



## **ENVIRONMENTAL AND SOCIAL POLICY**

### **1. TANZANIA RAILWAYS CORPORATION (TRC)**

**Tanzania Railways Corporation (TRC)** is a Government Institution formed under the Railway Act of 2017, with the responsibilities of handling railways infrastructure development and operations. It was formed after the merging the former Reli Assets Holding Company Limited (RAHCO) which was handling railway infrastructure development and assets; and Tanzania Railways Limited (TRL) which had the responsibility of handling the operations only.

### **2. VISION AND MISSION**

- The **mission** of TRC is to provide cost effective, dependable, secure, efficient and sustainable rail transport services to our customers in Tanzania as well as neighboring countries.
- The **vision** of TRC is to be the most competitive customer oriented transport organization in East Africa Region

### **3. ENVIRONMENTAL AND SOCIAL POLICY**

TRC's aim to design, construct and to operate the Railway line in a safe and sustainable manner together with its staff, contractors and sub-contractors by considering the environmental aspects and social risks and their impacts to comply with the local legislation and international conventions ratified by the Country, standards, principles and common approaches while performing its daily duties.

Also, TRC believes that economic growth and environmental sustainability can go hand in hand and that taking environmental and social aspects into account is consistent with sound economic policy. TRC assesses the environmental and social impacts of all potential projects and operational activities so that they can be appropriately reduced, mitigated or compensated for as they cannot be avoided during development.

TRC is committed to comply with national regulations and good international industry practice, (World Bank/IFC Performance Standards and Guidelines) in conducting its business.

Environmental and Social Policy is communicated to all levels of the organization and through procurement of its contractors and ensure it is implemented. Also, it is monitored and measured performance against the policy and review this at a senior management level.

#### **3.1 Environmental Aspect**

TRC recognizes that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods through avoidance and adoption of mitigation hierarchy.

Specifically TRC commits;

**3.1.1 Environmental and Social Management Systems** - Have appropriate and effective management system in place that is installed and implemented in all railway activities, projects and operations. Adopt a mitigation hierarchy to anticipate and avoid, or where avoidance is not possible, minimize and where residual impacts remain, compensate/offset for risks and impacts to workers, Affected Communities, and the environment.

**3.1.2 Water Use and Quality** - Take appropriate cautions to prevent polluting surface waters and ground waters, protect especially Watersheds used by communities and biological inhabitants with ultimate concerns on water availability and quality, monitor water quality and report the updates in in line with national regulations and good international industry practice

**3.1.3 Air Quality and Noise** - Monitor ambience air quality and emitted noise from the operation activities and report updates on the compliance in line with national regulations and good international industry practice

**3.1.4 Waste Management** - Conduct business in ways which protect and preserve the environment and manage the solid and liquid wastes produced in line with national regulations and good international industry practice

**3.1.5 Resource Efficiency and Pollution Prevention** - Promote sustainable use of resources, including energy and water, identify the environmental impacts and measures to minimize the impacts of the affected communities as in line with national regulations and good international industry practice

**3.1.6 Biodiversity Conservation** Commit to protection and conservation of biodiversity (Including endangered species and sensitive ecosystems) and identify legally protected areas, endangered species to take mitigation measures and increase community and personnel awareness,

**3.1.7 Climate Change-** Provide viability of projects' planning, implementation, operations and maintenance in view of reasonably foreseeable changing weather patterns/climatic conditions, together with applicable adaptation measures. TRC is committed to confirm and publicly report its operation phase annual Greenhouse Gas Emissions throughout the investment phase.

### **3.2 Social Aspect**

Transparency, accountability and integrity are key principles for achieving sustainable railway development. TRC is committed to promoting openness and good governance in all its operations and to maintaining an open dialogue with its stakeholders. TRC is also committed to its business ethics and to fight fraud and corruption in all its activities as a governmental institution should be.

Also TRC commits;

**3.2.1 Human Rights:** Conduct its business in a manner that fully respects fundamental human rights and dignity of all people, complying with all national legal requirements and international requirements;

**3.2.2 Freedom of Association and Collective Bargaining** - Respect employees' right to join, form or not join a labor union without fear of reprisal, intimidation or harassment, where employees are represented by a legally recognized union and establish a constructive dialogue with their freely chosen representatives and bargain in good faith with such representatives according to national legislation and ILO Convention;

**3.2.3 Prohibition of Forced and Child Labor** - Forced labor shall be absolutely prohibited and minimum age should be adhered as specified in national Employment and Labor Relation Act, 2018 and International Labour Standards of ILO.

**3.2.4 Non-Discrimination, Gender Equality and Equal Opportunities** - Maintain workplaces that are free from discrimination or physical or verbal harassment where the basis for recruitment, hiring, placement, training, compensation and advancement are the qualifications, performance, skills and experience of employees in compliance with the national labor laws and international standards

**3.2.5 Safe and Healthy Workplace** - Provide a secure, safe and healthy work environment, maintain a productive work environment by minimizing the risks of accidents, injury and exposure to health risks, considering inherent risks and specific classes of hazards in the work environment including physical, chemical, biological and radiological hazards.

**3.2.6 Work hours and Wages** - Compensate employees relevant to the industry and local Labor market, operate in full compliance with applicable wage, work hours, overtime and benefits laws and offer employees opportunities to develop their skills and capabilities and provide advancement opportunities where possible, and provide workers with documented information that is clear and understandable regarding their rights under national labor, employment law and ILO.

**3.2.7 Community Health, Safety and Security** - Provide a secure, safe and healthy environment for the project affected communities nearby and implement and comply to local legislation, and international standards by applying mitigation measures to minimize the risk and impacts of accidents. Minimize risks to the public's exposure to environmental health risks and mitigating social risks to the community through raising awareness and on-going public consultation and grievance mechanisms. Adopt a philosophy of creating good relationship between TRC, Community and other stakeholders within the framework of national and international standards.

**3.2.8 Stakeholder Engagement** - Identify systematically the stakeholders and their interests, disclose and disseminate transparently and timely information to affected communities, communicate in a transparent and meaningful and document all the evidences of consultation, compensation and benefits.

**3.2.9 Grievance Procedure and Remedy** - Provide both workers and communities affected by railway activities and operations with a mechanism to express their grievances without fear of reprisal and ensure concerns are appropriately addressed in a timely manner.

**3.2.10 Cultural Heritage**- Identify cultural properties in a timely manner to protect and preserve cultural heritage and comply with the related laws, rules and regulations;

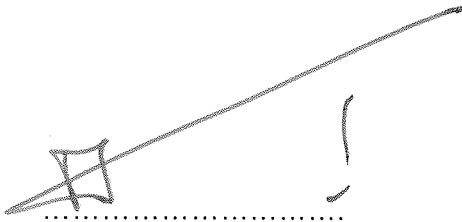
**3.2.11 Indigenous Peoples**- Ensure that the investment fosters full respect for the human rights, dignity, aspirations, culture, and natural resource-based livelihoods of Indigenous Peoples and distinct ethnic groups. Anticipate and avoid adverse impacts of projects on ethnic and indigenous communities, or when avoidance is not possible, to minimize and/or compensate for such impacts. TRC commits to appropriately engage with Indigenous Peoples and distinct ethnic groups in accordance with best practice, national and international.

#### **4. POLICY IMPLEMENTATION AND REVIEW**

TRC as the solely owner of this Policy, will ensure its implementation at all Project levels with adherence by all stakeholders. Among others, the following stakeholders will be responsible in implementing this policy not limited to TRC management team, directorates and units, contractors, sub-contractors, consultants and suppliers who will be directly or

indirectly involved with TRC.

This Policy is subject to review as needs arise with time by the Directorate responsible for Projects' implementation and environmental and social compliances.



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**Masanja K. Kadogosa**  
**Director General**

Date:..... 22/02/2024 .....