STAKEHOLDER ENGAGEMENT PLAN

AYSHA 300 MW WIND POWER PROJECT, ETHIOPIA

AMEA POWER AYSHA WIND ONE PLC

AYSHA-E&S-SEP

RESPONSIBILITIES

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ACRONYMS AND ABBREVIATIONS

ACHPR's	African Commission on Human and Peoples' Rights
AfDB	African Development Bank
CIP	Community Integration Plan
CLO	Community Liaison Officer
CSR	Corporate Social Responsibility
E&S	Environmental and Social
EEP	Ethiopian Electric Power
EFCCC	Environment, Forestry and Climate Change Commission
EHS	Environment, Health and Safety
EIA	Environmental Impact Assessment
EMIPRO	Ethiopian Minority and Indigenous Peoples Rights Organisation
EPA	Environment Protection Authority
EPC	Engineering, Procurement and Construction
ESIA	Environmental and Social Impact Assessment
EWNHS	Ethiopian Wildlife and Natural History Society
FDRE	Federal Democratic Republic of Ethiopia
FPIC	Free, Prior and Informed Consent
FGD	Focus Group Discussions
GIP	Good International Practice
GM	Grievance Mechanism
GRM	Grievance Redress Mechanism
GTP	Growth and Transition Plan
GWh	Giga-Watt Hour
HSE	Health, Safety, and Environment
HVRM	Highly vulnerable rural minorities
ICMM	International Council on Mining and Metals
ICP	Informed Consultation and Participation
IFC	International Finance Corporation
IFI	International Financing Institutions
IP	Indigenous People
IPP	Indigenous Peoples Plan
IPP	Independent Power Producers
ISS	Integrated Safeguards Systems
KPIs	Key Performance Indicators

NGO	Non-Government Organisation
MDI	Mid-Day International Consulting Engineers
M&E	Monitoring and Evaluation
MOCT	Ministry of Culture and Tourism
MoTL	Ministry of Transport and Logistics
MoLSA	Ministry of Labor and Social Affairs
MoU	Memorandum of Understanding
MoWE	Ministry of Water and Energy
MW	Mega Watt
NGO	Non-Government Organizations
NTS	Non-Technical Summary
OHTL	Overhead Transmission Line
OS	Operational Safeguard
PFE	Pastoralist Forum Ethiopia
PS	Performance Standard
PSNP	Productive Safety Net Programme
REA	Regional Environmental Agency
SEP	Stakeholder Engagement Plan
SLIP	Supplementary Lenders Information Package
TBD	To be Determined
VIG	Vulnerable individuals or groups
WWTP	Wastewater Treatment Plant

1 INTRODUCTION

1.1 Background

The Aysha I Wind Power Project (hereafter referred to as the "Project") is a proposed 300 MW Independent Power Producer (IPP) Wind Energy Facility (WEF) in Ethiopia, led by AMEA Power L.L.C. (hereafter referred to as the "Developer") through its local entity, AMEA Power Aysha Wind One PLC (APAWOPLC) (hereafter referred to as the "Project Company").

The Project aligns with the Ethiopian "Ten Year Development Plan: A Pathway to Prosperity (2021 -2030)" and the "Ethiopian Long term Low Emission and Climate Resilient Development Strategy" which targets a substantial expansion in renewable energy capacity to support the country's transition to middle-income status by 2025. With only 57% household connectivity and ambitious goals to increase national generation capacity to 25,000 MW by 2030, including 2,000 MW from wind, the Ethiopian government has prioritised private sector investment to meet these targets.

The Project has already carried out an Environmental and Social Impact Assessment (ESIA) in line with the Ethiopian "Environmental Impact Assessment Proclamation No. 299-2002". The initial ESIA (dated 2020) was compiled by ECO Consult and Mid-Day International Consulting Engineers (MDI), a local Ethiopian consultancy, and was submitted to the former Ministry of Water, Irrigation and Energy (MoWIE) in 2020 (now referred to as Ministry of Water and Energy, MoWE), and received Environmental Clearance in January 2021, Ref No MWIE /126/707. The ESIA was subsequently updated by ECO Consult and MDI in 2021 and 2022. The ESIA was required to be updated again as the Environmental Clearance is now more than two years old, thus the Project Company appointed MDI in March 2025 to review and update the local/ national ESIA report to fulfil local requirements and obtain a new Environmental Clearance License. The updated ESIA Report (MDI, 2025) was submitted to the MoWE and received Environmental Clearance on 07 November 2025.

SLR African Holdings (Proprietary) Limited (hereafter referred to as "SLR") were appointed to review the updated ESIA Report (MDI, 2025) to identify any gaps required in terms of the International Finance Corporation (IFC) Performance Standards (PS) and the African Development Bank (AfDB) Environmental and Social (E&S) Operational Safeguards (OS) to support financing from International Financing Institutions (IFI).

This document is an update of an existing Stakeholder Engagement Plan (SEP) prepared by ECO Consult in 2021. The updated SEP includes all additional stakeholder engagement and disclosure undertaken to date and outlines a systematic approach to stakeholder engagement that will help the Developer build and maintain a constructive relationship with their stakeholders, particularly the locally affected communities. The Project is currently in the pre-detailed design phase, with the final layout of turbines, access roads, and associated infrastructure still to be confirmed. The SEP is a live document that will be updated throughout the Project planning, construction, operation, and implementation.

1.2 Scope and Objectives

The scope of the SEP is to specify the approach and action plan to efficiently manage and facilitate future engagements with stakeholders through various stages of the Project lifecycle.

The objectives of the SEP include:

- To identify the key stakeholders that may be affected by the Project or may influence the outcome of the Project;
- To define processes to inform the identified stakeholders about the Project and to manage stakeholder expectations;
- To understand current and potential emerging issues and to capture the views and concerns of the relevant stakeholders regarding the Project;
- To propose a platform for reporting back on mechanisms to address these impacts; and
- To establish a grievance mechanism that will be implemented for the Project.

1.3 Structure of the Report

The SEP is structured as follows:

TABLE 1-1: STRUCTURE OF REPORT

Section	Description
One	Introduction
Two	Project Description
Three	National Framework and Lender Policies
Four	Socio-economic baseline
Five	Key Project Stakeholders
Six	Previous and Recent Engagement Activities
Seven	Stakeholder Engagement Strategy and Plan
Eight	Disclosure of Information
Nine	Grievance Mechanism
Ten	Roles and Responsibilities
Eleven	Monitoring and Evaluation

2 PROJECT DESCRIPTION

2.1 Project Location

The Project is located within Ethiopia's Somali Regional State in Aysha Woreda. The Woreda is situated in the northern part of Sitti Zone and is bordered by Dembel in the south and Shinile Woreda on the southwest. It also borders on Djibouti in the north and Somaliland to the east. The main road that connects Ethiopia with Djibouti crosses this Woreda, as does the Ethio-Djibouti railway line.

Aysha town is the administrative town of the Woreda and is located around 5 km to the northeast of the boundary of the lease area and 630 km by roads from the capital of Addis Ababa. The Lasarat town is located approximately 3 km to the west of the boundary of the Project. Figure 2-1 illustrates the locality of the Project and Figure 2-2 illustrates the administrative context of the Project.

2.2 Project Motivation and Objectives

2.2.1 Project Motivation

The Government of Ethiopia, under its latest Growth and Transformation Plan II (GTP II), envisions transitioning from a developing country to a middle-income country. The ability to achieve such an ambitious goal is significantly constrained by current challenges in the power sector. Although Ethiopia has extensive renewable energy potential (such as hydroelectric, wind, solar and geothermal), it has a limited electrical generation capacity installed to serve its population, with around 57% household connectivity only (MDI 2025).

The current GTP II targets a total generation capacity of 25,000 MW by 2030 including 2,000 MW from wind power. Earlier interim targets (e.g. 17,000 MW by 2020) were not fully achieved, underscoring the urgency of expanding private sector investment. This would help sustain Ethiopia's continued economic growth and enable it to become a regional renewable energy hub in East Africa (EcoConsult, 2020).

The Government of Ethiopia has determined that private sector investment is critical to achieve such aggressive power generation targets and therefore aims to roll out a sustainable framework that will enable and stimulate investments by IPP in the renewable energy sector in Ethiopia (EcoConsult, 2020).

Wind power is widely used in both developing and developed countries. Unlike coal or gas-fired power plants, wind power generation does not rely on fossil fuels and, therefore, emits significantly fewer greenhouse gases and pollutants compared to conventional thermal power technologies. Unlike other power generation technologies, local communities can continue daily activities within the Project site once construction is complete. Power produced by this Project will be delivered to the national grid (EcoConsult, 2020).

2.2.2 Project Objectives

The main objective of the Project is to develop wind power capacity, sell and export electricity to the national grid to meet existing and future demands. Other objectives include:

- Diversifying energy sources in Ethiopia;
- Improving electricity supply distribution locally and nationally;

- Creating local employment and business opportunities; and
- Improving the local economy.

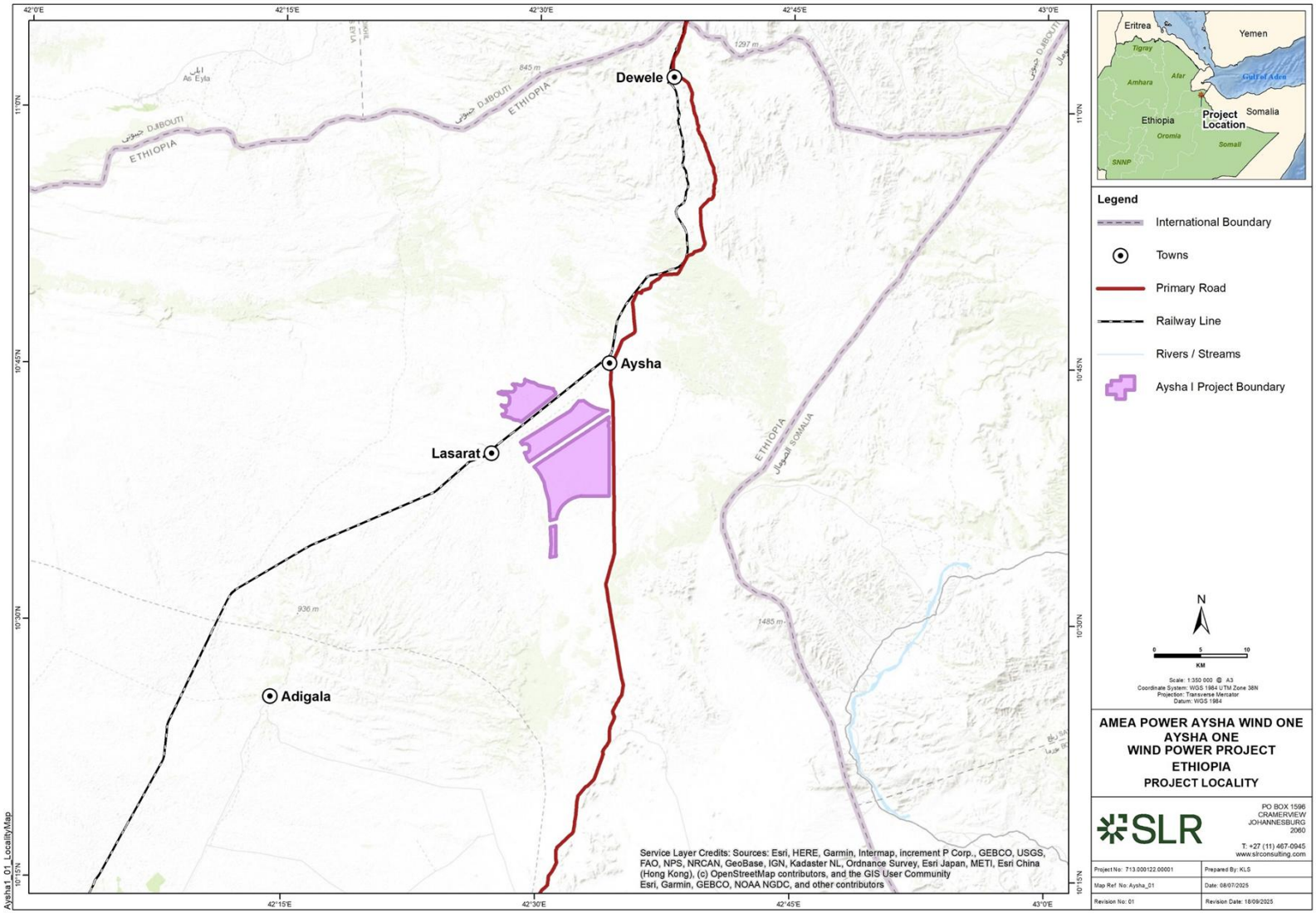

Figure 2-1: Project Locality Map

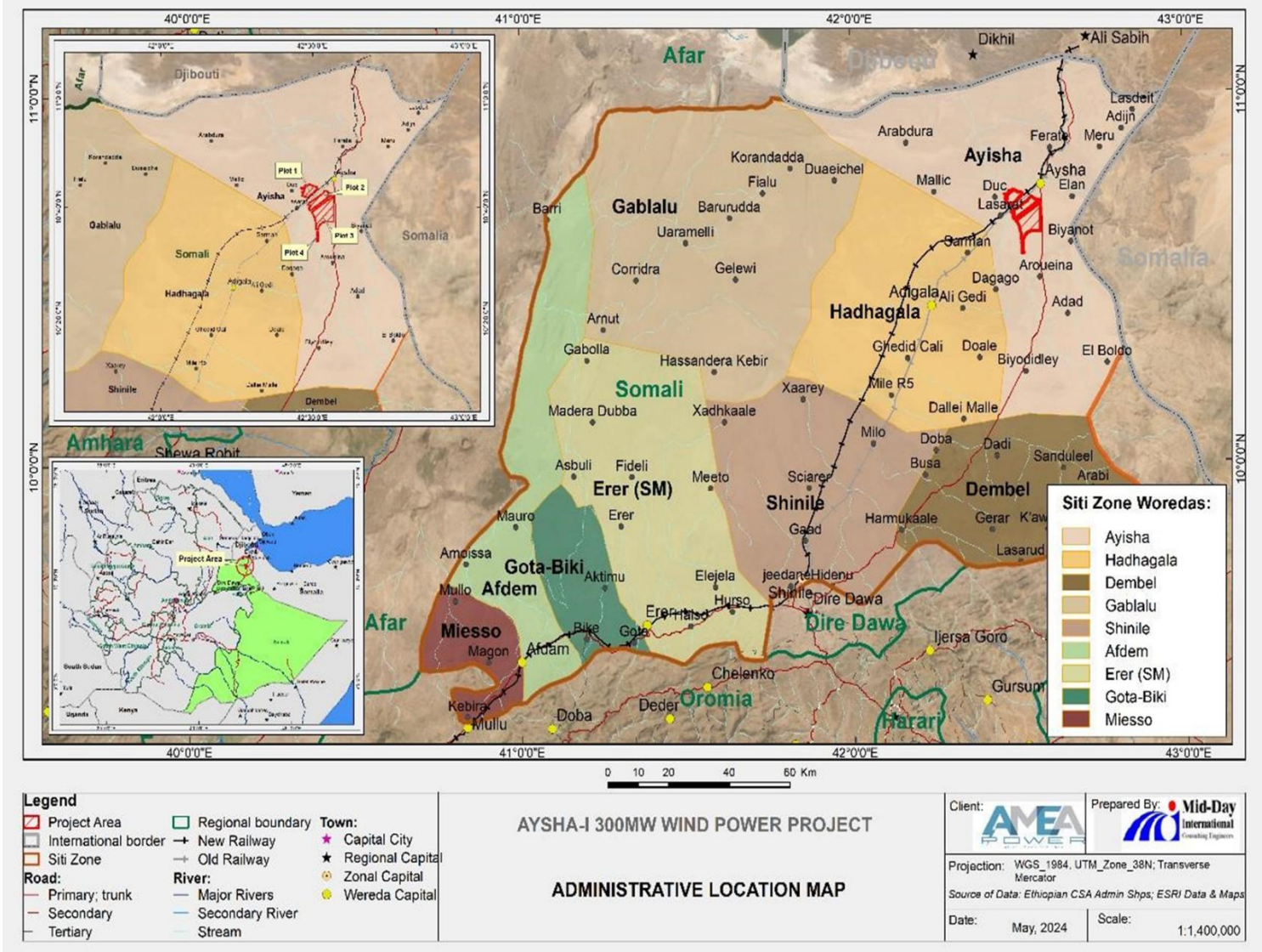

Figure 2-2: Administrative Locality Map

2.3 Summary of Project Components

Table 2-1 provides a summary of the key project components.

TABLE 2-1: SUMMARY OF THE KEY PROJECT COMPONENTS

Component	Description
Project Generation Capacity	300 MW
Technology Type	Wind Power
Number of Wind Turbines	Between 32 -39, each with a shortlisted Wind Turbine Generator (WTG) power range of 7.7 to 9.00 MW in rated power
Specification of Wind Turbines	Minimum Hub Height = 120 m Maximum Hub Height = 130 m (worst case scenario)
	Minimum Blade Length = 89.73 m Maximum Blade Length = 103.1 m
	Maximum Blade Width = 3.72 m
	Minimum Rotor Top Tip Height = 211 m (120 m hub + 91m (½ of RD) Maximum Rotor Top Tip Height = 235 m (130 m hub + 105 m (½ of RD)
	Minimum Rotor Bottom Tip Height = 15 m (120 m hub – 105 m ½ of RD Maximum Rotor Bottom Tip Height = 39 m (130 m hub – 91 m (½ of RD
	Minimum Rotor Diameter = 182 m Maximum Rotor Diameter = 210 m
Turbine Foundations and Crane Pad	Each turbine will have a circular foundation with a diameter of around 20 m, and a depth of ±2.5 – 5 m, within a permanent crane pad of 1,500 $m^{2.}$ *Note: This is a general estimation; the exact footing diameter and depth will be determined once the final turbine is selected for the Project.*
	A temporary crane boom assembly area and a temporary blade laydown area will also be required at each turbine hardstand
	Footprint of the turbines = crane pad area + foundation area. Generally, crane pads have an area of 1,500 m^2, while foundations have a diameter of 20 and, therefore, the area of the foundation for each turbine is (π × $radius^2$) = 3.142 × 10 m × 10 m = 314 m^2.Therefore,approximately the total footprint of each turbine = 1,500 m^2 + 314 m^2 = 1,814 m^2 and footprint should all 39 turbines be constructed, would be 70,746 m^2 (0.071 km^2).
Site Roads	Roads will be around 6m to 8 m wide and over above this may require side drains up to 2 m wide on one or both sides depending on the topography. Many (most) roads will have underground cables running next to them. An up to 20 m wide road corridor may be impacted during construction and partly rehabilitated to retain a permanent 8 m road

Component	Description
	surface with 2 m drain after construction and underground cabling. Approximately 55 km of roads are required. The footprint of the roads will be approximately 0.55 km^2.
Internal Reticulation (Overhead Lines and/or Underground Cables)	Turbines will be connected to an on-site substation via up to 33 kV cables. Cables will be laid underground in trenches or OHTL (less likely). mainly adjacent to proposed wind farm roads but in some instances the cables will deviate from the wind farm roads. Where deviation is required, this could be underground or overhead.
WEF Substation	The wind farm will have a 33 kV / 230 kV substation. The substation will include the Power transformers and Switching Station, an administrative building (offices) used for normal daily operational related work, switchgear room, control room, workshop and a warehouse for storage of equipment and machinery such as spare parts, oil cartridges, fuel, lubricants, etc. The switching station area will include all the standard switching station electrical equipment / components, such as bus bars, metering equipment and switchgear. Typically, the footprint for the substation and building facilities is around 0.02 km^2.
Overhead Transmission Line (OHTL)	The OHTL will be approximately 3- 4 km in length and connect with the HV 230 kV National Grid. These lines will be supported by monopole or lattice pylons.
Temporary Structures and Facilities	During the construction phase, a number of temporary structures and facilities will be required by the EPC Contractor. These may include batching plants, laydown areas, construction camp, site offices, ablutions, etc. The exact location and extent of these facilities will be determined by the EPC Contractor but will be within the boundary of the site and not within any defined sensitive areas or no-go areas.

2.4 Land Requirements

A total area of 84.46 km^2 has been leased to the Project by the Environmental Protection and Rural Land Administration Bureau of the Somali Regional State in 2025. The lease will expire in 2049.

Only a small part of the lease area will be used for the development of infrastructure. According to the 2025 ESIA, the total footprint of the Project infrastructure is estimated to be 0.751 km2, taking up only 1.0% of the total lease area. The exact location of the components within the lease area will only be determined during detailed design. However, the safety areas around the project infrastructure have been defined as follows:

- During construction, safety areas that people are not allowed to access will be visually demarcated and communicated to communities within the following distances from key activities:
- A radius of 200 meters around key infrastructure and machinery operations.
- A buffer of 5 meters on each side of roads and traffic areas.
- A radius of approximately 15 meters around small-scale machinery and general construction activities.
- During operation, safety areas will be maintained around turbines. These areas will consist of 1.5 times the top tip height of the wind turbine, corresponding to an area of 390,140 m^2. They will be visually demarcated and communicated to communities. The placement of shelters and graves will not be permitted within these areas, in order to protect communities from blade throw and tower collapse.

Of the 84.46 km^2 of land acquired by the Project, access restrictions will apply to approximately 6.49 km^2 (8% of the lease) will be affected during construction and 15.21 km^2 (18% of the total leased area) will be affected during operation.

2.5 Project Phases

The Project will include three distinctive phases as follows:

- Design and Construction Phase that will include: (i) preparation of the detailed design, (ii) transportation of components to the site, (iii) site preparation activities (land clearing, excavations, etc.), and (iv) installation of components. Construction is anticipated to require approximately 24 months for construction and commissioning.
- Operation Phase that will include the normal daily operation of the wind farm and the undertaking of maintenance activities as required. The operation of the Project is expected to last for a period of 25 years, operated on a 24-hour, seven days a week.
- Decommissioning Phase: The Project is expected to operate for up to 25 years. At the end of the 25-year Operational Phase, the lifespan of the project may be extended (subject to the necessary authorisations and agreements with the landowners), in which case the turbines may be refurbished/upgraded or replaced with the latest turbine technology at that time. If decommissioning is undertaken, APAWOPLC shall be required to prepare a specific Decommissioning Management Plan at that time.

2.6 Labour Force Requirements

According to current available information, the Project will require the following workforce throughout the construction and operation phase:

- Approximately 800 job opportunities at peak construction for a duration of approximately 24 months. This will include both skilled job opportunities (engineers, technicians, consultants, surveyors, etc.) and unskilled job opportunities (mainly labourers and security personnel).
- Around 25 job opportunities during the operation phase for a duration of 25 years. This will include skilled job opportunities (such as engineers, technicians, administrative employees, etc.) and unskilled job opportunities (such as security personnel, drivers, etc.).

The Developer is committed to prioritising the employment of local community members as far as possible throughout the construction and operation phase for both skilled and unskilled jobs. The recruitment will involve a selection process that is fair, transparent, and provides equal opportunities for all, including females.

3 NATIONAL FRAMEWORK AND LENDER POLICIES

3.1 Ethiopian Legislative Requirements

3.1.1 National Regulatory Framework

Conducting consultation with the Project Affected Communities is a constitutional requirement. The right to full consultation and to the expression of views in planning and implementation of development projects that affect the lives of people concerned is among the fundamental constitutional rights enshrined in the Federal Democratic Republic of Ethiopia (FDRE) Constitution. According to the FDRE Constitution, Article 92: "People have the right to full consultation and to the expression of their views in the planning and implementation of environmental policies and projects that affect them directly".

More specifically, stakeholder consultation and engagement under the Ethiopian requirements is also linked to the Environmental and Social Impact Assessment (EISA) study as stipulated in the "Ethiopian Environmental and Social Impact Assessment Proclamation No. 1317/2025" and associated EIA Guidelines. Some key requirements included in the Proclamation and associated guidelines are summarised below:

- The scoping process for projects that require a comprehensive EIA study should involve the participation of potentially affected groups;
- A proponent shall carry out the environmental impact assessment of a project that is likely to produce a trans-regional impact in consultation with the communities likely to be affected in any region;
- The Authority shall, prior to embarking on the evaluation of an environmental impact study report of a project with likely trans-regional impact, ensure that the communities likely to be affected in each region have been consulted and their views incorporated;
- The Authority or the relevant regional environmental agency shall make any environmental impact study report accessible to the public and solicit comments on it; and
- The Authority or the relevant regional environmental agency shall ensure that the comments made by the public and by the communities likely to be affected by the implementation of a project are incorporated into the environmental impact study report as well as in its evaluation.
- Implementation of any project is subject to an authorisation process from the Environmental Protection Authority (EPA) or from the Regional Environmental Agency (REA).
- Any licensing agency, before issuing an investment permit for a developer or an operating license for any project, must ensure that the EPA or the relevant REA has authorised its implementation.

Other relevant national legislation includes:

- Guideline on Public Consultation in ESIA Process, 2018.
- National Women Policy,1993 - Advocates for women equal participation in social, economic, and political life of the country.
- Pastoralist Development Policy and Strategy, 2020 - Indicates Pastoralist & Pastoralism Participation & Ownership as Centre for all Interventions and the need to ensure complementarity of Customary Institutions Local Knowledge Wisdom.
- Youth Policy, 2004 - Active participation of youth in political, social, economic and cultural activities to ensure fair benefit from the outcome.

3.2 Lenders Policies and Applicable Standards

The Developer will be seeking financing for the Project from International Financial Institutions (IFIs). Therefore, the Developer wishes to design and manage the project in accordance with good international industry practice and standards.

The SEP has therefore been prepared in accordance with the requirements of the IFC and AfDB E&S OS. These requirements have become the de facto international environmental and social performance benchmark for project financing.

3.2.1 IFC PS 1 – Assessment and Management of Environmental and Social Risks and Impacts

The IFC Performance Standards form part of their Sustainability Framework, where the "IFC Performance Standard 1" (IFC, 2012) sets out the following recommendations for stakeholder engagement:

- Stakeholder Engagement is an on-going process that may involve stakeholder analysis and planning, disclosure and dissemination of information, consultation and participation, grievance mechanism, and ongoing reporting to Affected Communities.
- A SEP will be developed and implemented that is scaled to the project risks and impacts and development stage and tailored to the characteristics and interests of the Affected Communities.
- Affected Communities will be provided with access to relevant information on: (i) the purpose, nature, and scale of the project; (ii) the duration of proposed project activities; (iii) any risks to and potential impacts on such communities and relevant mitigation measures; (iv) the envisaged stakeholder engagement process; and (v) the grievance mechanism.
- When Affected Communities are subject to identified risks and adverse impacts from a project, a process of consultation will be undertaken in a manner that provides the Affected Communities with opportunities to express their views on project risks, impacts, and mitigation measures, and allows the client to consider and respond to them.
- The extent and degree of engagement should be commensurate with the project's risks and adverse impacts and concerns raised by Affected Communities.
- The consultation process will be tailored to the language preferences of Affected Communities, their decision-making process, and the needs of disadvantaged or vulnerable groups.
- For projects with potentially significant adverse impacts, the client will conduct an informed consultation and participation.
- A grievance mechanism will be established to receive and facilitate the resolution of Affected Communities' concerns and grievances about the client's environmental and social performance.

3.2.2 IFC PS 5 – Land Acquisition and Involuntary Resettlement

The Project is required to comply with international safeguard standards on land acquisition and involuntary resettlement as outlined by IFC PS5. In addition to addressing displacement impacts, PS5 also emphasises the need for meaningful stakeholder engagement throughout the resettlement planning and implementation process.

In accordance with IFC PS5, affected persons must be engaged in a transparent, inclusive, and participatory manner during the planning and implementation of land acquisition, compensation, resettlement, and livelihood restoration measures. This includes the provision of relevant information in a timely and accessible format, opportunities to participate in decision-making processes, and access to a culturally appropriate and responsive grievance mechanism.

3.2.3 IFC PS 7 – Indigenous Peoples

IFC Performance Standard 7 (PS7) recognises that Indigenous Peoples (IPs) are distinct social and cultural groups whose identities, traditions, and attachment to land, territories, and natural resources differ from mainstream society, and who are often among the most marginalised and vulnerable populations. Their economic, social, and legal status frequently limits their ability to defend their rights and interests in land and resources, rendering them particularly vulnerable to the adverse impacts of development projects. At the same time, PS7 also acknowledges that properly designed and implemented projects can also create opportunities for IPs to participate in, and benefit from, development activities.

The overarching purpose of PS7 is to ensure that the development process fosters full respect for the human rights, dignity, aspirations, culture, and natural resource–based livelihoods of IPs; to avoid adverse impacts, or where avoidance is not possible, to minimise, mitigate, and/or compensate for them.

Where IPs are potentially affected, developers are required to establish and maintain an ongoing relationship with affected communities through Informed Consultation and Participation (ICP) throughout the project life cycle. In addition, developers are required to demonstrate how Free, Prior, and Informed Consent (FPIC) was obtained. Consultation needs to be undertaken in a culturally appropriate manner, including the use of indigenous languages (where necessary), and allow adequate time for collective decision-making. Mitigation and compensation measures must be developed collaboratively with affected Indigenous Peoples and delivered in a culturally appropriate and timely manner. These measures must be set out in a stand-alone Indigenous Peoples Plan (IPP) or incorporated into a broader community development plan. Lastly, projects must establish grievance mechanisms that are culturally appropriate, transparent, accessible, and allow for the effective redress of community concerns, as well as participatory monitoring systems to track implementation performance and the effectiveness of agreed measures. The objectives of PS 7 include:

- Foster full respect for the human rights, dignity, culture, aspirations, and resource-based livelihoods of Indigenous Peoples.
- Anticipate and avoid negative impacts, or when unavoidable, minimise and/or compensate for them in a culturally appropriate way.
- Support culturally appropriate and inclusive development opportunities for Indigenous Peoples.
- Establish and maintain ongoing relationships through informed consultation and participation across the project life cycle.
- Secure FPIC in cases involving land and resource impacts, relocation, or critical cultural heritage.
- Respect and safeguard the culture, knowledge, and practices of Indigenous Peoples.

3.2.4 AfDB E&S OS1– Assessment and Management of Environmental and Social Risks and Impacts

This OS identifies and assesses E&S risks, minimising negative impacts through mitigation or avoidance, promotes positive development outcomes, ensures transparent stakeholder engagement, and adheres to international best practices for sustainable development.

3.2.5 AfDB E&S OS7 – Vulnerable Groups

The AfDB OS7 uses the term 'Highly vulnerable rural minorities' (HVRM) to refer to specific socio-cultural minority groups in rural areas whose culture and life are vitally and sustainably dependent on natural resources and/or landscapes of their living environments, and whose cultures and quality of life are under threat whenever the features of these resources or landscapes are substantially deteriorated. They include minorities qualified as indigenous people under national legislation, traditional pastoralists, or nomadic groups.

Where HVRM may be affected by a project, OS7 requires developers to ensure that engagement is culturally appropriate, inclusive, and continuous throughout the project life cycle.

3.2.6 AfDB E&S OSI – Stakeholder Engagement and Information Disclosure

This OS mandates continuous, two-way dialogue with stakeholders throughout a Project's lifecycle, ensuring that affected communities' views are considered in design and implementation to improve project outcomes. This requires a formal SEP for each project, outlining engagement strategies and a grievance mechanism to address concerns.

4 KEY PROJECT STAKEHOLDERS

4.1 Stakeholder Identification

Several stakeholder groups that may be interested in and/or affected by the Project development and implementation have been identified. The stakeholders include individuals or groups affected or likely to be affected by the project ('affected parties'), individuals or groups who may have an interest in the project (' other interested parties'), and disadvantaged/vulnerable individuals or groups.

4.2 Affected Parties

Affected parties include local communities, community members, and other parties that may be subject to direct impacts from the Project. Specifically, the following individuals and groups fall within this category:

- Persons who use or reside in areas where the project is proposed are primary stakeholders, including seasonal pastoralists;
- Relevant NGOs, schools, religious centres, hospitals, and other social infrastructure within the project area of influence;
- IPs making use of land within the project area of influence;
- Businesses within the area of influence;
- Government administration within: Somali Regional State, Sitti Zone, Aysha Woreda, and affected Kebeles (Lasarat, Dagago, Aysha 01 and Aysha 02); and
- Residents and administrators in Aysha town and Lasarat village.

Affected parties have a vested interest in the Project, as they could be positively impacted through potential for job and local procurement opportunities, as well as social development programs. In addition, there could be potential for negative impacts related to community health, safety, and security.

4.2.1 Socioeconomic Profile of Affected People

This section provides a summary of the socioeconomic profile of the affected parties. This information has been undertaken from ta survey undertaken as part of the Livelihood Restoration Plan (LRP).

The land is collectively managed by the Issa Clan and exclusively used by nomadic pastoralists who migrate seasonally for grazing.

The territory of the Issa Clan extends beyond Aysha Woreda and the Sitti Zone into neighbouring Djibouti and Somaliland. Migration to the Project area varies depending on the availability of pasture and water, as well as access to livestock markets. Since the number of households using the lease area is highly variable across the seasons and years, the number and identity of households who will be present in the Project area during construction and operation cannot be determined.

Nevertheless, all households present in the lease area at the time of the survey were enumerated and surveyed. The socioeconomic survey therefore represents a snapshot in time, as the number of households using the site may vary from year to year. The 2025 survey recorded 161 households (909 household members) within the lease area.

A quantitative socioeconomic survey and a qualitative focus group discussions were conducted to establish the socioeconomic profile of Issa Clan members seasonally migrating to and using the Project lease area.

Key highlights from the community's socioeconomic profile are presented below.

Demographics

The lease area spread across four kebeles: Lasarat, Dagago, Aysha 01, and Aysha 02. The majority of respondents where respectively from Aysha 02 (32.3%) and Lasarat (30.4%), followed by Dagago (20.5%) and Aysha 01 (16.8%). In total, 161 people were surveyed. The answers collected provide information on the respondent as well as their household members. A total of 909 household members, of which 46.4% were women, are therefore covered by the survey. Most households surveyed (86%) are male-headed and include more than 5 members.

Lineage and Social Organisation

The land is within the customary territory of the Issa Clan, which comprises six sub-clans: Elaye, Waladon (Hawleqade), Holle (Furlaba), Horrone, Urweyne, and Wardiq. These sub-clans are sub- divided further into 12 sub-sub-clans. The Issa Somalis have a hierarchical segmentary lineage system, from clan family (Dir) to clan, six sub-clans, and lineages organised as mag-paying (or Diyah-paying) groups7, which manage collective obligations under Xeer (customary law). Qabiil defines core clan identity, shaping social, political, and marital relations, while Jilib handles collective duties such as blood compensation (diya). All sub-clans are represented across administrative levels, though unequally: Elleye makes up about half the population, and Wardiq, the smallest, traditionally provides the Ugaz (supreme leader). Customary law allows inter-sub- clan representation.

Land Tenure

Land in the Project lease area is collectively owned and managed by the Issa clan, with no individual or sub-clan holding exclusive rights. Focus groups confirmed that land and resources are shared across Issa territories in Ethiopia, Djibouti, and Somalia to maintain unity and prevent disputes. Clan leaders oversee land use, while all Issa pastoralists may migrate and graze freely within clan lands. An informal land-use system guides allocation for grazing and settlement, requiring new migrants to seek permission from leaders, while returning users are automatically recognized.

Settlement

The four kebeles affected by the Project include both permanent and temporary settlements, but 2025 fieldwork confirmed that the lease area has no permanent residents. It is used by nomadic pastoralists from Aysha Woreda and transhumant groups traveling to and from Somaliland. Temporary settlements are small, usually with 3 to 6 households living in easily assembled shelters made of sticks, twigs, and mats. Women build these shelters, and clan elders manage land use for housing, grazing, and spiritual purposes. Preferred sites are slightly raised areas with access to water, pasture, and markets.

Migratory patterns

The Issa are nomadic pastoralists, migrating seasonally within Aysha Woreda and occasionally to Djibouti or Somaliland, guided by rainfall and grazing land availability. Surveyed households (161) [7] *Diyah* in Islamic law is the financial compensation paid to the victim or heirs of a victim in the cases of killing, bodily harm or property damage not done deliberately. were overwhelmingly seasonal or transhumant (98.7%). Migration is mostly local and circular, concentrated between May and October, with long-distance movements occurring only during droughts or extreme conditions.

Most respondents (71.07%) is temporarily settling into the lease area as part of localised movements within Aysha Woreda, the majority of which are very localised within the four kebeles affected by the Project. A considerable percentage of respondents (23.9%) is also passing via the lease area as part of cross-border

migrations to and into Somaliland, while only a small portion (5.03%) is migrating regionally, either from or to woredas neighbouring Aysha within Sitti Zone

Almost 98% of respondents reported that they will resettle in the land lease area again in their next migration, primarily for access to grazing and water, with ancestral identity and emotional attachment only provided as secondary reasons.

Livelihoods

Pastoralism is the primary livelihood for the Issa Clan, with households rearing camels, cattle, sheep, goats, and donkeys. Male-headed households dominate (85.7%), and most households (96.7%) have no secondary income, relying almost entirely on livestock. Livestock are mainly treated as market assets, with over 70% of products sold and only 25% used for household consumption. Households graze animals on communal land, with some using hillsides or riversides, and rely on ponds (84%), traditional wells (50%), and the Ethio-Djibouti water line (26%) for livestock water. Average annual household income is ETB 137,803, largely from male-headed households.

Despite livestock wealth, 93.2% of households report livelihoods are insufficient year-round, with drought (91%), shortage of pasture (74%), and animal disease (70.5%) as main constraints. Livestock losses average 37 goats/sheep and 1-2 cattle/camels annually. Focus groups highlighted unreliable water supply and declining pastureland as major threats to pastoralist livelihoods.

Community Health

In the past 12 months, 64.6% of households reported at least one member falling ill, with coughs, colds, and malaria being the most common conditions. Other illnesses included gastric problems and pneumonia, mostly affecting people aged 6-59 years. Both male and female members were affected, with females reporting more malaria and gastric issues, and males more respiratory infections. Most households (69.4%) sought treatment at health centres, with smaller numbers using private clinics (11.2%) or health posts (9.7%). Only 3% relied on traditional healers. Despite this, 75% of respondents travel over 90 minutes to reach the nearest facility, limiting timely access to care in emergencies.

Housing

Most households live in temporary or semi-permanent structures, with walls made of thread, textile, plastic, or wood (98%) and roofs mostly of thread, textile, or plastic (96%). Cooking is mainly done in open spaces (52.8%) or inside the main house (42.9%), with very few having a separate kitchen (4.3%). Sanitation is minimal, as all households practice open defecation. For lighting, most use torch batteries (95.6%), some use wood fires (39.8%), and very few have solar lanterns.

Gender

Gender relations among the Issa are shaped by *Xeer* (customary law), *Sharia* (Islamic law), and pastoralist traditions. The clan follows a patrilineal system, where inheritance and political participation are male dominated, though women hold informal influence within households and kin networks. Women advise on disputes, manage smaller livestock, perform domestic chores, and engage in income-generating activities like trading or dairy processing, while men primarily herd larger livestock, handle trade, and represent the household publicly.

Male-headed households (87.4%) have higher participation in income activities than female-headed households (12.6%), and men generally own more livestock, particularly goats and sheep. Women shoulder the

bulk of domestic responsibilities, including fetching water, which often takes over 90 minutes for 55.7% of households, limiting time for education or economic activities.

Decision-making

Decision-making in the Issa community is governed by customary structures. Male elders collectively make decisions on local issues like land allocation and grazing, while the *Ugaas* provides guidance on broader matters. Traditional leaders also coordinate with local government on resource management and dispute resolution. Women have limited decision-making power, participating mainly in daily household or resource-related matters.

Vulnerable groups

Seasonal pastoralists in the Project area are highly vulnerable due to reliance on drought-affected grazing land. About 61%, mainly male-headed households, receive support via the Productive Safety Net Programme (PSNP). The following groups are identified as subject to higher-than- average levels of vulnerability:

- Women-headed households, which tend to own less animals and therefore have less assets. Additionally, women-headed households tend to have less access to decision- making platforms. The number of women-headed households using the lease area during the 2025 surveys was 23, representing 14% of all surveyed households.
- Households headed by anyone who's physically impaired due to old age, sickness or disability, due to their lower mobility and ability to earn sustainable livelihoods.

Project knowledge and perception

Most community members are aware of the Project, with 89.4% knowing about the land agreement. Information primarily came from clan leaders and social media. The community expects job opportunities (89%), followed by electricity access (25%) and infrastructure improvements (14-19%). Ninety-four percent recognize impacts on collective land, including loss of grazing land (52%), displacement (52%), and damage to property or services (21%). Overall, 80.8% of respondents support the Project.

Cultural Heritage

Within the Project lease area, 46 tangible cultural heritage sites were identified: 43 burial grounds and 3 ritual sites used for prayer and clan gatherings. None of these sites will be affected by the Project.

4.3 Other Interested Parties

The projects' stakeholders also include parties other than directly affected communities, including national or local government authorities, politicians, religious leaders, civil society organisations and groups with special interests, the academic community, or other businesses, parties with an interest in conservation, energy, cultural, and heritage.

Table 4-1 provides a list of the other interested parties, including key national and regional-level government stakeholders and non-governmental organisations, together with a description of their interest.

TABLE 4-1: LIST OF KEY GOVERNMENTAL STAKEHOLDERS

Entity	Description
National Entities	
Environmental Protection Authority (EPA)	Autonomous government body established under the Ministry of Plan and Development. It is a key institution at the federal level responsible for environmental protection and engages in environmental issues and projects that have a federal and international scope with key responsibilities related to coordination and monitoring. It has a broad mandate covering environmental matters at federal level, some of which include: (i) ensuring environmental objectives provided under the Constitution and principles set out in the Environmental Policy are realized; (ii) establish a system for evaluating and deciding on the impacts of implementing investment programs and projects on the environment, in accordance with the Environmental Impact Assessment Proclamation, prior to approvals on implementation by the concerned sectoral licensing organ or the concerned Regional organ.
The Ministry of Water and Energy (MoWE)	MoWE is the lead institution for the water, irrigation and energy sector. Its responsibilities include resource assessment and development, policy, regulatory, research and development. In addition, the Ministry is delegated by the former EFCCC to provide environmental clearance certificate through reviewing ESIA reports on water, irrigation and energy development projects. This is mainly undertaking by the Environment and Climate Change Directorate at the Ministry.
Ministry of Transport and Logistics (MoTL)	Federal institution for the transport sector that is responsible for ensuring integration, efficiency and accessibility of land, air and sea transportation services. Key relevant institutions that are under the Ministry include the following: • Ethiopian Civil Aviation Authority • Ethiopian Roads Authority • Federal Transport Authority • Ethio-Djibouti Rail Enterprise • Ethiopian Railroad Corporation
Ministry of Labour and Skills (MoLS)	Key federal institution for labour and social affairs that is responsible for: (i) overall management and enforcement of labour issues as well as labour laws (occupational health and safety, occupational accidents and disease control, grievances and disputes, worker organizations, etc.); (ii) ensuring enforcement of administrative rules and work in collaboration with the concerned bodies to strengthen the social protection system to improve and ensure the social and economic wellbeing of citizens; and (iii) enhance the accessibility of efficient and equitable employment services;
Ministry of Culture and Sport (MoCS)	At the federal level, the Ministry is the lead institution for the study and preservation of history, archaeology, cultural heritage and values of the various peoples in Ethiopia. One of the key institutions under the MoCS is the Authority for Research and Conservation of Cultural Heritage which is responsible for varying out studies and research for the preservation and protection as of archaeology and cultural heritage sites in Ethiopia.
Ethiopian Wildlife Conservation Authority	Key institution under the Ministry of Agriculture responsible for undertaking conservation and sustainable utilization of wildlife in Ethiopia, as well as working closely with national and international stakeholders on wildlife conservation.

Entity	Description
Ethiopian Biodiversity Institute	Key institution under the Ministry of Agriculture responsible for conservation and sustainable utilization of all forms of biological resources including plants, animals and microbial genetic resources as well as ecosystem management.
Ethio-Telecom	Overall responsibility for construction, operation, maintenance and expansion management of telecommunications networks & services and information technology services
Ethiopian Communications Authority	Overall responsibility for planning, permit, control of broadcasting services related to radio and TV.
Regional and Local Entities	
Somali Regional State	As noted earlier, the Project site is located in the Somali regional state. The regional state has legislative, judicial and executive power as well as oversight of progress in social and economic development within its mandate area. The government of Somali is composed of the executive branch, led by the President; the legislative branch, which comprises the State Council; and the judicial branch, which is led by the state Supreme Court.
Regional Environmental Agencies/Bureau	Proclamation 803/2013 empowers each region to establish its own independent environmental agency with some responsibilities to include: (i) coordinate and follow-up to ensure that its activities are in harmony with national efforts to protect and preserve environment; (ii) coordinate and follow-up to ensure public participation in the decision making process, to play an active role in coordinating the formulation, implementation, review and revision of regional conservation strategies as well as to foster environmental monitoring, and protection and regulation; (iii) provide environmental clearance certificate through reviewing ESIA reports with their respective region.
Aysha Woreda	As noted earlier, the Project is located within the Aysha Woreda. The Woredas are typically collected together into zones, which form a region. All Aysha Woreda sectoral offices are accountable to Woreda Administration, as the heads of each office are members of the Woreda Cabinet.

Entity	Description
Aysha 01, Aysha 02, Dhagago and Lasman Kebeles	The Kebele represents localized and delimited group of people and the Kebele office includes elected members of local communities. The Kebele administration is the lowest unit of local government below the Woreda. Although in the past Kebele administrations lacked the necessary capacity (budget, permanent staff, office, etc.) to undertake their administrative and developmental duties, Kebeles are mow more empowered due to initiatives related to decentralization and strengthening of local institutions. Being the lowest administrative units, Kebeles are the closest to local populations and provide many administrative and social services at the grass roots level. On the ground, they often operate like local agents of Woredas. Some of the roles and responsibilities of Kebele Administration include: • Responsible for the overall Administration and other activities of the Kebele • Responsible for coordinating the community members for local development activities • Responsible for ensuring the security of the Kebele citizen • Participate in all the project information disclosure meetings • Participate in the identification of affected communities/households • Participate and witness the process of land survey and mapping of affected land, property valuation, and compensation payment process • Attend all grievances within the Kebele territory
Non-governmental organisations and academic institutions	
Ethiopian Wildlife and Natural History Society (EWNHS)	This is an NGO that mandated for the conservation of biodiversity and natural resources in Ethiopia. EWNHS is also BirdLife International's partner in Ethiopia.
BirdLife International – Africa Office	BirdLife International is a global partnership of non-governmental organizations that strives to conserve birds and their habitats.
Media (Newspaper, Television, Internet)	They could disclose potential information and updates about the Project.

Entity	Description
Ugaz (supreme traditional authority) Sub-clan leaders for all 6 sub-clans (Elaye, Waladon, Holle, Horrone, Urweyne, Wardiq) Council of elders structure Kebele-level clan representatives	Membership or belongingness to a particular clan is defined genealogically by tracing decent from a common ancestor. Clan members are governed by a social contract which defines the terms of the collective unity within and between clans. In terms of genealogical hierarchy, the Somali society is organized along patrilineal lines that start with Clan-Family at the top, followed by Clans, Sub-clans, etc. As a system of traditional governance, individual clan members depend on their kinship lineage for security and protection. Responsibilities, duties, rights and liabilities (for any action or inaction) are all viewed and undertaken collectively rather than individually. In other words, the clan remains collectively responsible for actions or inactions of its individual members. In such a highly patriarchal society, the rights of women and children are often subdued in the interests of maintaining the continuity and robustness of the patriarchal clan system. The Issa Clan Family is one of a dozen of clan families among Somali society. Territorially, the clan stretches beyond Ethiopia into Djibouti and Somaliland. The Issa's are one of the six clan families that occupy Sitti Zone; however, Aysha Woreda is 100% occupied by the Issa Clan. The Issa Clan family is subdivided into six clans, which are subdivided further for a total of 12 sub clans (refer to figure below). Clan leaders are highly revered, influential, authoritative and respected across their respective clans and sub-clans. Among some of the key features of the Issa clan family include (i) they have unwritten, but elaborate and authoritative constitution, the "Xeer", a code governing the conduct of clan members as a collective unit, and (ii) the Issa's have a highly structured system traditional governance with the Ugaz at the top of the hierarchy and supported with a Council of Elders (as a Cabinet) and 48 Clan Representatives (as a General Assembly). Key functions of the traditional governance structure include (i) resource – land, water, etc., governance throughout what the Issa's claim as their territory including those areas that fall beyond certain sovereign borders , (ii) conflict prevention and resolution, (iii) social protection and security (safety net) to all clan members, (iv) oversight and regulation of marriage. As far as the relationship of the Issa traditional governance system with the official politico-administrative structure is concerned, there is a dual system of governance that operates harmoniously. Following the formal administrative structures, the traditional governance system is represented at all levels, all the way up from local Kebele Administration to Somali National Regional State. There are clan representatives or elders at all echelons of the formal administrative structure (see figure below). Key community level decisions (such as land acquisition) are made by local officials only after close consultations with and consent from clan leaders or their representatives at level of authority. Any attempt to use short-cut loopholes or breach to this established dual system of governance would result in negative consequences.

TABLE 4-2: LIST OF KEY GOVERNMENTAL STAKEHOLDERS

Entity	Description
Non-Governmental Organizations (NGOs)	i.Pastoralist Forum Ethiopia i.Women's groups/associations in affected kebeles i.Youth organizations v.Religious institutions (mosques) v.Local media outlets

4.4 Vulnerable Groups

Disadvantaged or vulnerable individuals or groups are those with an increased likelihood of being adversely affected by the project, as well as those who, due to their circumstances, may be more limited than others in their ability to take advantage of a project's benefits. These individuals or groups may also be more likely to be excluded from or unable to participate fully in the mainstream consultation, and therefore specific measures may need to be implemented, or assistance provided, to allow full participation.

Based on the fieldwork activities conducted, within the Project area the following groups were identified as subject to higher levels of vulnerability:

- Women-headed households, which tend to own less animals and therefore have less assets.
- Households headed by anyone who's physically impaired due to old age, sickness or disability, due to their lower mobility and ability to do livestock grazing.

5 PREVIOUS AND RECENT ENGAGEMENT ACTIVITIES

To establish and maintain an ongoing relationship based on Informed Consultation and Participation (ICP), the Project has been engaging local stakeholders since 2019. The following section provides an overview of consultation undertaken to date.

5.1 ESIA Information Disclosure and Consultation

The stakeholder consultation process was undertaken in two rounds. The first round was carried out in tandem with the ESIA in March 2020, and the second consultation meetings were held from April 25 to May 3, 2025. The consultation involved community members including women, youth, and influential community elders. As far as consultations with local government officials is concerned, consultation meetings were held with key officials and relevant elected representatives at Woreda and Kebele levels.

5.1.1 Consultation Methods and Tools

In line with the objectives of the SEP a series of consultation meetings were held with identified stakeholders. Focus-Group Discussion (FGDs) was the main method adopted for these meetings. The FGDs were conducted with members of cross-sections of project-affected communities and their Woreda and Kebele leaders. It was carefully planned and conducted to cover key issues.

5.1.2 Stakeholder Identification

Participants of the FGD were drawn from all three rural settlements of the Kebeles. Representatives from the Issa lineage leaders, elders, women and youth members attended the meeting. The participants were contacted through their Kebele leadership and the clan leaders. Members from Woreda sector offices and Kebele Administration also attended some of the meetings. Participant groups were selected in such a way to incorporate and represent attitudes and views of the entire community.

5.1.3 Approach

The process included presentation of the project, its intended objectives, the location, its ownership, as well as the need for consultation. It also included identification of the project impacts on the Issa-Somali community in general and the Aysha town and the surrounding communities in particular, natural resources, and distinct social and cultural rights, collective cultural resources, events, and activities which may be affected. Details of the proposed mitigation measures were also provided.

In all consultation meetings the following issues were addressed, and the required information gathered from relevant stakeholders for the preparation of ESIA and ESMP.

- Introduce the project (rationale, objective, location, key components, etc.);
- Stakeholders' concerns/issues related to planned Project,
- Explain and discuss key anticipated potential impacts (positive and negative) as relevant;
- Compensation strategy and mitigation measures;

- Identify and determine additional requirements or key issues of concern to be taken into account during the ESIA study; and
- Responses/explanations provided by the study team to participants of consultations meetings.

5.1.4 Meeting Place/Venue

In consideration of the communities' culture and livelihood activities, every meeting was conducted at their own preferred meeting venue and time. Woreda and Kebele level meetings were held in their respective offices.

5.1.5 Language

During all the consultation meetings with members of the Issa-Somali community, the medium of communication was *Somaligna*, the local language so all participants were able to articulate their concerns.

Engagements conducted with the community were led and facilitated by local experts. However, for the benefit of both the experts as well as the community a local interpreter was used.

5.1.6 Consultation Records

The minutes of all meetings were recorded and kept as evidence, as well as for further information processing. Pictures of meeting sessions were taken with the consent of the participants. Sample scanned copies of lists of participants and the minutes of the consultations are available

5.1.7 Summary of ESIA Consultation

During the first round, a total of 18 consultations were conducted involving over 114 participants. This can be broken down into: (i) a total of 14 targeted meetings involving over 60 participants with officials at the Federal, Woreda and Kebele level; and (ii) a total of four FGD with local community members involving 54 individuals currently residing in and around the Project impact area.

During the second round of consultation a total of nine meetings were conducted, of which four were conducted with local authorities (Woreda and Kebele administration), and five public consultations were held with local people and community members residing in the project impacted Kebeles. Of the five public consultation meetings, two were conducted with women groups residing in project affected Kebeles. In total approximately 103 people were consulted, of which 23 of them were local officials at Woreda and Kebele administration levels, while 80 of the consultation participants were community members. Table 5-1 presents a summary of consultations undertaken.

TABLE 5-1: SUMMARY OF CONSULTATION GROUPS, DATE, AND NUMBER OF PARTICIPANTS

No.	Date	Consultation Group	Number of Participants
1st Round Consultation March 2020			
1	21 Apr 2020	ESIA Directorate/Environment, Forest and Climate Change Commission (EFCCC)	1
2	17 Jan 2020	Environment and Climate Change Directorate/ Ministry of Water Irrigation and Energy	4
3	24 Jan 2020	Woreda Administration Officials	4
4	23 Jan 2020	Woreda Capacity Building Office	3
5	23 Jan 2020	Woreda Cooperative Office	3
6	23 Jan 2020	Woreda Trade, Industry & Transport office	3
7	24 Jan 2020	Woreda Water Resources Office	3
8	24 Jan 2020	Woreda Livestock & Pastoral Development office	3
9	24 Jan 2020	Woreda Agriculture & Natural Resources office	3
10	27 Jan 2020	Woreda Women & Children Affairs Office	3
11	27 Jan 2020	Woreda Health Office	3
12	29 Jan 2020	Woreda Administration Cabinet Members	19
13	25 Jun 2020	Lasman Kebele Public Officials	6
14	17 Jun 2020	Aysha 02 Kebele Public Officials	3
15	27 Jan 2020	Clan Leaders and Elders of Aysha 02 Kebele	7
16	17 Jun 2020	Clan Leaders and Elders of Aysha 02 Kebele	11
17	25 Jun 2020	Clan Leaders and Elders of Lasman Kebele	6
18	25 Jan 2020	Lasman Kebele Community Members (Youth)	29
Total Participants - 1st Round			**114**
2nd Round Consultation between 25th April – 3rd May 2025			
1	30 Apr 2025	Aysha Woreda Administration	4
2	29 Apr 2025	Lasman Kebele Administration	7
3	27 Apr 2025	Aysha 02 Kebele Administration	5
4	30 Apr2025	Dhagago Kebele Administration	7
5	26 Apr 2025	Lasman Community Members	15
6	28 Apr 2025	Aysha 02 Community Members	19
7	30 Apr 2025	Dhagago Community Members	16
8	28 Apr 2025	Lasman Women Community Members	12
9	30 Apr 2025	Aysha 02 Women Community Members	18
Total Participants – 2nd Round			**103**
Total Participants – in 2 Rounds			**217**

5.2 Feedback from ESIA Consultations

The following sections present the summary of the public consultations held at different locations with different stakeholders.

5.2.1 Findings of Consultation with Woreda and Kabele Public Officials

5.2.1.1 First Round of Consultation with Woreda Officials

The purpose of consultative meetings with local authorities was two-fold. Firstly, to inform local authorities about the proposed Project and, secondly, to solicit their buy-in and support to the project as well as obtain their views, opinions and suggestions about the project and its impacts.

The project team presented key Project information with the help of visual aids (posters) and project summary notes translated into local vernacular. Due to previous consultation and engagement efforts by the Developer with local public officials, participants were aware of the Project and generally in support to the proposed Project. In addition, they expressed their hopes for the potential positive impacts of the proposed Project to include:

- Contribute to the overall development of the country and provide electricity to the country in general and the Aysha Woreda in particular;
- Provide job opportunities to local communities;
- Attract investors and encourage other developments in the area; and
- Contributes for national development which will potentially trickle down to the Woreda and the local community.

However, based on the previous experiences of infrastructure development projects in the Woreda, local officials identified various concerns. It was added that these concerns should be considered for the proposed project as, in their experience, these areas were overlooked on previous projects. These comments and concerns raised by Woreda officials during the 1st round of consultation are summarised in Table 5-2.

TABLE 5-2: KEY COMMENTS AND CONCERNS OF WOREDA PUBLIC OFFICIALS (1ST ROUND)

E&S Attribute	Comment		Outcome
Community Consultations	Communities and clan leaders in other development projects were not consulted or engaged throughout the project development. Therefore, for this Project, stakeholders emphasized on the importance of consulting and creating awareness with local clan leaders (and ultimately local communities in Project area).		Consultation undertaken and all communities and clan leaders were engaged as part of the ESIA. Refer to section below. In addition, SEP (as noted within Table 6-1 below) includes specific measures for engagement moving forward in the project development.
Land Use	The Project will be located on vast grazing land and livestock movement corridors used by six districts. Hence, grazing lands, bush and shrub lands (trees) would be affected during construction which in turn would affect the grazing lands in the area. In addition, based on the above compensations for land allocation for other development projects in the area as well as compensation to affected communities for lost communal resources were not paid. Stakeholder also suggested that Developer should aim to plant trees around the proposed project to replace those trees to be affected by the project.	.	A comprehensive LRP has been undertaken to assess such impacts. The LRP includes a community development program, livelihood restoration program, livelihood restoration support for vulnerable people and allows continued access for grazing, amongst other measures.
	The project boundary may extend into the town expansion zone as per the approved master plan and other infrastructures located within the proposed project area.		Project design avoided expansion zone and a setback of around 500m has been taken into account. Refer to ESIA for additional details.
	Project boundary may affect nearby agriculture farms.		Project design avoided agricultural farms and setback of around 5km has been taken into account. Refer to ESIA for additional details.

E&S Attribute	Comment		Outcome
Infrastructure and utilities	The Project may affect the water harvesting ponds located onsite, and other infrastructure elements located in the proposed Project area.	Such impacts were studied and assessed and appropriate measures were identified.	Project design avoided water harvesting ponds and a setback of around 2km has been taken into account. Refer to ESIA for additional details.
Socio-economics	Other development projects did not provide any community development support. Stakeholders stated that Developer should consider the provision of social development projects such as water supply, health centres, school and agricultural support.	Such impacts were studied and assessed and appropriate recommendations were identified. In addition, it is worth mentioning that the Developer is committed to implementing a social responsibility program and providing priority for employment for local communities through a structured approach and this shall be further discussed in the ESIA report.	Developer is committed to a structured community development program that will be implemented throughout the project development
	Project should provide job employment opportunities to local communities with priority to youth.		Developer is committed to implementing a transparent employment procedure that will provide priority to local communities
	Provide special support to women in the project area, even though, the vulnerability of women in Aysha district are in a better position compared to the other Woredas.		Developer is committed to a structured community development program that will be implemented throughout the project development. This will include women groups in particular.
Air Quality and Noise	The Project construction activities will result in generation of dust and noise which could affect nearby communities.	Such impacts were studied and assessed and appropriate measures were identified.	Mitigation measures for dust and noise control were identified and which will include measures such as watering of construction active areas, noise mufflers, removing smoke belching equipment, scheduled maintenance of equipment and machinery and other.

E&S Attribute	Comment		Outcome
Public Health and Safety	Project will entail during the construction phase an influx of relatively larger number of works which might cause disease transmission like HIV and AIDs	Such impacts were studied and assessed and appropriate measures were identified.	Mitigations have been identified and which include measures such preliminary and routine medical examinations for workers, ensuring proper code of conduct, etc.
Other	Environment, Health and Safety (EHS) measures in other development projects were not considered or taken into account to include in particular inappropriate waste management measures (such as inappropriate disposal of wastewater generated) and inappropriate health and safety provisions onsite.	Such impacts were studied and assessed and appropriate measures were identified.	An occupational health and safety plan will be developed and implemented by the EPC contractor all throughout the construction phase of the project. A waste management plan will also be developed and implemented. This will ensure proper waste handling, storage and final disposal .

5.2.1.2 First Round of Consultation with Kebele Officials

As the proposed project potentially affects two Kebeles of Aysha Woreda, the study team conducted consultation meetings with both the Aysha 02 and Lasman 01 Kebele officials.

The officials discussed the beneficial impacts that the proposed project would bring to the Woreda in general and the local community in particular, including:

- Access to reliable electricity service;
- Job opportunities for local communities to include, local unemployed youth;
- New business and market opportunities for local goods and services from additional demand for locally produced goods and services to local communities; and
- Expansion and provision of social service infrastructure facilities through access to basic social services such as water, health, schools, roads, etc. as part of a social responsibility program to be implemented by the Developer.

However, attendees listed some concerns that could be associated with the Project development. These concerns are provided in Table 5-3 along with a response on how such issues were considered as part of the ESIA study.

TABLE 5-3: KEY COMMENTS AND CONCERNS OF KEBELE OFFICIALS (1ST ROUND)

E&S Attribute	Comment	Response
Land Use	As project area is a predominantly pastoralist community, families migrate out of the area during dry seasons and return back to the Kebele when the rain start. Thus, the proposed project could take a portion of land where migrant pastoralists set up their houses seasonally which in turn could disrupt their regular movement patterns.	A comprehensive LRP has been undertaken to assess such impacts. The LRP includes a community development program, livelihood restoration program, livelihood restoration support for vulnerable people and allows continued access for grazing, amongst other measures.
	Project is located on communally owned grazing land. The project Woreda possesses considerable livestock population. The project affected landforms part of rangeland on which sheep and goats, cattle, camels and donkeys owned by local communities browse and graze seasonally.	
	Project boundary may affect nearby agriculture farms.	Project design avoided agricultural farms and setback of around 5km has been considered. Refer to ESIA for additional details.
Infrastructure and utilities	There are some water points and water ponds located within the proposed project boundary. These water points are important source of drinking water for the local people as well as their livestock. This water points may be affected during implementation of the project;	Project design avoided water harvesting ponds and a setback of around 2km has been considered. Refer to ESIA for additional details.
	Participants expressed their fear that existing access road and footpath that serve to connect villages in the area may be affected. The access roads and footpaths in the area are also important route to the pastoralist communities especially during seasonal migration where large number of livestock move from one place to another in search of pasture and water.	The Developer is committed to providing better and safer alternative roads (as part of the internal road network to be developed for the Project) that will connect throughout the Project site with the nearby villages. Therefore, no disruption of road networks will be undertaken as part of the Project design or construction.
Archaeology and Cultural Heritage	Participants stated that there are burial sites in and around the proposed project boundary which could be affected by the construction activities.	Project design avoided such structures and with an appropriate setback from each recorded site. Refer to ESIA for additional details.

E&S Attribute	Comment	Response
Biodiversity	Participants stated that different wild animals are present in and around the Project boundary. The construction of the project will impact and disturb the wildlife.	Appropriate mitigations were identified such as prohibition of hunting, training, proper code of conduct by workers, and other.
Socio-economic	Project should provide community development support. Stakeholders stated that Developer should consider the provision of social development projects such as provision of electricity, installation of water points for human and livestock's, construction of access roads and provision of health facilities	Developer is committed to a structured and transparent community development program that will be implemented throughout the project development Developer is committed to implementing a transparent employment procedure that will provide priority to local communities
	Project should provide job employment opportunities to local communities with priority to youth.	
Other	They identified several health and safety risk during the construction phase which most importantly include from previous experience in other infrastructure development projects: (i) risks from open pits; (ii) risks from dust and noise.	Such impacts were studied and assessed and appropriate measures were identified.

5.2.1.3 Second Round of Consultation with Woreda and Kebele Officials

Based on previous experiences of similar project and other infrastructure development project in their Woreda, and from their continuous interaction with community members, the Woreda officials relayed several longstanding requests from residents of affected Kebeles that remain unmet particularly following the previous Aysha II wind farm project. They strongly recommended that the following development needs be prioritized and fulfilled under the Aysha I wind farm project to ensure fair benefit-sharing and community support:

- Lasman/Lazarat Kebele: According to the consulted local officials, proper access road and healthcare facilities is a critical issue for residents of Lasman/Lazarat Kebele. The community has long advocated for a health centre and an all-weather road, both of which are fundamental to improving health outcomes and market accessibility, especially given the remote nature of the area. Therefore, upgrading the existing access road to Lasman Kebele and the health post found in the Kebele to Health Centre is priority need of the of the local people in Lasman Kebele.
- The other proposed benefit that the local officials consulted for Lasman Kebele is related to Cultural Heritage Site at "Sitti Mountain". According to the officials Sitti Mountain is a place of social, historical and spiritual significance for the Project communities and the wider Issa clan of Somali stock. Even though the Sitti Mountain is located just outside the Project site, but the consulted officials claimed that the Sitti Mountain falls in the administrative boundary of Lasman/Lazarat Kebele. Therefore, the local

officials recommended that the project support the preservation and promotion of this site through infrastructure investments such as road construction and visitor facilities. Not only would this honor the cultural identity of the local population, but it could also serve as a source of tourism revenue for the Woreda.

- Aysha 02 Kebele: The consulted local officials explained that even though Aysha 02 Kebele is a part of Aysha town administration, however, there is no primary school (grade 1 to 8) in the Kebele. As result the Kebele residents have repeatedly requested for the construction of a primary school serving grade one through eight. Viewing access to quality education as a fundamental right and a powerful tool to break the cycle of poverty, particularly in pastoralist and semi-urban settings where girls' education is often at risk due to distance and lack of facilities, the consulted officials identified provision of primary school as main priority area of intervention for Aysha 02 Kebele.
- Dhagago Kebele: Dhagago is another project impact Kebele in the Woreda that overlooked by previous studies related to the proposed wind farm project. According to the local officials, lack access to clean and reliable potable water, which affects both human health and livestock well-being is the most pressing community need of the Dhagago Kebele and officials urged that the project integrate water supply infrastructure as part of its community development initiatives for this project impact Kebele.

In conclusion, the Aysha Woreda administrators reiterated their administrative and political support for the Aysha I wind farm project. However, they urged the project developers and government stakeholders to ensure that the development is inclusive and responsive to the needs of local communities. By addressing the community's long-standing requests for education, water, health, and infrastructure, and by respecting traditional land use systems, the project can foster a sense of ownership and partnership among residents. The administrators expressed confidence that fulfilling these expectations would not only enhance project sustainability but also contribute to long-term socio-economic development in the region.

5.2.2 Consultations with Local Community Members

The focus groups for community consultations were first planned with the following sub-groups of the community: (i) clan leaders, elders, religious leaders, (ii) community members, (iii) women's group, and (iv) youth group.

However, the existing strict clan norms and structures in the Project influence area did not allow to conduct consultation meetings with members of the community and women groups as originally planned. The clan leaders informed the 'ESIA team' that they can only conduct consultations with them only. According to them, they represent their respective clan members and have the right to speak on behalf of members of their community on matters that concerns/affects them. Therefore, they advised the study team not to consult with members of the community and specifically women's groups.

The traditional clan norms in the Project influence area always give power to clan leaders to negotiate and discuss any issues that concern the community. Therefore, the consultation meeting was carried out with clan leaders and elders in the community representing both Project impacted Kebeles (i.e., Lasarat, Dagago, Aysha 01 and Aysha-02 Kebele).

5.2.2.1 First Round of Consultation with Local Community Members

The first focus groups were undertaken in January 2020 and after long negotiation and discussion, the following was agreed:

- Having heard about the nature of the project and its anticipated beneficial and adverse impacts during that focus group, elders and clan leaders requested the 'ESIA team' to give them adequate time to discuss among themselves in the presence of all clan leaders about the project and notify the result to the study team within one month.
- They also needed more time to contact and discuss the issue with community members who were absent from their home villages at Lasarat. This was specifically required given that at that time (January 200) some clean leaders have migrated out of the Project area (i.e. are considered seasonal dwellers) and were not present at that time and such leaders must be involved in the consultation process; and
- According to the elders and other community members, the views of the seasonally migrant households who were not present at the time must also be included in the consultation.

Based on the above, follow up consultations were undertaken in June 2020. The planned consultation meeting was restricted in number due to COVID-19 pandemic, which restricted gathering of large crowd at one place. Finally, the team managed to conduct consultation meeting at community level with prominent clan leaders in both project impact Kebeles between June 17 and 25, 2020.

Findings of consultations held with clan leaders and elders from project affected community members suggest that only few community members who live around Lasarat village and near Aysha town had very little knowledge and information about the proposed Wind Farm Project. Overall, it was clear that community members and their elders and clan leaders were not adequately aware of the proposed project until theses consultation meetings.

Therefore, in a bid to bridge this gap, the study team responsible for public consultations took the initiative and embarked upon a detailed information disclosure. This included a field visit to the current 120MW Wind Farm Development formally known as Aysha II Wind Farm (under construction) (refer to Chapter 2 for additional details on this project). During the field assessment, information about wind power development and the land take requirement was presented.

At the beginning of the consultation session, team members started the process with extensive briefing to participants about the proposed project (its purpose, components, nature and magnitude of potential impact, location, etc.) and the objective of the ESIA study. Before starting the consultation meetings, the study team also gave a brief presentation to the participants on the purpose of the consultative process and the need for every participant to actively take part in the meeting – ask questions, demand clarifications, speak out what they know and feel and also provide suggestions for solving certain issues. Once the introductory briefing is over, the study team presented the agenda items.

The community members discussed the beneficial impacts that the proposed project would, and which are discussed below. The consulted clan leaders confirmed to the 'ESIA team' that they are happy about and supportive of the proposed Aysha Wind Farm project in their localities and all the clan leaders consulted unanimously pledged to cooperate with the project developer for a successful implementation of the project as long as it brings the expected benefit to the local community.

- Job opportunities for local communities. In addition, they stated that it is crucial to establish a common understanding between contractors, local administrations and community members to ensure that such a legitimate expectation (employment opportunities) comes to fruition and, at least, meaningful proportions of construction workers are largely recruited from local communities
- Expansion and provision of social service infrastructure facilities through access to basic social services such as electricity, health, roads, etc. as part of a social responsibility program to be implemented by the Developer.

However, the clan leaders expressed their concerns due to mistakes committed by previous infrastructure development projects and who have failed the local community. The following are some of the adverse impacts (perceived risks, fears, anxieties and uncertainties) that participants identified in conjunction with the proposed project, which other development projects failed to address. Key Comments and Concerns of Community members (1st Round Consultation) is presented in Table 5-4.

TABLE 5-4: KEY COMMENTS AND CONCERNS OF COMMUNITY GROUPS (1ST ROUND)

E&S Attribute	Comment	Response
Community Consultations	They requested that there should be frequent consultation and discussion mainly with clan leaders and community elders to prevent conflicts and opposition against the project.	This has been considered and taken into account as part of the SEP as included later in Table 6-1 below. The table identifies frequent consultations and discussions with clan leaders and community elders.
Land Use	The land take requirement for the construction of the project would affect the pastoralist seasonal settlement areas.	A comprehensive LRP has been undertaken to assess such impacts. The LRP includes a community development program, livelihood restoration program, livelihood restoration support for vulnerable people and allows continued access for grazing, amongst other measures.
	The land use of the proposed project boundary is grazing land that the community members use for livestock pasture. They stated that the land that would be required for the construction of wind turbine foundation and access road would be lost for good. This potential impact of the project on grazing land unless mitigated is believed to aggravate by affecting the already shrinking grazing land available in the area.	
Air Quality and Noise	The Project construction activities will result in generation of dust and noise which could affect nearby communities.	Mitigation measures for dust and noise control were identified, and which will include measures such as watering of construction active areas, use of mufflers, scheduled inspections for machinery and equipment, removing smoke belching equipment and other.
Infrastructure and utilities	According to the clan leaders, there are water points and water ponds located within the proposed project boundary that are used by the local community for domestic propose as well as their livestock. These sites may be affected by and during the construction activities.	Project design avoided water harvesting ponds and a setback of around 2km has been considered. Refer to ESIA for additional details.

E&S Attribute	Comment	Response
	Some members expressed concerns from increased accident from construction traffic	A traffic and transport management plan will be prepared and implemented by the EPC Contractor that will identify detailed measures to manage construction traffic such as proper speed limits, trainings, signage, and other.
Socio-economic	Project should provide community development support. Stakeholders stated that Developer should consider the provision of social development projects such as provision of electricity, installation of water points for human and livestock's, construction of access roads and provision of health facilities	
	Project should provide job employment opportunities to local communities with priority to youth.	
Health and Safety	From experience, implementation of the proposed wind farm project in the area potentially would expose the local community and their livestock to increased risks from unprotected pits excavated for tower foundation. According to the clan leaders, from similar development projects (i.e. road, transmission line and Aysha-2 Wind Farm Projects) many cattle have fallen in to unprotected pits and died. In the past, this has been a constant source of conflict between contractors and the local community	Such impacts were studied and assessed and appropriate measures were identified.
Waste Management	Some members expressed concern from potential impacts from inappropriate waste management measures (such as inappropriate disposal of wastewater generated)	Such impacts were studied and assessed and appropriate measures were identified.

5.2.2.2 Second Round of Consultation with Local Community Members

The study team conducted public consultation meetings with community members residing in all three -project impact Kebeles. A total of three consultation meetings were held with community members and more than 50 participants presented in the discussion sessions.

Knowledge and Information about the Project:

With regard to community members knowledge and information about the proposed Aysha I wind farm project, while all the consulted community members in Lasman and Aysha 02 Kebele found to be well informed as they previously contacted by the team came to their respective Kebeles for project related studies, whereas community members in Dhagago Kebele had no prior information about the project. As result detail project related information was disseminated to the community members who had limited knowledge and information about the proposed Aysha I wind farm project.

Expected Benefits from the Project by Participants:

The consulted community members in all project impact Kebeles perceived that the implementation of the proposed wind farm project will bring numerous benefits to the nation in general in terms of enhancing the power production capacity of the country. The participants also envisaged potential employment opportunity that the project would bring to the local youth during the construction phase. The local people can also benefit in terms of accessing electricity service with the presence of the project in the area. Participants who have access to electricity service explained the frequent power interruption in the area and expected improved and reliable electricity service in the future with the implementation of the proposed wind farm project in the area.

Other expected benefits from the implementation of the proposed project in the area by the community members participated in the consultation meeting include community development support I terms of provision of water, access road, upgrading and provision of school and health facilities. Moreover, some consultation participants in Lasman and Dhagago Kebeles expected that the presence of the proposed project in the area will positively contribute to transforming the Kebeles in to more of urban nature particularly if the project developer support community development initiatives in their respective Kebeles and villages.

Adverse Impact of the Project:

The community members clearly explained as development project is not actualized for free; it is inevitable that any development project implementation to negatively affect the natural environment and/or livelihood source of community members reside in project influence area directly or indirectly. Especially, consulted community members in Lasman and Aysha 02 Kebele who are located close to Aysha II wind farm project understood well the potential adverse impact associate with similar projects. Accordingly, the major concerns of the community members consulted with the implementation of the proposed wind farm project, include:

- Impact on grazing land: According to the community members participated in the consultation meetings, the proposed wind farm project will be located on vast grazing land and livestock movement corridors used by local pastoralist communities in Aysha and other neighbouring Woredas. Hence, grazing lands, bush and shrub lands (trees) would be affected during construction which in turn would affect the grazing lands in the area.
- Loss of seasonal pastoralist settlement area: The community members also explained that there are seasonal migrant households in their respective Kebeles, who move from place to place in search of livestock feed and water and this seasonal migrant households reside in area selected for the proposed project construction. Therefore, the proposed project will affect settlement area of seasonal pastoralist households.
- Impact on farmland: The consulted community members in Lasman and Aysha 02 Kebele explained the presence of certain farmland owned by private individual around project influence area and this farmland may be impacted by the construction of the wind farm project in the area.
- Impact on existing infrastructure: The other major concern of the consulted community members is related to project potential impact on the existing infrastructure in the area. According to the participants, there are several infrastructures in the area like Railway, Ethio-Djibouti water pipeline,

transmission towers and others and these public infrastructures could be impacted during the construction of the proposed project in the area.

- Impact on water ponds: According to the community members there are certain water ponds within the project impact zone. This water harvesting ponds located onsite, the project impact area may be affected by the implementation of the proposed wind farm project.
- Impact due to turbine flicker: From their live experience with Aysha II wind farm project impact, the consulted community members from Lasman and Aysha 02 Kebele stated that due to shadows cast by the turbines and strange sound while rotating, livestock will be frightened to graze around the turbine area. This means the proposed project will have also pose negative impact on livestock feed management.
- Impact on public health: Being witness of the construction of different infrastructure projects in the area, elders participated in the consultation meetings showed their fear and concerns with the potential health impact of the project on human and livestock especially during construction phase. The elders explained that during the construction of Ethio – Djibouti railway and pipelines as well as Aysha II wind farm projects, the local people and their livestock faced several incidents including loss of livestock by construction trucks, injury due to accidents resulted from open pits left by construction workers, dust from high mobility of trucks caused some health issue to the local residents.
  - **Impact due to influx of workforce:** The other interesting concern of the community members with the implementation of the proposed wind farm project is related to influx of workforce from different places to the project area following the construction activities of the project. According to the consultation participants, the presence of labor force from different parts of the country sometimes create conflict with local people due to cultural difference as well as conflict of interest. Moreover, the presence of large workforce in the area will negatively affect the overall sanitation of the project influence area as labor force that would come to the area may poorly manage their waste. For example, they can simply throw plastic bottles everywhere around the project influence area, which cause not only temporary sanitation problem but also long-term impact on the natural resource of the area as well as environment.

Proposed Mitigation Measures:

In Addition to identification of potential environmental and social impact associated with the implementation of the proposed wind farm project in the area, the consulted community members also given opportunity to suggest and recommend mitigation measures to avoid or minimize the project adverse impact as well as reinforcement measures for identified benefit associated with the implementation of the project in the area. Accordingly, the consulted community members suggested the following measures:

- Provision of basic social service: One of the main complaints from the local people towards Aysha II wind farm project is related to the limited benefit the project brought to the local community members. Therefore, the community members do not want to see similar situation with the proposed Aysha I wind farm project and suggested that the project developer should provide at least some of the pressing needs of communities residing in project impact Kebeles including water well development, access road, upgrading of local health post in the area, provision of electricity service to non-electrified households, supporting local schools with basic education facilities and supporting local people to engage in agricultural activities.
- Avoid impact on Settlement area: Although the project influence area looks abandoned land or non-settlement area for certain season of the year, there are a lot of settlement location in project direct impact area where seasonal migrants settle when they return to the area following the presence of water and pasture during the rainy season.
- Avoid project impact on burial sites and other infrastructures: The community members reminding, the presence of burial sites, water pond and other infrastructures in project influence area and suggest the need to avoid project impact on burial sites, water ponds and infrastructures that providing important service to the local people and the country in general.

- Provision of Employment Opportunity: The consulted community members also suggested the importance of providing employment opportunity to the local youth during the project construction phase. By doing so the project developer can disperse the project benefit among the local people and enhance the acceptance of the project by the wider community members.
- Environment, Health and Safety Measures: Many projects do not give attention to project impact on public health and safety during the construction phase and expose the public to different health issue through for example inappropriate waste management, unsafe working condition, dust, and accident due to negligence and so on. Therefore, the community members proposed the need of strict Environment, Health and Safety measures during the project construction phase.
- Establishing Strong relationship with the local people: According the consulted community members, the project developer should establish good relationship with the community members through community development initiatives, food aid in time hunger, provision of fodder for livestock during drought season and the likes. Such kind of community support will foster the relationship between the project developer and the host community which also enhance the acceptance of the project by the wider public residing in project impact area.

5.2.3 Findings of Consultation with Women-only Groups

Two separate consultation meetings were held with members of the women's group which including female household heads, youth, and students residing in Lasman and Aysha 02 Kebeles. With regard to participants a total of 30 female community members participated in the consultation meetings. Like other community members in their respective Kebeles, the consulted women community members had some knowledge and information about the proposed Aysha I wind farm project. However, the study team provided update information about the project in each consultation session and started discussion related to the proposed project.

It was noted that the livelihood of women in Aysha 02 Kebele is more of business nature and most of them engaged in petty trade and small-scale business activities as their Kebele is in Aysha town administration. On the other hand, consulted women in Lasman Kebele emphasized that their livelihoods are fundamentally dependent on pastoralism, with cattle, goats, camels, and donkeys grazing on communal pasturelands found within project influence area and elsewhere in the project Woreda as well as beyond the Woreda boundaries.

Women's View toward the Project

Women consultation participants particularly consulted women in Aysha 02 Kebele, emphasized the transformative impact of improved electricity access brought to their life. According to the participants, Aysha town had access to electricity before the arrival of Aysha II wind farm project, but due to frequent power interruption and blockage the residents had limited benefit from electricity service, and they were dependent on local kiosks to charge their phones and were unable to use electric appliances at their homes. With the presence of Aysha II wind farm project in the area, the problem faced by the local people with electricity service is drastically reduced and urban residents started to use electricity not only for lighting purpose but also for cooking purpose, televisions and radio for entertainment and information. In addition to that, the presence of improved lighting at home especially during nighttime enable women to perform domestic different tasks. One participant expressed this transformation vividly, stating:

"*There is no comparison between light and darkness. Who can work in the dark? Dark is dark. But when the light came, our lives also brightened. We can now do our domestic work using electricity, and our lives have become easier.*"

There are strong hope among consulted women community members that, the implementation of the proposed Aysha I wind farm project in the area would benefit the local people particularly the local women in terms of provision of electricity service to non-electrified households, employment opportunity, opportunity for income generating activities, market opportunity for business activities the local women currently running and at the same the project will play vital role in enhancing the county's power production capacity.

Anticipated Adverse Impacts of the Project

However, despite the identified benefits, the consulted women also shared several concerns and recommendations for the proposed Aysha I project, drawing lessons from the experience of the previous Aysha II Wind Farm project that took place in their Kebeles.

- Impact on grazing land: Like other community members, women consultation participants are anxious about the planned Aysha I wind farm project fearing that the project land acquisition will further reduce the already shirking grazing land in the areas.
- Restriction to traditional grazing areas: Women reported that although pastureland remains technically accessible between wind towers, their livestock are not adapting to the presence of the turbines and their moving shadows. This has led to a significant reduction in usable grazing land, directly threatening their means of subsistence. They also stressed the importance of identifying appropriate mitigation measures to prevent such disturbances.
- Land degradation due to construction activities: During the construction of Aysha II wind farm project heavy machinery such as excavators and trucks compacted the soil, further diminishing the land's ability to support grass growth. The women noted that, combined with erratic rainfall and ongoing drought conditions, the fertility of the remaining pastureland in the area has been severely damaged.
- Cultural conflicts with In-migrant workers: According to the consulted, the influx of external workers during the construction of Aysha II project led to cultural clashes with the host community. A notable example included the presence of dogs owned by construction workers, which created anxiety within the community, as local cultural norms discourage domesticating dogs. Women voiced concerns over safety for their children and the need for better orientation and cultural sensitivity training for incoming personnel.
- Dust, noise and accident: The other concern raised by the women community members during the consultation meeting is related to project impact mainly during construction phase. Different construction activities of the project and the presence of high traffic in the area coupled with the windy conditions of the area cause and exacerbate dust storm and accident to the local people and livestock.

Mitigation Measures and Community Development Needs

In order to mitigate the potential adverse impact of the proposed wind farm project, women community members participated in the consultation meetings also suggested what they believed appropriate to mitigate the project adverse impacts and reinforcement measures for the positive impact of the project. In addition to that, they identified some of the development needs of their community.

- Provision of Reliable Electricity Service: They reiterated the importance of expanding electricity access to areas currently unserved and ensuring consistent service to avoid disruptions that affect their livelihoods and household activities
- Employment Opportunities and Local Inclusion: Participants expressed frustration that during the Aysha II wind farm construction, most skilled and semi-skilled labourers were brought from other places and limited local employment opportunities. The women strongly advocated for gender inclusion, requesting that women be given priority in employment opportunities and other project-related benefits.
- Livelihood Support through Water and Shade Infrastructure: The consulted women emphasized that pastoral land is essential to their livelihood. With the loss of grazing land and trees due to project

development, they requested the construction of water points for both human and livestock use, as well as Livestock shade/ resting areas for their animals.

- Improved Access to Education: The local school is located at a considerable distance from the village, disproportionately affecting girls' access to education. Particularly consulted women from Aysha 02 Kebele requested that a new school be built closer to their community to enhance educational opportunities for their children, particularly girls.
- Provision of training and Support to Women: The project should incorporate gender issues and plan toward benefiting women through provision of skill training and facilitation of micro credit services or provision of cash for who wish to start small income generating activities

Finally, the consultation concluded with a strong message of support for the Aysha I Wind Farm Project. However, the women expressed deep concern that many promises made during previous engagements around Aysha II regarding social development initiatives have not been fulfilled. They urged that this time, commitments must be honoured. They emphasized the need for transparency, accountability, and ongoing dialogue to ensure that the community especially women benefit meaningfully from the project.

5.2.4 Other Consultations and Engagement Activities

Other key consultations undertaken throughout the ESIA are summarized in Table 5-8, along with the objective and outcomes.

TABLE 5-5: OTHER CONSULTATION AND ENGAGEMENT ACTIVITIES UNDERTAKEN

Entity	Objective
Ethiopian Broadcasting Authority	Discuss potential impacts on radio and TV infrastructure and obtain information as required.
Ethio-Telecom	Discuss potential impacts on telecommunication infrastructure and obtain information as required.
Ethiopian Wildlife and Natural History Society (EWNHS)	Discuss outcomes related to baseline on biodiversity, birds and bats and discuss potential impacts anticipated for the Project.
Bird Life International – Africa Office	Discuss outcomes related to baseline on birds and discuss potential impacts anticipated for the Project.

5.3 Livelihood Restoration Plan Consultations

A socioeconomic survey and qualitative focus group discussions (FGDs) were conducted in September and October 2025. A total of 313 people, of which 33.5% were women, were engaged via these activities.

A quantitative socioeconomic household survey was conducted from 30 August 2025 to 28 September 2025. The quantitative socioeconomic household survey targeted 100% of the seasonal settlers present in the Project lease area at the time of the start of the survey. A total of 161 participants were included in the survey. The survey gathered key information on the households' demographic details, livelihoods and migratory patterns, as well as their use of and attachment to the Project lease area.

Qualitative FGDs were conducted from 02 October 2025 to 07 October 2025. The survey targeted local authorities and community members and included gender-separate workshops. A total of 152 participants were included in the FGDs. As confirmed on site, all participants were from the Issa Clan.

A list of the meetings and activities conducted is provided in Table 5-6 below.

TABLE 5-6: LIST OF ENGAGEMENTS CONDUCTED AS PART OF THE LRP

Consultation Type	Consulted Stakeholder	Subject of Consultation	No. of males	No. of females	Total participants
Socioeconomic Survey	100% of seasonal settlers present in the Project lease area at the time of the survey	Socioeconomic survey	87	74	161
Interviews with Public Officials	Aysha Woreda Administration Officials	Discussion of the Project and discussion of priority community needs	5	0	5
	Aysha 02 Kebele Administration Officials	Discussion of the Project and discussion on potential compensation and livelihood restoration options	3	0	3
	Dagago Kebele Administration Officials	Discussion of the Project and discussion on potential compensation and livelihood restoration options	4	2	6
	Lasarat Kebele Administration Officials	Discussion of the Project and discussion on potential compensation and livelihood restoration options	3	2	5
Men-only Focus Groups	Aysha 02	Discussion of the Project and discussion on potential compensation and livelihood restoration options	85	0	85
	Dagago	Discussion of the Project and discussion on potential compensation and livelihood restoration options	11	4	15
	Lasarat	Discussion of the Project and discussion on potential compensation and livelihood restoration options	2	0	2
Women-only Focus Group	Aysha 02	Discussion of the Project and discussion on Project and potential impacts and overview of gender roles	0	12	12

Consultation Type	Consulted Stakeholder	Subject of Consultation	No. of males	No. of females	Total participants
	Dagago	Discussion of Project and potential impacts and overview of gender roles	0	6	6
	Lasarat	Discussion of Project and potential impacts and overview of gender roles	0	5	5
Issa Subclan Leaders	Elleye	Discussion of Project and potential impacts	2	0	2
	Furlabe		2	0	2
	Holle		1	0	1
	Haronne		1	0	1
	Walladone		1	0	1
	Wardiq		1	0	1
Total			**208**	**105**	**313**

One expert interview and three NGO interviews were undertaken to inform this assessment. The summary of the interviews is presented in Table 5-7 below. Written communication was also exchanged with the Ethiopian Minority and Indigenous Peoples Rights Organisation (EMIPRO) in Ethiopia. However, EMIPRO focus is on groups in the South-west region on Ethiopia (Benishangul and Gambella) and they have not worked with any Somali clans.

TABLE 5-7: EXPERT AND NGO INTERVIEWS

Date	Interviewee	NGO / Other Affiliation
18/10/2025	Samuel Tilahun	Expert Member of the Working Group on Indigenous Communities/Population and Minorities in Africa of the African Commission on Human and Peoples' Rights'
29/10/2025	Tezera Getahun	Executive Director - Pastoralist Forum Ethiopia (PFE)
2/11/2025	Adamu Beyene	Emergency Programs Coordinator - Pastoralist Concern (https://www.pastoralistconcern.org/)
4/11/2025	Abdi Hassen	Laison Officer at Aysha Woreda - Somali Development Association (https://sdaeth.org/)

5.3.1 Other Consultations and Engagement Activities

Other key consultations undertaken throughout the ESIA are summarized in Table 5-8, along with the objective and outcomes.

TABLE 5-8: OTHER CONSULTATION AND ENGAGEMENT ACTIVITIES UNDERTAKEN

Entity	Objective
Ethiopian Broadcasting Authority	Discuss potential impacts on radio and TV infrastructure and obtain information as required.
Ethio-Telecom	Discuss potential impacts on telecommunication infrastructure and obtain information as required.
Ethiopian Wildlife and Natural History Society (EWNHS)	Discuss outcomes related to baseline on biodiversity, birds and bats and discuss potential impacts anticipated for the Project.
Bird Life International – Africa Office	Discuss outcomes related to baseline on birds and discuss potential impacts anticipated for the Project.

6 STAKEHOLDER ENGAGEMENT STRATEGY AND PLAN

6.1 Project Stakeholder Engagement

Stakeholder engagement will ensure transparency, participation, and accountability throughout the Project's lifecycle. Engagement activities will start as soon as possible and continue throughout implementation into one year after the start of operation. Routine activities will include community meetings, coordination with local authorities, grievance management, and periodic reporting to stakeholders to share progress and results.

Women will be encouraged to join consultations and where possible conduct women-only meetings to ensure that women's views and opinions are fully taken into account. The presence of children will be permitted in meetings and public disclosure sessions, encouraging women with childcare responsibilities to participate.

Table 6-1 identifies the stakeholder engagement strategy and plan to be implemented during the planning, construction, and operation phases of the Project. The table identifies the stakeholders that are relevant to the Project, the objective of consultation with each group, the communication methods and tools, the time frame, and the responsible entity for undertaking such consultations.

TABLE 6-1: STAKEHOLDER ENGAGEMENT PLAN

Stakeholder	Objectives	Communication Methods and Tools	Timeframe	Responsibility
Stakeholders who may be directly or indirectly affected by the project				
Communities of Aysha 01, Aysha 02, Dagago and Lasarat Note: the meeting identified will consider gender mainstreaming actions to include the following: (i) ensure women can attend without male permission; (ii) meeting times will accommodate women's domestic schedules (e.g. after water collection, during school hours for childcare, etc.); (iii) transportation will be provided for women from remote areas.	Public disclosure of LRP to authorities and communities in the four affected kebeles	Public disclosure session including the dissemination of non-technical summary leaflet in Somali, Amharic and English. Printed copies of the LRP summary will be distributed to the offices of Aysha woreda authorities, and local kebele offices within the four affected communities, where they will be accessible for public review. Notices of these sessions will be distributed via clan leaders and kebele officials to all of the people settled into the Project area at the time of the disclosure. Any feedback gathered during these sessions will be recorded.	Immediately after lenders' approval To be repeated every three months until the start of active construction	AMEA Social Manager
	Workshops with a sample of vulnerable households and authorities to select livelihood restoration support measures for vulnerable groups	Workshops	Pre-construction	AMEA Social Manager in collaboration with local authorities
	Engagement with communities to present construction safety areas, access restrictions, and any required relocation support	Workshops and one-on-one engagements	At least three months before the start of construction	AMEA Social Manager
	Continuous engagement with community members, including: • Updates on the Project, including environmental and social issues	Workshops and one-on-one engagements with land users	Quarterly during planning phase Quarterly during construction phase Semi-annually during operation phase	AMEA Social Manager

Stakeholder	Objectives	Communication Methods and Tools	Timeframe	Responsibility
	• Training and regular updates on the grievance mechanism • Details on the Social Development Plan •	Prepare leaflet in Somali, Amharic and English language with key updates on Project as explained (project status, E&S performance, grievance mechanism implementation, emphasize that pastoralist activities can be undertaken within area, etc.). Leaflet to be available at key local community platforms in the affected kebeles. Where relevant, include community spaces used by the elderly and women. This could include for example the Women Affairs Cabinet Office.	Quarterly during planning phase Quarterly during construction phase Semi-annually during operation phase	AMEA Social Manager
		Meetings and consultations with seasonal dwellers within the lease area	Weekly/bi-weekly basis as applicable during their arrival period onsite April – October	AMEA Social Manager
	Conduct an LRP evaluation survey	Survey with all users of the lease area	One year after the end of construction	AMEA Social Manager
	Engagement with communities to present turbine safety areas and associated restrictions before operation	Workshops and one-on-one engagements	Before start of operation	AMEA Social Manager
	Community safety awareness sessions on operational safety areas around turbines	Workshops and one-on-one engagements	Throughout operation	AMEA Social Manager
Stakeholders who may participate in the implementation of the project				
Investor/Lender	Updates on the Project including environmental and social issues (e.g. environmental performance, grievance mechanism implementation, etc.)	Individual/Internal Meetings (if required), site visits, report submissions.	TBD	Developer

Stakeholder	Objectives	Communication Methods and Tools	Timeframe	Responsibility
Contractors	Address aspects such as cultural sensitivity training for contractors, code of conduct, dog management policy and GBV prevention	Workshop	Before commencement of construction	Developer
Stakeholders who may have a possibility to influence and make decisions on implementation of the project and/or may have an interest in the Project				
Central and Local Government Entities				
EPA	Coordinate to hire a private contractor for the collection of hazardous waste from the site to the approved hazardous waste disposal facilities	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction Once before operation	EPC Contractor/ Project Operator
Regional Office of MoWE and/or Water and Infrastructure Unit/Aysha Woreda Cabinet	Coordination to secure the water requirements of the Project	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction Once before operation	EPC Contractor/ Project Operator
	Obtain no-objection on layout of turbines and various project components to determine if any specific requirements need to be taken into account with regards to the water infrastructure elements onsite (e.g. setback distance)	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction	EPC Contractor
	Coordinate to hire a private contractor for the collection of wastewater from the site to the closest WWTP	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction Once before operation	EPC Contractor/ Project Operator

Stakeholder	Objectives	Communication Methods and Tools	Timeframe	Responsibility
MoCS / Authority for Research and Conservation of Cultural Heritage and Regional Cultural and Tourism Office (Jijiga)	Reporting and communication in case archeologically remains are found through construction of project along with chance find procedures implemented.	Individual/Internal Meetings (if required) Correspondence and Official Letters	Upon occurrence	EPC Contractor
MoTL, Ethiopian Roads Authority, and Woreda Transportation Office	Coordination with relevant entity to consider any specific traffic and transportation requirements that should be considered and ensure they are aware of the transportation requirements and details related to the Project as per Traffic and Transportation Plan.	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction	EPC Contractor
Ethiopian Railway Corporation	Obtain no-objection on layout of turbines and various project components. Determine if any specific requirements need to be taken into account with regards to the railway infrastructure onsite Approval for transportation activities over the railway (if required) Determine safety measures for the railway crossing which could include for example installation of warning signage at both sides of the crossing or a railway signal	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction	EPC Contractor

Stakeholder	Objectives	Communication Methods and Tools	Timeframe	Responsibility
Ethiopian Electric Power	Obtain no-objection on layout of turbines and various project components to determine if any specific requirements need to be taken into account with regards to the transmission lines and substation area	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction	EPC Contractor
Ethio Telecom Authority	Obtain no-objection on layout of turbines and various project components Determine if any specific requirements need to be taken into account with regards to the telecommunication fiber cable (e.g. buffer distance); Ensure buffer distance maintained from LoS connections for broadcasting towers is sufficient to ensure no distribution on microwave connections within the Project site.	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction	EPC Contractor
Ethiopian Civil Aviation Authority	Obtain non-objection letter on the Project development and layout of turbines and various project components	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction	EPC Contractor
Ethiopian National Defence Force / Ethiopian Air Force	Obtain non-objection letter on the Project development and layout of turbines and various project components	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction	EPC Contractor

Stakeholder	Objectives	Communication Methods and Tools	Timeframe	Responsibility
Somali Regional State	Updates on the Project including environmental and social issues (e.g. current and schedule for activities, duration, environmental and social risks mitigations and performance, grievance mechanism implementation, emphasize that pastoralist activities can be undertaken, etc.)	Direct bi-lateral meetings	Quarterly during planning phase Quarterly during construction phase Semi-annually during operation phase	Developer (CLOs)
	Undertake and complete land lease and compensation process	Individual/Internal Meetings (if required) Correspondence and Official Letters Site Visits	Once before construction	Developer
Aysha Woreda	Introduction meetings to discuss next steps in LRP implementation, grievance management and stakeholder engagement	Meetings with key Woreda authorities	As soon as possible after approval of LRP	AMEA Social Manager
	Preparation of local recruitment and procurement procedure for inclusion of local community members within such opportunities	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction phase Once before operation	Developer / EPC Contractor / Project Operator
	Planning meetings to select community development projects for the upcoming year and identify service providers	Meetings with key Woreda authorities	As soon as possible after approval of LRP Yearly throughout construction and operation	Developer
	Continuous engagement including: • Updates on the Project, including environmental and social issues • Training and regular updates on the grievance mechanism • Details on the Social Development Plan	Meetings with key Woreda authorities	Quarterly during planning phase Quarterly during construction phase Semi-annually during operation phase	AMEA Social Manager

Stakeholder	Objectives	Communication Methods and Tools	Timeframe	Responsibility
Aysha 01, Aysha 02, Lasarat and Dagago Kebeles	Introduction meetings to discuss next steps in LRP implementation, grievance management and stakeholder engagement	Meetings with key Kebele authorities (clan / subclan leaders and elders)	As soon as possible after approval of LRP	AMEA Social Manager
	Preparation of local recruitment and procurement procedure for inclusion of local community members within such opportunities	Meetings specifically with Chairperson and Vice Chairperson of Aysha Woreda Correspondence and Official Letters	Once before construction phase Once before operation	Developer / EPC Contractor / Project Operator
	Workshops to select livelihood restoration and service providers	Meetings with key Kebele authorities (clan / subclan leaders and elders)	As soon as possible after approval of LRP Yearly throughout construction and once in the first year of operation	AMEA Social Manager in collaboration with local authorities
	Continuous engagement including: • Updates on the Project, including environmental and social issues • Training and regular updates on the grievance mechanism • Details on the Social Development Plan	Meetings with key Kebele authorities (clan / subclan leaders and elders)	Quarterly during planning phase Quarterly during construction phase Semi-annually during operation phase	AMEA Social Manager
	Coordination for the collection of solid waste from the site to the approved disposal areas	Individual/Internal Meetings (if required) Correspondence and Official Letters	Once before construction Once before operation	EPC Contractor/ Project Operator
All Stakeholders / General Public				
All stakeholders	Online disclosure of lender-approved LRP on AMEA's website	The LRP will be uploaded to AMEA Power's website, providing a publicly accessible electronic version. The website disclosure will include a summary in Somali and Ethiopian	Immediately after lenders' approval	AMEA Power

6.2 Proposed Strategy to Incorporate the Views of Vulnerable Groups

The project will seek the views of vulnerable individuals or groups (VIG). The following measures will be taken to remove obstacles to full and enabling participation / access to information:

- VIG identification: Traditional leaders and local authorities, and specific leaders/elders within the affected communities, will also be engaged with together with NGOs to identify any specific organisations or groups operating in the project area of influence that can assist with the identification of VIGs. This information will serve to create a preliminary list of affected VIGs together with the preferred method of communication. Details of the VIGs should be included as and when this SEP is updated and be included in the project database. This list will be updated as a live document throughout the project implementation;
- Document dissemination: The information to be communicated will be clear, meaningful, transparent, and comprehensible to ensure access to this information. All project related information will be simplified and translated into the local language. Acknowledging that some of the VIGs may be illiterate, alternative mediums to illustrate the information, such as posters with pictures and diagrams will be used. Community meetings and focus group discussions (particularly with VIGs) will also be used for the dissemination of information. These platforms will also allow for contributions from VIGs to be documented, considered by the project team and responded to. Stakeholders will be informed of different options for the submission of contributions including written comments, verbal comments, the option of submitting comments anonymously and options for specific DVIGs, such as women, to contribute in manners that are appropriate and do not place them in a vulnerable position. Document dissemination will occur at least 20 days prior to the meeting;
- Notification: To ensure that the project is communicated as widely as possible, meeting notifications will be distributed and explained by direct communication with VIG representatives (face-to-face). These notifications will invite VIGs to become involved with the engagement process and provide information on the following: (i) date, time and location of meetings; (ii) meetings' objectives, indicating the topics to be addressed and the speakers; (iii) where they can obtain more information about the project; (iv) how and when they can submit comments; (v) opportunities for any interested party to raise issues of concern on the day of the meeting, and (vi) travel logistics (if required) to prevent obstacles to VIG from attending meetings;
- Furthermore, other media streams will be used, as appropriate: (i) site notices placed in the project vicinity; (ii) public notices erected in strategic areas (municipal and communal administration, markets, etc.); and (iii) radio announcements;
- Notification should occur at least 20 days prior to community meetings;
- Registration: All copies, recorded comments, dates, and exact locations of actions completed, will be recorded in the stakeholder engagement report; and
- Logistics: Measure should be put in place to assist with transportation arrangement for VIG, as well as other stakeholders, to allow attendance at community meetings with minimum disruption to daily activities and to reduce safety concerns when travelling by foot or outside of daylight hours.

6.3 Proposed Strategy to Incorporate the Views of Indigenous Peoples

Initial engagements with IP set the tone for subsequent engagements throughout the project. However, difficulties could arise if project representatives (ICMM, 2015):

- Enter a specific area without first seeking permission to do so;
- Do not engage broadly and fail to adequately explain what they are doing and why;
- Do not allow enough time for the community to consider a request/proposal or to make a decision; and
- Disregard, or are ignorant of, local customs.

The project Proponent can avoid many of these problems if it:

- Confers with the IP community at the outset on how they wish to be engaged;
- Understands and respects local entry protocols as they relate to permission to enter a IP community and to access traditional lands;
- Commits to open and transparent communication and engagement from the beginning and has a considered approach in place;
- Conducts an initial risk analysis and impact assessment prior to entering the area and then implements controls to mitigate key risks;
- Ensures that all representatives of the Proponent (including third-party sub-contractors and agents of the Proponent) are well briefed on local customs, history and legal status, and understand the need for cultural and spiritual/religious sensitivity;
- Regularly monitors performance of engagement;
- As far as possible, strives for consistency of approach and longevity of employment of the representatives of the Proponent, to allow for relationships to be built, and trust to be maintained;
- Enlists the services of reputable advisers with sound local knowledge; and
- Has senior managers present at initial meetings wherever possible, and to meet with the traditional heads of IP communities, as this demonstrates respect and sets the scene for building long-term trust and relationships.

Key steps to ensure that broad community support, and if necessary FPIC, is obtained, include:

- Developing a shared understanding of affected IP in terms of their culture, spirituality, organisational and decision-making structures, claims and rights to lands, values, concerns and history, including previous experiences with similar development projects;
- Collaboratively developing an effective means to ensure that IP are informed about, and understand, the full range (short, medium and long term) of potential environmental, social, and health impacts that may result from the implementation of the project. This should include the development of a "dictionary" with the IP, to ensure that the meaning of words that do not feature in the indigenous/local language are communicated clearly;
- Agree on acceptable timeframes to make decisions throughout the lifetime of the project, taking into consideration logistics, local customs, commercial requirements and time needed to build trusting

relationships. Timeframes should consider IP own decision-making processes and structures. Ensure that it is clear as to how the timetable for involvement links with when project decisions are made;

- Agree on the terms and conditions for the provision of any ongoing community support with IP, as well as any associated reciprocal obligations;
- Record the process and decisions reached when IP are involved, including the results of any monitoring or reviews, to provide a record for current or future generations who may be affected by the decisions, and to ensure transparency in the decision-making process; and
- Support IP capacity to engage in decision-making, for example by providing access to independent expert advice where appropriate, capacity building, facilitation and mediation, or involving external observers.

FPIC applies to project design, implementation arrangements and expected outcomes related to risks to and impacts on the affected IP. IP will be consulted in good faith based on sufficient and timely information concerning the benefits and disadvantages of the project and how the anticipated activities will occur. Consent refers to the collective support of affected IP for the project activities that affect them, reached through a culturally appropriate process. It may exist even if some individuals or groups object to such project activities. FPIC does not require unanimity and may be achieved even when individuals or groups within or among affected IP explicitly disagree. In terms of documenting FPIC, where applicable, the developer will ensure that the following is documented:

- The mutually accepted process to carry out good faith negotiations that has been agreed by the developer and the IPs; and
- The outcome of the good faith negotiations between the developer and the IP, including all agreements reached as well as dissenting views.

When engaging IPs, a people-centred approach to dialogue, that is focused on relationships rather than issues, should be taken. The preferred method of engagement is through community meetings (direct meetings/conversations). Engagement topics should be centred around (Teck, 2017):

- IP rights and title;
- Traditional land and resource use;
- Clear and predictable negotiation of agreements and resulting implementation;
- Water quality;
- Community investment opportunities;
- Protection of heritage sites;
- Regulatory approvals; and
- Traditional knowledge.

6.4 Engagement with Highly Vulnerable Rural Minorities (HVRM)

The Issa Clan, who traditionally use the Project lease area for seasonal grazing and migration, have been identified in the Livelihood Restoration Plan (LRP) as Highly Vulnerable Rural Minorities (HVRM) in accordance with the African Development Bank (AfDB) Operational Safeguard 7 on Vulnerable Groups. These pastoralist

communities rely heavily on access to communal grazing land and natural resources for their livelihoods and therefore require particular consideration in the Project's stakeholder engagement process.

The Project recognises the need to ensure that engagement with the Issa Clan is conducted in a culturally appropriate and inclusive manner that respects customary governance structures and decision-making processes. Engagement activities will therefore continue to be undertaken through recognised clan leadership structures, including elders and sub-clan representatives, as well as through consultations with affected pastoralist households.

Consistent with the requirements of AfDB OS7, the Project will ensure that the Issa Clan are provided with timely, accessible and understandable information regarding the Project and its potential impacts on their land use and livelihoods. Engagement activities will support the process of obtaining and documenting Free, Prior and Informed Consent (FPIC) for Project activities that may affect land and natural resources traditionally used by the Issa Clan.

The engagement approach for HVRM communities will include:

- continued consultation with clan elders and customary authorities representing the Issa Clan;
- targeted engagement with pastoralist households seasonally using the Project lease area;
- disclosure and consultation regarding the implementation of the Livelihood Restoration Plan (LRP) and benefit-sharing measures;
- engagement with vulnerable households, including women-headed households and households headed by elderly or disabled persons; and
- documentation of consultation outcomes and community feedback to inform Project decision-making.
- Engagement with the Issa Clan and other HVRM groups will continue throughout the Project lifecycle and will be integrated with the implementation of the Livelihood Restoration Plan and other social management measures.

7 INFORMATION DISCLOSURE

7.1 Project Information Disclosure

Information disclosure involves delivering information about the project to the Affected Communities and ensuring access to such information by other stakeholders. The information should be in appropriate language(s) and accessible and understandable to the various segments of the Affected Communities. The timing and the method of disclosure may vary depending on national law requirements, the characteristics and needs of the Affected Communities, the type of assessment involved, and the stage of the project's development or operation but should be as early as possible.

After the initial screening, timely disclosure of information should include as a minimum:

- Purpose, nature, and scale of the project;
- Duration of proposed project activities;
- Risks to and potential impacts on such communities and relevant mitigation measures;
- Envisaged stakeholder engagement process; and
- Grievance mechanism.

It should disclose information to Affected Communities about the project's potential benefits and developmental impacts, if it is expected that it would not unnecessarily create unrealistic expectations.

Disclosure of information is normally expected as part of the process of identification of impacts and risks, but if the project is expected to create ongoing impacts and risks to the Affected Communities, the Developer should continue to provide information during the life of the project.

The information will be disclosed in relevant local languages and in a manner that is accessible and culturally appropriate, taking into account any specific needs or groups of the population with specific information needs.

Taking the above into account, the Developer intends to provide all relevant information to the public and which will include but not limited to the following:

- Environmental and Social Impact Assessment (ESIA);
- Stakeholder Engagement Plan (SEP);
- Non-Technical Summary (NTS);

The above will be provided at the Developer's website in February 2026 at the following link https://www.ameapower.com/. In addition, soft copies can also be made available to stakeholders via direct contact with the Project's CLO's as provided below.

In addition, hard copies of the above will be available at the following locations. These documents will remain in the public domain for the duration of the Project, and will be updated as appropriate. Local communities will be informed about this through the update workshops that will be undertaken as included in Table 6-1.

- Regional & Zonal EPA
- Aysha 02 Kebele
- Aysha 01 Kebele
- Lasarat Kebele
- Dagago Kebele
- Aysha Woreda

Throughout the Project, all stakeholders can contact the Developer through the contact details provided below.

Contact Details for the Public

Community Liaison Officer (CLO) – AMEA Power

- Mr. Azmeraw Zerihun (Social Manager) / Mobile: +251 91 32 42 578
- Mr. Issa Ali Osma / Mobile: +251 91 50 08 682

7.2 Livelihood Restoration Plan Disclosure

Once the LRP is approved by lenders, it will be disclosed as follows:

- AMEA will organize one public session in each of the four affected kebeles to present the key elements of the LRP, including restoration measures, community development program, channels for grievances, key contacts and next steps. Notices of these sessions will be distributed via clan leaders and kebele officials to all of the people settled into the Project area at the time of the disclosure. Any feedback gathered during these sessions will be recorded as part of the Project's GRM (see section 8). These sessions will be repeated every three months until the start of active construction, in order to cover any new settlers that may be affected by the Project's land use restrictions.
- Printed copies of the LRP translated into the local language will be distributed to the offices of regional and woreda authorities, Issa Clan leaders, and local kebele offices within the four affected communities, where they will be accessible for public review.
- The LRP will be uploaded to AMEA Power's website, providing a publicly accessible electronic version. The website disclosure will include a summary in the local language.

Given that the site will experience frequent movements of people, AMEA's Social Manager will continue engaging with local communities and authorities on an ongoing basis after the disclosure of the LRP.

8 GRIEVANCE REDRESS MECHANISM

The Developer understands that management of grievances is a vital component of stakeholder engagement and an important aspect of risk management for a project. Grievances can be an indication of growing stakeholder concerns (real and perceived) and can escalate if not identified and resolved. Identifying and responding to grievances supports the development of positive relationships between projects, communities, and other stakeholders. Monitoring of grievances will signal any recurrent issues, or escalating conflicts and disputes.

A Local Community Grievance Mechanism (LCGM) and complaints register is currently in place and implemented by the Project Developer. The LCGM can be referred to in Appendix K of the Supplementary Lenders Information Package (SLIP), SLR (2025). The Project Developer will implement the LCGM to ensure that it is responsive to any concerns and complaints, particularly from affected stakeholders and communities. The Project Developer will accept all comments and complaints associated with the Project, and individuals who submit their comments or grievances have the right to request that their name be kept confidential. At all times, complainants are also able to seek legal remedies in accordance with the laws and regulations of Ethiopia.

The Project Developer will monitor the way in which grievances are being handled and ensure they are properly addressed within the deadlines specified within the mechanism presented below. The Project Developer will also report regularly to the public on the grievance mechanism implementation, protecting the privacy of individuals.

Grievance Mechanism for Gender Based Violence, Sexual Harassment and Sexual Exploitation and Abuse

The requirements set below are considered applicable for handling grievances related to the following and in accordance with the requirements set within the "Good Practice Note Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works" (2018, World Bank).

- Violence Against Women and Girls (VAWG): defined violence against women and girls as any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life
- Gender-based Violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private. Women and girls are disproportionately affected by GBV across the globe.
- Sexual Exploitation and Abuse (SEA): any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Sexual abuse is further defined as "the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions." Women, girls, boys and men can experience SEA. In the context of World Bank

supported projects, project beneficiaries or members of project-affected communities may experience SEA.

For the above complaints, there are risks of stigmatization, rejection and reprisals against survivors. This creates and reinforces a culture of silence so survivors may be reticent to approach the project directly. Therefore, the following steps should be taken into account for any grievances related to the above.

- Both the male and female CLO will receive appropriate training from an authorized GBV Service Provider on how to collect GBV cases confidentially and empathetically (with no judgement). It is essential to respond appropriately to a survivor's complaint by respecting the survivor's choices. This means that the survivor's rights, needs and wishes are prioritized in every decision related to the incident. The survivor who has the courage to come forward must always be treated with dignity and respect. Every effort should be made to protect the safety and wellbeing of the survivor and any action should always be taken with the survivor's informed consent. These steps serve to minimize the potential for re-traumatization and further violence against the survivor.
- Confidentiality is essential throughout the process. Otherwise, the survivor risks retaliation and a loss of security.
- No identifiable information on the survivor should be stored including in particular the grievance log register. In addition, if a grievance is submitted through a grievance form it will be kept confidential.
- Should the grievance be received by the CLO through a grievance form, telephone, email or other, the CLO should not ask for, or record, information on more than three aspects related to the incident and which include the following:
  - Nature of the complaint (what the complainant says in her/his own words without direct questioning)
  - If, to the best of their knowledge, the perpetrator was associated with the project; and,
  - If possible, the age and sex of the survivor.
- The CLO should assist the survivor by referring them to the GBV Services Provider for support immediately after receiving a complaint directly from a survivor. It is up to the survivor, and only the survivor, whether to take up the referral. The list of service providers are included below:
- The GBV Services Provider provides the necessary support to the survivor until it is no longer needed. Survivors may need access to police, justice, health, psychosocial, safe shelter and livelihood services to begin healing from their experience of violence. This will be arranged by the GBV Services Provider on their behalf in accordance with the survivor's wishes.
- The CLO will immediately notify the Developer E&S manager, Developer Project Manager (if the consent of the survivor is obtained). The survivor must give consent to data sharing and know what data will be shared, with whom and for what purposes.
- The CLO, Developer E&S Manager, Developer Project Manager and GBV Services Provider will meet immediately to agree on a plan for resolution as well as the appropriate remedy for the perpetrator in accordance with the below. Note: The survivor must give the service provider representative consent to participate in the resolution mechanism on her/his behalf.
  - Reviews the case and collectively agree upon the appropriate actions to be taken and sanctions, if any.

- Refers the case to the police as appropriate (see note below).
- Assigns the appropriate 'Focal Point' to implement the action with the assistance of the GBV Services Provider.
- Upon resolution, the Focal Point and GBV Services Provider advise that it has been resolved, who in turn advise the CLO
- The CLO notes the resolution and closes the cases and submits a close-out report to the Developer E&S Manger whom in turn reviews and approves the report.

- All entities involved above in case resolution need to understand their legal obligations when it comes to reporting cases to the police. Reporting should be done in accordance with the law, especially in cases that require mandatory reporting of certain types of incidents, such as sexual abuse of a minor. When there is no legal obligation to report the case according to the local law, survivors hold the decision of whether to report cases for resolution and other service providers and reporting of a case to anyone can only be made with the consent of the survivor.
- If a case is first received by the GBV Services Provider, a report should be sent to the CLO to ensure it is recorded in the system. If any follow-up is required by the CLO it will be provided immediately with the consent of the survivor as applicable.
- If the survivor does not wish to place an official complaint through the grievance mechanism, the complaint is considered closed.
- If the alleged perpetrator is an employee of the Developer, EPC Contractor or subcontractor, to protect the safety of the survivor, and the workplace in general, the worker, in consultation with the survivor—and with the support of the GBV Services Provider—should assess the risk of ongoing abuse to the survivor. Reasonable adjustments should be made to the alleged perpetrator's work schedule and work environment—preferably by moving the perpetrator rather than the survivors deemed necessary.

9 ROLES AND RESPONSIBILITIES

This chapter identifies the roles and responsibilities related to the implementation of the SEP.

9.1 Project Manager

- Endorse the grievance mechanism and ensure that Project staff are aware of the availability of this process, and ensure personnel are allocated to manage the grievance mechanism;
- Ensure resources required are available for the implementation of this SEP;
- Oversee the overall implementation of this SEP; and
- Participate in the implementation of the requirements of the stakeholder grievance mechanism, as applicable to include signing grievance resolution forms.

9.2 CLOs

- Ensure that he/she is fully aware of the outlined grievance mechanism and have access to this document to ensure that they can undertake the necessary duties for effective implementation;
- Update the SEP as required during the implementation of the project to include construction and operation;
- Overall responsibility and management for implementing the requirements of the stakeholder engagement strategy as identified earlier to include but not limited to the following;
  - Day to day ground level updates with community;
  - Assist Developer with local consultations with Ugaz, Woreda officials, Woreda Chiefs, Kebele Chiefs, community elders and leader, etc.;
  - Engage with local community to ensure there is active support and goodwill towards the project;
  - Provide assistance on key strategic local decisions;
- Represent the Developer and Project to local leadership during community consultations;
- Overall management and organization of local community developed and social responsibility programs; and
- Assist in land lease negotiations and compensation agreements.
- Overall responsibility for implementing the requirements of the stakeholder grievance mechanism to include distribution of grievance disclosure sheets, collection of grievance forms, updating grievance log sheet, filling grievance resolution forms.
- As grievances can be submitted/taken at the Project entrance, it will be necessary to ensure that security staff are trained in regard to this process and have access to this document and any applicable forms, contact details of responsible project parties etc.
- As grievances can be taken at the office, it will be necessary to train the personal to provide grievance forms, or otherwise log incoming grievances in regard to the Project. The personal must have access to this document (and be provided with a copy of any future updates).

9.3 Social Manager

- The Social Manager oversees the formal process for local community grievances (Tier 2) and reports functionally to AMEA Power's E&S Coordinator
- Overall implementation and management of the LCGM.
- Logging, tracking, and formally acknowledging all grievances in the Community Grievance Register.
- Leading independent and confidential investigations of formal grievances in consultation with relevant parties.
- Determining resolutions in consultation with the Project Manager and communicating decisions to complainants.
- Managing escalation to Tier 3: Appeal or external resolution as needed.
- Ensuring compliance with Gender-Based Violence or Harassment (GBVH) protocols, survivor-centered approaches, and referral to external service providers.
- Preparing monthly reporting for management and lenders, including grievance trends and systemic issues.
- Updating LCGM procedures as needed throughout the Project lifecycle.
- Reporting to the HSE Manager, based on site.
- Responsible for the implementation of the LRP, including stakeholder engagement and coordination of service providers.
- Responsible for the monitoring of the LRP.

9.4 HSE Manager

- Ensuring stakeholders are recognised as partners in the development and delivery of strategic goals;
- Assisting the stakeholder management unit to effectively consult and engage stakeholders;
- Advising Senior Management of issues and/or risks to stakeholder relationships as soon as they arise so risk can be managed effectively;
- Supporting the implementation and management of the SEP;
- Getting involved in stakeholder engagement activities that relate directly to HSE concerns or emergency planning; and
- Engaging with any external stakeholders with respect to emergency planning, drills, and instances of emergency as appropriate.

9.5 EPC Contractor / Project Operator

- Implementing the requirements of the stakeholder engagement strategy as applicable and as identified.
- Submission of proof of completion of required engagements to Developer's CLO.

10 MONITORING EVALUATION AND REPORTING

10.1 Summary of How SEP will be Monitored and Reported Upon (Including Indicators)

The SEP will be monitored based on both qualitative reporting (based on progress reports) and quantitative reporting linked to results indicators on stakeholder engagement and grievance performance.

SEP reporting will include the following:

- Cumulative qualitative reporting on the feedback received during SEP activities, in particular (a) issues that have been raised that can be addressed through changes in project scope and design, and reflected in the basic documentation such as the Project Appraisal Document, Environmental and Social Assessment, Indigenous Peoples Plan, or SEA/SH Action Plan, if needed; (b) issues that have been raised and can be addressed during project implementation; (c) issues that have been raised that are beyond the scope of the project and are better addressed through alternative projects, programs or initiatives; and (d) issues that cannot be addressed by the project due to technical, jurisdictional or excessive cost-associated reasons. Minutes of meetings summarising the views of the attendees can also be annexed to the monitoring reports.
- Quantitative reporting based on the indicators included in the SEP. The following indicators could be used in the evaluation:
- Progress made by the project in respect of keeping stakeholders informed, and other forms of engagement, as recorded in the Stakeholder Engagement Tracking Register;
- Number of community members present at community and public meetings;
- Number of comments made by members of vulnerable groups, including women and IP groups;
- The outcome of each engagement (negative or positive) and any steps taken to turn negative outcomes into positive ones, as recorded in the Tracking Register;
- The number of grievances registered;
- Distribution of grievances per category/nature;
- Percentage of valid/eligible grievances registered;
- Percentage of grievances registered by women;
- Percentage of grievances registered by vulnerable persons;
- Percentage of grievances resolved in a timely manner (within 30 days); and
- Number of GBV and SEA/SH-related concerns and/or incidents reported and the time period in which they were addressed.

The table below identified the Key Performance Indicators in relation to this plan.

No.	KPI	Measurement Action	Frequency	Goal	Corrective Action Trigger
1	Number, topic, stakeholder, stakeholder vulnerability, grievance severity, status	All grievances to be reported in grievance register	Weekly	ZERO	If >10/month for 2 consecutive months, conduct community perception survey
2	Number of valid grievances submitted (and number rejected as outside of scope)	All grievances to be reported in grievance register	Weekly	ZERO	If >10/month for 2 consecutive months, conduct community perception survey
3	Number of resolved grievances	All grievances to be reported in grievance register	Weekly	All grievances	If >5/month unresolved for 2 consecutive months, reevaluate and update GRM
4	Number of grievances resolved to the satisfaction of the grievant	All grievances to be reported in grievance register	Weekly	All grievances	If >5/month unresolved for 2 consecutive months, reevaluate and update GRM
5	Outstanding grievances	All grievances to be reported in grievance register	Weekly	ZERO	If >5/month unresolved for 2 consecutive months, reevaluate and update GRM

6	Number of grievances not processed on time	All grievances to be reported in grievance register	Weekly	ZERO	If >5/month unresolved for 2 consecutive months, reevaluate and update GRM
7	Number of grievances related to GBVH	All grievances to be reported in grievance register	Weekly	ZERO	If >5/month for 2 consecutive months, conduct community perception survey
8	Average time for resolution of complaints by severity	All grievances to be reported in grievance register	Weekly	Within 20 days from receipt	If >10/month for 2 consecutive months, reevaluate and update GRM
9	Type of grievances submitted	All grievances to be reported in grievance register	Monthly	N/A	N/A
10	Number of incidents and/or non-compliances in relation to this plan	Submission of incident report and/or Non-Compliance Report (NCR)	Weekly	ZERO	If >10/month for 2 consecutive months, reevaluate and update GRM

10.2 Reporting Back to Stakeholder Groups

The SEP will be revised and updated as necessary during project implementation. Quarterly summaries and internal reports on public grievances, enquiries, and related incidents, together with the status of implementation of associated corrective/preventative actions will be collated by responsible staff and referred to the project managers.

Specific mechanisms to report back to the stakeholders include the following:

- Formal stakeholder engagement reports.
- Community meetings.

Appendix A List of Consulted Persons

Name	Position	Phone Number
Aysha Woreda Administration		
Hassen Jibril	Aysha Woreda Chief Administrator	0915761662
Mohamed Usman	Aysha Woreda Deputy Administrator	0915007766
Hassen Usman	Aysha Woreda SPP Head	0915072819
Abdulqader Ali	Aysha Woreda PP Head	0911285395
Muse Forhan	Aysha Woreda Security Head	091 5007321
Aysha 02 Kebele Administration		
Ferhan Abdele	02 Kebele Chief Administrator	0910051042
Suliman Shede	02 Kebele Deputy Administrator	N/A
Mizan Jama	Aysha Woreda head of Pastoralist office	0915710306
Dagago Kebele Administration		
Abdurhiman Mohamed	Dagago Kebele Security Head	N/A
Abib Hassan	Village Representative	N/A
Mohamed Salhi	Dagago Kebele Chief Administrator	0915164458
Aman Alahi	Militia	N/A
Habiba Awale	Women affair	N/A
Sahara Jamae	Dagago Kebele Deputy Administrator	N/A
Lasarat Kebele Administration		
Mohamed Elmi	Village Representative	N/A
Omar Abdulahi	Deputy Kebele Administrator	0987330574
Gire Muse	Kebele Security	N/A
Muse Abdi	Kbebele Manager	0936779956
Jamila Abdulahi	Women affair	N/A
Clan Leaders		
Muse Ibrahim	Clan Leader	0949890967
Hassan Abdi	Clan Leader	0915110815
Mohamed Umer	Clan Leader	0983009130
Hassan Robele	Clan Leader	0936302608
Aden Gedi	Clan Leader	N/A
Sayid Qumane	Clan Leader	09217634143
Miad Umer	Clan Leader	0939366914
Dair Jamal	Clan Leader	0960820121
Community Members 02 Kebele		
Hassen Hussen	Community Members	N/A
Abdulahi Umer	Community Members	N/A
Farhan Mahamud Hase	Community Members	N/A
Usman Tahir	Community Members	N/A
Saeid Mahamud	Community Members	N/A
Wabari Hassen	Community Members	N/A

Name	Position	Phone Number
Mustafa Elmi	Community Members	N/A
Mahamud Jama kawrah	Community Members	N/A
Mahamed Said	Community Members	N/A
Mahamud Abdulahi	Community Members	N/A
Hasan Mouse	Community Members	N/A
Musse Ali Waberi	Community Members	N/A
Gedi Hassen Ahmedo	Community Members	N/A
Jibril Housein	Community Members	N/A
Omar Hasan	Community Members	N/A
Community Members Dagago Kebele		
Aden Roble	Community Members	N/A
Osman Samire	Community Members	N/A
Abdo Osman	Community Members	N/A
Mumin Abtidon	Community Members	N/A
Osman Abtidon	Community Members	N/A
Omar Aden	Community Members	N/A
Hashin Osman	Community Members	N/A
Nur Elmi	Community Members	N/A
Suliman Samire	Community Members	N/A
Umer Adan	Community Members	N/A
Muse Atye	Community Members	N/A
Hassen Roble	Community Members	N/A
Ambaro Elmi	Community Members	N/A
Yasin Farah	Community Members	N/A
Shuge Dhair	Community Members	N/A
Community Members Lasarat Kebele		
Aden Roble	Community Members	N/A
Osman Samire	Community Members	N/A
Women 02 Kebele		
Hasiya Hassen	Women Community Members	N/A
Fadumo Juma	Women Community Members	N/A
Hibo Adam	Women Community Members	N/A
Asiyo Roble	Women Community Members	N/A
Mande Kalid	Women Community Members	N/A
Hawo Abdulahi	Women Community Members	N/A
Sahara Dahariye	Women Community Members	N/A
Zemzem Ali	Women Community Members	N/A
Aysha Hassen	Women Community Members	N/A

Name	Position	Phone Number
Amina Suge	Women Community Members	N/A
Sada Awale Ali	Women Community Members	N/A
Fadoumo Kumane	Women Community Members	N/A
Women Dagago Kebele		
Mariam yasin	Women Community Members	N/A
Hasna Usman	Women Community Members	N/A
Habsan Hassan	Women Community Members	N/A
Habiba Hussen	Women Community Members	N/A
Zahara Jama	Women Community Members	N/A
Amina Abdulahi	Women Community Members	N/A
Rahima Elmi	Women Community Members	N/A
Genet Ayele	Women Community Members	N/A
Amina Abdulahi	Women Community Members	N/A
Utah Abdi	Women Community Members	N/A
Hawa Abdulahi	Women Community Members	N/A

Appendix B Grievance Sheet

Grievance Disclosure Sheet

Any stakeholder or local community member willing to lodge a grievance related to the project should use the avenues identified below. The mechanism handles all grievances related to the project to include grievances related to construction or operational activities, inappropriate conduct by workers, and others.

The grievance mechanism will be implemented promptly and at no cost and without retribution to the party that originated the issue or concern. In addition, the use of the grievance mechanism shall not impede access to the judiciary means and will also allow the submission of anonymous complaints by community members.

Grievance Sheets with grievance boxes will be made available at the following locations:

- Aysha 02 Kebele
- Lasman 01 Kebele

Direct Contact through the following:

Community Liaison Officer (CLO) – AMEA Power

- Mr. Abdirashid Osmaan Rage / Telephone: +251 91 51 21 330
- Mr. Hassen Mumin Darar / Telephone: +251 91 51 21 330
- Mr. Azmeraw Zerihun (Social Manager) / Mobile: +251 91 32 42 578
- Mr. Issa Ali Osma / Mobile: +251 91 50 08 682

Public Grievance Form

REFERENCE NO.	
Full Name:	
Contact Information Please mark how you wish to be contacted and add contact details	☐ **By Telephone:** ☐ **By E-mail:** ☐ **Other (please specify preferred language of communication)** ☐ I wish to raise my grievance anonymously *(You can remain anonymous if you prefer, but we will not be able to contact you personally with a response to your concern)*
Description of Concern, Incident or Grievance, suggestion, petition, or compliment	**What is your concern/grievance/what happened? Where did it happen? Who did it happen to? What is the result of the problem?**
Date of concern, incident, or grievance	
☐ **One-time incident/grievance (date)** ☐ **Happened more than once (how many times?)** ☐ **On-going (currently experiencing a problem)**	
What would you like to see happen to resolve the problem?	
Signature: **Date:**	
Please insert this form in one of the grievance boxes	

Grievance Log Sheet

Ref No.	Person Who Received Grievance	Date of Submission of Grievance	Name and Contact Information	Description of Grievance	Actions Taken to Resolve the Grievance	Date of Communication of Solution	Has grievance been resolved (Y/N)? If not, explain why

Grievance Resolution Form

How was grievance received	☐ Grievance Box (specify which box) ☐ Direct contact with CLO ☐ Anonymously
Reference No:	
Description of Concern, Incident, or Grievance: *What is the grievance/ What happened? Where did it happen? Who did it happen to? What is the result of the problem?*	
Date of Grievance	
Has the Grievance been Resolved?	☐ Yes ☐ No; ***If not, provide a justification below***
Fill Out Either Section 1 OR Section 2 below	
Section 1	
Summary of Actions Undertaken to Resolve Grievance	
Date of Implementation	
Section 2	
Summary of Proposed Actions to be Implemented to Resolve Grievance	
Timeline for Implementation	