
D2.1	Draft IEE and CMP Report with associated specialist studies	T + 7 Weeks
D2.2	Final IEE and CMP Report with associated specialist studies	T + 1 Weeks
D2.3	Authorization Letter from EEA and “no objection” from World Bank	T + 8 Weeks

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Task 3: Review and update IEE/CMP report for Maliyaduma – Nkambeni (132kV)

Ref	Deliverable	Timing
D3.1	Gap Analysis IEE/CMP and RAP audit	T + 4 Weeks
D3.2	Updated Draft IEE/CMP Report with associated specialist studies and RAP	T + 14 Weeks
D3.3	Final IEE/CMP with associated specialist studies and RAP	T + 3 Weeks
D3.4	Authorization Letter from EEA and “no objection” from World Bank	T + 21 Weeks

4.4 General Requirements for All Deliverables

All deliverables shall:

- Be aligned with World Bank ESF (ESS1–ESS10 as applicable)
- Be aligned with the Environment Management Act, 2022
- Be reviewed by EEC and the World Bank prior to submission to EEA

Data and Mapping Standards

- GIS and Spatial Data: The Consultant shall submit all GIS Shapefiles (.shp) or File Geodatabases used to map the transmission lines, substation footprints, and RAP census coordinates. Maps must be high-resolution and include satellite imagery overlays.
- Photography: Field reports must include geo-tagged photographs of the project sites, specifically documenting the Pine Valley wetland area and any identified cultural heritage sites.
- Editable Formats: All drafts must be submitted in editable formats (MS Word, Excel, and .dwg/.shp for drawings/maps) to allow for tracked changes during the review process.

Language: All technical reports shall be in English. However, Non-Technical Summaries (NTS) and all Community Engagement materials must be provided in both English and siSwati to ensure meaningful consultation.

Failure to obtain approval from ASCENT PIU for draft documents and the authorization letter from the Eswatini Environmental Authority and the “no objection” World Bank for submitted reports shall constitute non-delivery, and the Consultant shall revise the deliverable at no additional cost until approval is obtained.

4.5 Confidentiality & Data Ownership

All project data remains the property of EEC. The Consultant shall not disclose information without written approval.

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5 Consultancy Firm and Team Composition

5.1 Consultancy Firm

The Consultant must be a reputable firm (or a Joint Venture) with a proven track record in Environmental and Social (E&S) consulting. To be eligible, the firm must demonstrate:

- A minimum of 10 years consulting in ESIA, RAP and E&S Safeguards.
- Successfully completed at least three (3) ESIA assignments for high-voltage transmission lines (66kV and above) or linear projects.
- Successfully completed at least one (1) RAP assignment for high-voltage transmission lines (66kV and above) or linear projects.
- Proven ability to manage large-scale data collection and multi-regional fieldwork concurrently.
- Evidence of an internal Quality Assurance/Quality Control (QA/QC) system to ensure all reports meet World Bank disclosure standards before submission.
- Previous experience in the SADC region, preferably Eswatini, is highly advantageous to navigate local land tenure (Swazi Nation Land) and regulatory processes. At least two projects completed in the SADC region.

5.2 Team Composition

The Consultant shall provide a multi-disciplinary team with the technical capacity to undertake assessments and consultations simultaneously across different geographic regions and communities. The Consultant must demonstrate that they are not "single-threaded" (adequate size and composition) meaning work on the Maliyaduma – Nkambeni IEE/CMP report update must not pause or delay the Pine Valley – Maphalaleni/Nsingweni EIA/CMP report or the Ntabamhloshana IEE/CMP report.

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5.2.1. Key Experts

The following experts are considered "Key" and will be scored during the technical evaluation.

Table 1: Key experts.

Ref	Position	Minimum Qualification & Registration	Experience Requirements	Key Responsibilities
K1	Team Leader / Lead Environmental Specialist	<p>Master’s Degree in Environmental Science/ Management</p> <p>Valid professional registration as per Registration with Council Architects, Engineers, Surveyors & Allied Professionals Council (AESAP) as Professional Environmental Manager (or equivalent professional registration body).</p> <p>Valid registration with Eswatini Environmental Authority (EEA) as Environmental Assessment Practitioner (EAP) (or equivalent professional registration body).</p>	<p>Minimum 15 years of ESIA experience in a similar role.</p> <p>Experience in 3 ESIA projects under World Bank ESF or IFC standards).</p>	<p>Overall coordination, quality assurance, regulatory liaison with EEC, EEA and World Bank, final accountability for deliverables (ESS1 & ESS10).</p>
K2	Senior Social Development Specialist	<p>Masters Degree in Sociology , Development Studies, or equivalent.</p>	<p>Minimum 10 years in social impact assessment and resettlement, Cultural Heritage Risk Management.</p> <p>Experience with ESS5, ESS10.</p>	<p>Leads Stakeholder engagement, Leads consultation, community safety, and social risk identification (ESS1, ESS4, & ESS10).</p>

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Ref	Position	Minimum Qualification & Registration	Experience Requirements	Key Responsibilities
K3	Resettlement Specialist	Masters in Social Sciences or development studies or equivalent.	Minimum 10 years resettlement specialist experience.	Primary lead for RAPs: Census design, eligibility, and livelihood restoration plans (ESS5).
K4	Environmental Specialist	Degree in Environmental Science/Management or equivalent. Valid Registration with Council Architects, Engineers, Surveyors & Allied Professionals Council (AESAP) as Professional Environmental Manager (or equivalent professional registration body). Valid registration with Eswatini Environmental Authority (EEA) as Environmental Assessment Practitioner (EAP) (or equivalent professional registration body).	Minimum 10 years EIA/CMP and IEE/CMP experience Experience in 2 ESIA projects under World Bank ESF or IFC standards)	Lead impact identification, alternatives analysis, CMP development (ESS1, 3).
K5	Biodiversity / Ecology Specialist	Degree in Ecology or Conservation Science or equivalent.	Minimum 10 years field experience Experience with protected species & habitats.	Biodiversity baseline, “critical habitat” screening (ESS6), avifauna risk assessments, offsets planning
K6	Hydrologist / Wetlands Specialist	Degree in Hydrology, Water Resources or Environmental Engineering or equivalent.	Minimum 10 years experience wetland	Hydrology, flood risk, wetland

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Ref	Position	Minimum Qualification & Registration	Experience Requirements	Key Responsibilities
			delineation and water resources management	impact assessment (ESS3 and 6).
K7	Property Valuer	Degree in Land Management or real estate or property valuation or equivalent. Registered with Eswatini Council of Valuers.	Minimum 10 years resettlement valuation experience.	Asset survey and valuation for survey (ESS5).
K8	Climate Change Specialist	Degree in climate science, environmental science, sustainable development or equivalent.	Minimum 5 years experience GHG/Climate Risk.	Climate baseline, adaptation, mitigation and monitoring plan. Climate resilience screening for substations and GHG estimation (ESS3).
K9	Health & Safety / OHS Specialist	Degree or Professional Certificate in Occupational Health & Safety.	Minimum 5 years experience in construction/energy sector safety	Worker safety, contractor compliance, ESS2 alignment
K10	Cultural Heritage Specialist (as needed)	Degree in Archaeology or Heritage Studies.	Minimum 5 years experience in physical cultural resources.	Chance-find procedure, grave relocations (ESS 8).

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5.2.2 Estimated Expert-months

The estimated expert-months for the key personnel is as follows:

No:	Key Expert	Estimated Expert-months
1.	Cultural Heritage Specialist (as needed)	0.5
2.	Health & Safety / OHS Specialist	1.5
3.	Climate Change Specialist	0.5
4.	Property Valuer	3
5.	Hydrologist / Wetlands Specialist	1
6.	Environmental Specialist	4
7.	Resettlement Specialist	4
8.	Senior Social Development Specialist	3.5
9.	Team Leader / Lead Environmental Specialist	3
	Total	21

5.2.3 Non-Key Experts / Support Team

The Consultant shall deploy sufficient and relevant support staff to ensure parallel fieldwork. Proposals must not be limited to the following:

	Position	Role
NK1	GIS & Mapping Specialist	RoW mapping, spatial analysis
NK2	Surveyors (Field Teams)	Land & environmental data collection
NK3	Socioeconomic Enumerators	Household surveys and census work, at least 2 teams
NK4	Community Liaison Officers	Field consultations
NK5	Environmental Field Technicians	Biodiversity & water sampling
NK6	Legal/Regulatory Advisor	Land law & consent compliance
NK7	Data Analyst	Quantitative analysis
NK8	Translator/Communications Assistants	Stakeholder facilitation

Table 2: Non-key experts.

5.3 Management of parallelism

To prevent the Consultant from prioritizing one task package at the expense of others, the following management requirements are mandatory:

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- a) *Staffing Schedule (Man-Months)*: Bidders must submit a "Level of Effort" (LoE) table showing exactly how many days each Key Expert will spend on Task 1, Task 2, and Task 3. A proposal that shows the same person performing fieldwork in two different regions on the same dates will be penalized.
- b) *Dedicated Social Teams*: Due to the intensity of RAP census work, the Consultant must demonstrate that the Social Enumerator teams can work in Pine Valley and Maliyaduma concurrently.
- c) *Parallel Performance Obligation*: The Consultant shall plan, staff, and execute the assignment in a manner that allows all Tasks to be implemented concurrently where timelines overlap. Completion, delay, or resource allocation challenges associated with one Task shall not constitute valid grounds for delay or non-performance of any other Task. The Consultant remains fully responsible for meeting all milestone dates specified in Chapter 4, irrespective of internal resource constraints or competing assignments.

This will allow work to be conducted simultaneously across project sites at different geographic locations. Proposals shall clearly demonstrate how staffing capacity allows parallel deployment. Firms proposing single-person dependency or understaffed teams shall be deemed non-responsive.

5.4 Compliance Clause

AESAP & EEA Registration or equivalent: The Team Leader's proof of registration is an admissibility requirement..

****NB**: Equivalence shall be demonstrated by registration with a nationally recognized professional body in the consultant's home jurisdiction, with functions and ethical standards comparable to AESAP and EEA, and subject to acceptance by the Client.

6 Administrative and evaluation framework

6.1 Eligibility and mandatory requirements

The following documents shall also be submitted along with the RFP by all the consulting firms including:

- ✓ Certified copy of a valid Trading License
- ✓ Certified copy of certificate of incorporation
- ✓ Certified copy of Form J or equivalent
- ✓ Certified copy of Form C or equivalent

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- ✓ Valid Tax Compliance Certificate
- ✓ Certified copy of Labour Compliance Certificate or equivalent
- ✓ Eswatini National Provident Fund (ENPF) Compliance Certificate or equivalent if outside Eswatini

6.2 Evaluation Methodology and Criteria

Tenders will be evaluated on a **Quality and Cost-Based Selection** as detailed below. The weights given to the Technical and Financial Proposals are 70% and 30% respectively. The minimum technical score required to pass the technical evaluation is 70%.

6.2.1 Technical Evaluation

Criteria	Scoring Weighting
Specific experience of the Consultant (as a firm) relevant to the Assignment	10%
Adequacy and quality of the proposed methodology, and workplan in responding to the Terms of Reference (TORs):	25%
Key Experts Qualification and Experience for the Assignment	40%
Non-Key Experts and Experience for the Assignment	10%
Knowledge transfer & Capacity Building	5%
Local Participation (personnel or firms)	10%
TOTAL	100%
PASSING SCORE	70%

6.2.2 Financial Evaluation

The lowest evaluated Financial Proposal (Fm) will be given the maximum financial score (Sf) of 100 points. The financial scores (Sf) of the other Financial Proposals will be computed as follows: $Sf = 100 \times Fm / F$, in which Sf is the financial score, Fm is the lowest price and F the price of the proposal under consideration

Proposals will be ranked according to their combined technical (St) and financial (Sf) scores using the weights (T = the weight given to the Technical Proposal; P = the weight given to the Financial Proposal; T + P = 1) indicated in the Data Sheet: $S = St \times T\% + Sf \times P\%$. The company achieving the highest combined technical and financial score shall be recommended for the award.

6.3 Price and Payment

The financial proposal should provide a clear breakdown of costs by deliverable/milestone (e.g. inception report, draft ESIA, final ESIA, SEP, LMP, RPF). Payments will be made upon satisfactory completion of these deliverables, as certified by the PIU and the World Bank. Bidders

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shall visit www.ers.org.sz to acquaint themselves with tax requirements. The evaluation of proposals will be based on both technical and financial criteria; the contract will not be awarded on price alone. Final payment shall be conditional upon acceptance by both EEC and the World Bank.

Payments shall be made upon satisfactory completion and approval of deliverables in accordance with the payment schedule set out in **Table 6-1** below: **Table 6-1: Payment Schedule Linked to Deliverables and Milestones**

Milestone / Deliverable	Reference	% of Contract
Inception Phase		
Inception Report and Workplan	D1	10%
Approved SEP, SEA/SH Plan and LMP	D2–D3	10%
Task 1: Pine Valley – Maphalaleni (Category 3)		
Draft Scoping Report and approved Scoping ToR	D1.1– D1.2	10%
Draft EIA and CMP, including specialist studies	D1.3	15%
Draft Resettlement Action Plan (RAP)	D1.4	10%
Final EIA, CMP and RAP (EEC and World Bank comments addressed)	D1.5	10%
Environmental Authorization from EEA and World Bank No Objection	D1.6	10%
Task 2: Ntabamhloshana Substation (IEE/CMP)		
Draft IEE and CMP	D2.1	5%
Final IEE and CMP and Environmental Authorization	D2.2–D2.3	5%
Task 3: Maliyaduma – Nkambeni Line (Review and Update)		

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Milestone / Deliverable	Reference	% of Contract
Gap analysis of existing IEE/CMP and RAP	D3.1	5%
Updated Draft IEE/CMP and RAP	D3.2	5%
Final IEE/CMP and Environmental Authorization	D3.3–D3.4	5%
TOTAL		100%

6.4 Site Visit

A mandatory site visit will be organized by EEC prior to **RFP** bid submission. Attendance and signing of the register is a pre-condition for submission of a bid. Only one official visit will be held; thereafter teams may conduct their own field reconnaissance. Consultants must arrange their own transport in suitable vehicles. The site visit will include inspection of the Pine Valley corridor, Ntabamhloshana substation location, and Maliyaduma – Nkambeni corridor.