

EAST AFRICAN  
**CRUDE OIL  
PIPELINE**

# **HUMAN RIGHTS PROGRESS REPORT**







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GLOSSARY

AGI	Above Ground Installations	MGLSD	Ministry of Gender, Labour and Social Development
CHRAGG	Tanzania Commission for Human Rights and Good Governance	MOU	Memorandum of Understanding
Company	EACOP Ltd	NAPBHR	National Action Plan on Business and Human Rights
CNOOC	Chinese National Offshore Oil Corporation	NGOs	Non-Governmental Organizations
CSCO	Civil Society Coalition on Oil & Gas	OHCHR	UN Office of the High Commissioner for Human Rights
EACOP	East African Crude Oil Pipeline	PAPs	Project Affected Persons
ESIA	Environmental and Social Impact Assessment	PAU	Petroleum Authority of Uganda
ESMS	Environmental and Social Management Systems	PFSC	Port Facility Security Plan
FPIC	Free, Prior and Informed Consent	PIIM	Project-Induced In-Migration
GBVH	Gender-Based Violence and Harassment	RAP	Resettlement Action Plan
HRIA	Human Rights Impact Assessment	SRHR	Sexual and Reproductive Health Rights
HRDs	Human Rights Defenders	SEI/CSR	Social Economic Investment and Corporate Social Responsibility
HRDD	Human Rights Due Diligence	TASAC	Tanzania Shipping Agency Corporation
HRSC	Human Rights Steering Committee	THT	Tanzanian House of Talents
HSE	Health, Safety and Environment	TEPU	TotalEnergies EP Uganda
ILO	International Labour Organisation	TPA	Tanzania Ports Authority
IVMS	In-Vehicle Monitoring System	TSS	Transitional Support Service
JMP	Journey Management Plan	UHRC	Uganda Human Rights Commission
LESC	Lenders' Environmental and Social Consultant	UNOC	Uganda National Oil Company
LRP	Livelihood Restoration Plan	UNRA	Uganda National Roads Authority
MCPY	Main Camp and Pipeline Yard	UWA	Uganda Wildlife Authority
MEZ	Marine Exclusion Zone	VPSHR	Voluntary Principles on Security and Human Rights



## DEPUTY MANAGING DIRECTOR FOREWORD



**JOHN BOSCO HABUMUGISHA**

Deputy Managing Director

I am proud to present EACOP's first Human Rights Progress Report for 2023/2024, marking a milestone in our commitment to embedding human rights at the heart of our operations in Uganda and Tanzania. This report reflects our dedication to a rights-based approach, guided by the Human Rights Impact Assessment (HRIA) of 2018, the Human Rights Due Diligence (HRDD) of 2022, and our Human Rights Policy, which provides the foundation for governance, accountability, and transparent management of human rights risks.

EACOP has established robust structures to ensure these commitments are realized, including a dedicated Human Rights Department, a Human Rights Action Plan, and a Human Rights Steering Committee (HRSC). We have also implemented multiple, accessible grievance mechanisms for workers, contractors, communities, and through our Whistleblowing Tool NAVEX enabling all stakeholders to raise concerns and seek remedy.

This report highlights the proactive management of our salient human rights issues, including workers' rights, women's empowerment, community safety, land and resettlement, marine livelihoods

in Tanzania, engagement with Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples, and access to information and consultation. By addressing these issues, we aim to safeguard rights, foster inclusive development, and strengthen trust with our communities and partners.

In 2023 and 2024, EACOP achieved key operational milestones — from land acquisition and resettlement to Early Civil Works preparations — while ensuring that human rights considerations are central to decision-making and engagement. Strategic collaborations, including with the Ministry of Gender, Labour, and Social Development in Uganda, and the appointment of a Gender Inclusion Coordinator, reinforce our commitment to gender equality and the protection of vulnerable groups.

While this is our first formal progress report, it sets the stage for continuous improvement, transparency, and accountability in our human rights journey. I commend the Human Rights team, our partners, and all stakeholders for their dedication, and I encourage everyone to engage with this report to learn, reflect, and contribute to a culture of respect, inclusion, and shared responsibility.



**BARBARA NAKAYENZE**

PIIM & Human Rights Manager

## MESSAGE FROM THE HUMAN RIGHTS MANAGER

EACOP's first Human Rights Progress Report is more than a record of milestones, it is recognition of the efforts of individuals, teams, stakeholders, contractors, suppliers, and partnerships that bring human rights to life across our operations. Behind every figure, policy, and process are colleagues, committed leadership, partners, and communities whose dedication ensures that respect for human rights is not just a principle on paper, but a reality experienced every day.

Human Rights are integrated across all EACOP functions, including activities carried out by contractors and suppliers, ensuring that respect, protection, and accountability guide every decision and action throughout the project. This collective approach demonstrates that human rights are a shared responsibility, embedded in how we plan, implement, and engage across operations.

During 2023/24, we witnessed the impact of collaboration: grievance mechanisms providing safe spaces for workers, contractors, suppliers, and communities; gender initiatives engaging both men and women; security practices rooted

in respect for rights; and ongoing dialogue with vulnerable groups to ensure their voices shape our work. These achievements reflect the dedication of colleagues who consistently go beyond compliance to foster inclusion, trust, and accountability.

I extend special appreciation to the Human Rights Steering Committee and the Gender Committee for their leadership and guidance, as well as to our Human Rights Advisors, whose expertise has been instrumental in integrating human rights across all functions. I also pay tribute to communities, civil society organizations, and other stakeholders who challenge, advise, and partner with us—their engagement reminds us that respect for human rights is a journey of listening, learning, and continuous improvement.

***This report celebrates our collective effort and serves as a promise: that EACOP will continue to uphold, strengthen, and advance human rights throughout the life of the project.***



EACOP HUMAN RIGHTS TEAM



JOHN BOSCO HABUMUGISHA  
Deputy Managing Director



BARBARA NAKAYENZE  
PIIM & Human Rights Manager



PROSCOVIA ABALO  
Human Rights and Gender Coordinator Uganda



HUSSEIN LUTAMBI  
Human Rights Coordinator Tanzania



VALENCE NKULANGA  
PIIM Coordinator Tanzania

*“It is our collective responsibility to respect human rights in every step of the business. Together, we can uphold individual’s dignity while treating everyone fairly and equally.”*





Happy PAP Infront of her replacement house

## 1 INTRODUCTION

The following report provides a summary of the East African Crude Oil Pipeline's (EACOP) approach and ongoing activities to implement a systematic approach to human rights due diligence in Tanzania and Uganda in line with the UN Guiding Principles on Business and Human Rights (UNGPs) and other relevant international and national standards.

This report covers 2023 and 2024, during which EACOP was primarily focused on advancing the land acquisition, resettlement and livelihood restoration activities; construction of the Early Civil Works at the main camp and pipe yards (MCPY) and above ground installations (AGI) in preparation for the main pipeline and AGI construction; and preparation for the main construction activities for the pipeline. During this time, EACOP continued to engage with affected stakeholders to address concerns, foster gender equality, promote workers' rights and support vulnerable groups.

From a human rights perspective, this period was focused on further embedding the commitments in EACOP's Human Rights Policy through broad and substantive human rights training efforts across the organization, and further integration of human rights in EACOP's management plans and operational practices. This process of embedding and integration has involved considerable engagement, dialogue and coordination with EACOP contractors, sub-contractors and business partners.

This report follows EACOP's prior publication of a Human Rights Impact Assessment in 2018 (HRIA) and a Human Rights Due Diligence Report in late 2022 (HRDD). These reports identified the main salient human rights issues for the pipeline construction period and supported the development of a governance and management system to implement the commitments expressed in the EACOP Human Rights Policy.



EACOP’S SALIENT HUMAN RIGHTS ISSUES

The text box below highlights EACOP’s salient human rights issues. Most of these issues are relevant for both Tanzania and Uganda; however, two of the issues (marine livelihoods and Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples) are applicable in Tanzania. The issue of grievance mechanisms and access to remedy is considered as a cross-cutting issue that is relevant to each of the other salient issues and thus has been an important focus for EACOP.

1	Contractor and suppliers’ workers’ rights
2	Women’s rights
3	Marine livelihoods (Tanzania)
4	Right to information and consultation
5	Land and resettlement
6	Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples (Tanzania)

7	Community safety (road safety)
8	Interactions with public security forces
9	Grievance mechanisms (cross-cutting)

To support an ongoing and comprehensive process of human rights due diligence, EACOP has implemented a governance and management system that involves EACOP’s senior leadership from all relevant departments in Tanzania and Uganda. This is described in the next section of the report. This is followed by a discussion of EACOP’s efforts to address each of the salient human rights issues listed in the text box above. The report concludes with an overview of the EACOP’s human rights priorities for the next phase of the development of the pipeline.

In the last review by the Lenders’ Environmental and Social Consultant (LESC), it was concluded that EACOP has made significant progress in undertaking Human Rights Due Diligence reviews, developing a Human Rights Policy for integrating human rights expectations within its Project Management Systems, Environmental and Social Management Systems (ESMS), and defining ongoing human rights monitoring and reporting commitments. <https://www.eacop.com/report/wsp-environmental-and-social-due-diligence-report/>



EACOP HUMAN RIGHTS HIGHLIGHTS IN 2023 - 2024

A snapshot of EACOP’s human rights highlights for 2023 and 2024. These activities and initiatives are presented in more detail in the report below.

- Publication of HRDD Report on EACOP website
- 8 EACOP Human Rights Steering Committee (HRSC) meetings
- Adoption of additional policies on women’s rights: Gender Equality and Social Inclusion Policy and Sexual Harassment Prevention Policy
- Adoption of Statement on Human Rights Defenders
- Management training on Human Rights Action Plan implementation
- Develop and implement the project Industrial Relations Management System (IRMS)
- Awareness-raising of contractors’ managers on Human Rights in the Workplace
- 28 Monthly Lunch and Learn sessions on Human Rights for all EACOP staff
- Bi-monthly webinars on EACOP’s salient human rights issues
- Appropriate Behaviour in the Workplace training for all EACOP staff
- IRMS engagement and assurance of construction contractors (and sub-contractors) on labour and working conditions performance
- Creation of Gender Committee and launch of Gender Inclusion Strategy and Action Plan
- Quarterly meetings with Civil Society Organizations
- International media visits to EACOP sites for discussions with communities and NGOs
- Collaboration with Uganda Human Rights Commission (UHRC) on a human rights newsletter
- Collaboration with UHRC on developing “play-cards” to create awareness on business and human rights within affected communities
- Near completion of compensation payments for resettled people and households
- Finalisation and hand over of resettlement houses
- Roll out of transitional support and livelihood restoration activities
- Ongoing attention to resolution of grievances related to land and resettlement activities
- Ongoing implementation of the commitments in the Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples through quarterly workshops with traditional leaders and influential women and regular community meetings
- Additional FPIC Agreements signed with the Taturu and Barabaig
- Extensive community and school road safety sensitisation programme
- Security Memorandum of Understanding (MOU) signed with Government of Uganda in October 2024
- Campaigns to increase awareness of EACOP grievance mechanisms for workers and communities
- Third-party whistleblowing channel (NAVEX) added to supplement other grievance mechanisms



## 2 HUMAN RIGHTS GOVERNANCE AND MANAGEMENT

EACOP has implemented a dedicated cross-functional governance and management system to oversee its ongoing human rights due diligence process. This governance and management system is based on the public commitments in the EACOP Human Rights Policy; the priority actions in the Human Rights Action Plan; the oversight and cross-functional collaboration of a Human Rights Steering Committee (HRSC); and the coordination and support of a dedicated Human Rights Team.

The foundation for EACOP's governance and management system is the EACOP Human Rights Policy, which was adopted in February 2022 and has been translated into multiple languages (English, Kiswahili, Luganda, Runyankole and Runyoro) and is available on the EACOP website.

Through this Human Rights Policy, EACOP commits to respect human rights and applicable laws in all its activities and to implement the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact Principles, the Organisation of Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, the fundamental conventions of the International Labour Organization (ILO) and the Voluntary Principles on Security and Human Rights (VPSHR).



**GUILLAUME DULOUT**  
MD/CHAIRPERSON HUMAN RIGHTS STEERING COMMITTEE



**BARBARA NAKAYENZE**  
PIIM & HUMAN RIGHTS MANAGER  
SECRETARY HUMAN RIGHTS COMMITTEE



**ABRAHAM YOUZE**  
LAND AND SOCIAL MANAGER, TZ  
MEMBER



**BARBARA DAISY NABUWEKE**  
LEGAL DIRECTOR & COMPLIANCE OFFICER  
MEMBER



**EILEEN BAGUMA**  
UG HR & CORPORATE AFFAIRS DIRECTOR  
MEMBER



**WENDY BROWN**  
HSSE DIRECTOR AND GENERAL MANAGER, TZ  
MEMBER



**EMMANUEL BLAREZ**  
PROJECT DIRECTOR  
MEMBER



**GEOFFREY MPONDA**  
TZ HR & CORPORATE AFFAIRS DIRECTOR  
MEMBER



**STANLEY MABITI**  
LEGAL MANAGER, TZ  
MEMBER



**JOHN BOSCO HABUMUGISHA**  
DEPUTY MANAGING DIRECTOR, UG  
MEMBER



**ROSIE BIRUNGI**  
SOCIAL PERFORMANCE MANAGER (UG & TZ)  
MEMBER

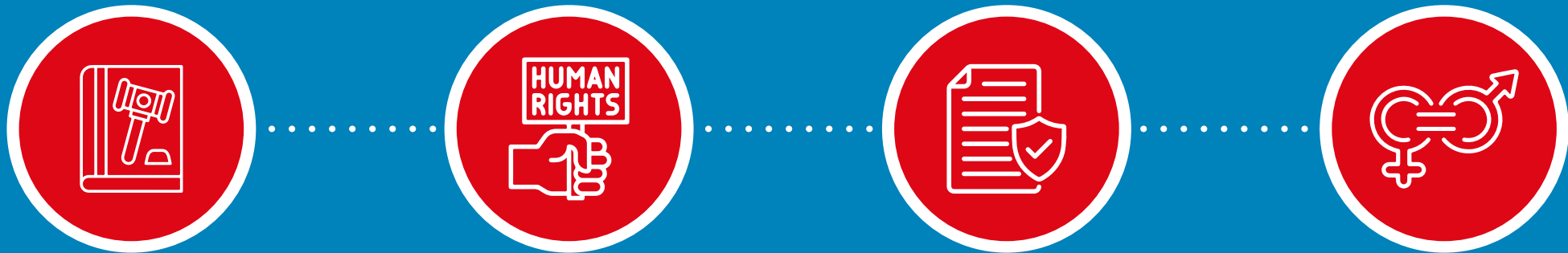


**MIRANDA BARR**  
PROJECT SOCIAL MANAGER  
MEMBER



**GERY MANGEZ**  
SECURITY MANAGER  
MEMBER





In addition to embedding EACOP's Human Rights Policy within EACOP management plans and contractor control plans, EACOP has adopted several additional policies that reinforce its commitments and actions on important human rights aspects:

- In November 2023, EACOP reinforced its commitment to respect and uphold women's rights and applicable laws in our business and organisational activities by adopting a Gender Equality and Social Inclusion Policy and developing a Gender Action Plan.
- In April 2024, EACOP adopted a Statement on Human Rights Defenders (HRDs) that affirms that EACOP does not tolerate any threats, intimidation, harassment or violence against those who peacefully promote human rights in relation to EACOP's activities. EACOP seeks to promote dialogue and exchanges with HRDs in the framework of its activities and to exert leverage with relevant actors to respect HRDs.
- In September 2024, a Sexual Harassment Prevention Policy was adopted to underscore EACOP's commitment to creating a safe working environment for all EACOP, including both the company's and contractor's workforce.

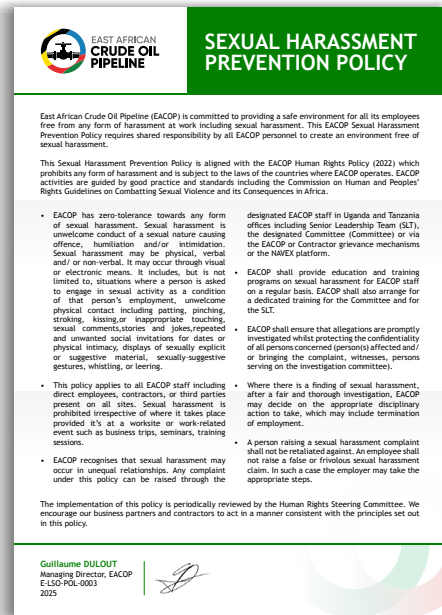
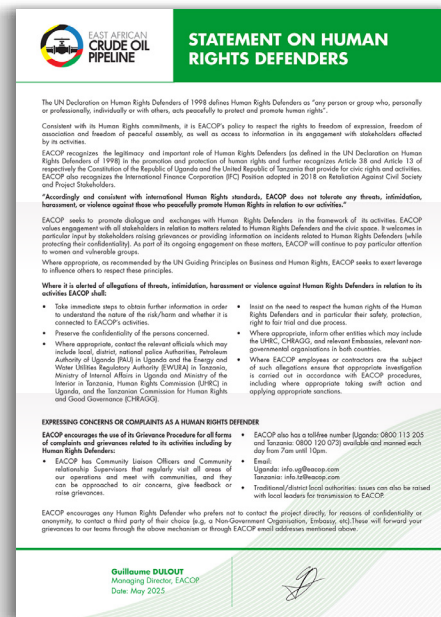
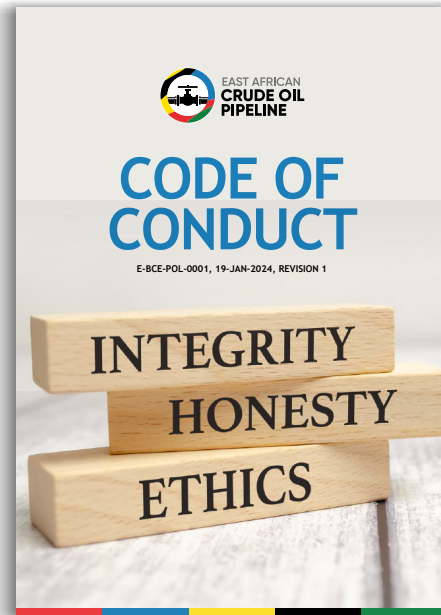
EACOP's policy commitments are translated into specific actions through a Human Rights Action Plan, which was initially based on the recommendations from the

HRDD Report and prior HRIA, and which is updated periodically to incorporate new policy commitments, actions and mitigation measures. The actions are assigned to the relevant departments and are followed up with the support of the Human Rights Team.

**To oversee the Human Rights Action Plan, EACOP established a cross-functional HRSC. The HRSC is chaired by EACOP's Managing Director and brings together the senior managers from all relevant disciplines and functions in Uganda and Tanzania who are involved in the implementation of the Human Rights Action Plan.**

The HRSC meets quarterly and encourages information-sharing and collaboration between all the departments involved in the EACOP's human rights efforts.

EACOP has established a tripartite working group with other operators to provide a forum to discuss challenges and share good practices on environmental, social, project-induced in-migration (PIIM) and human rights topics. This provides an opportunity for further integration of human rights across the upstream and midstream components of the overall pipeline project. EACOP's work on human rights is supported by a dedicated Human Rights Team.





# CODE OF CONDUCT AND POLICIES SUPPORTING HUMAN RIGHTS IMPLEMENTATION IN EACOP



Human Rights Policy Training of the Field Teams in Uganda, in Masaka in September 2023

# HUMAN RIGHTS TRAINING AND AWARENESS RAISING

Since the outset, EACOP has prioritized human rights training to embed EACOP's human rights commitments across the organization and raise awareness about its salient human rights issues and key mitigation measures.

Every new employee receives as part of their induction an introductory training on the EACOP's Human Rights Policy, and the salient human rights issues identified in the EACOP HRDD report. Construction contractors include training on EACOP human right policies and Code of Conduct as part of their workforce onboarding and inductions that are informed by EACOP human rights training material.

The Human Rights Team provides other human rights training sessions on a regular basis to complement this introductory training:

- Monthly Human Rights Lunch and Learn sessions in Tanzania and Uganda
- Appropriate Behaviour at the Workplace across the organization, including management, staff and field teams
- Bi-Monthly webinars on EACOP's salient human rights issues

Bi-monthly webinars on EACOP's salient human rights issues (e.g. Grievances Mechanisms, Workers' Rights, Women's Rights, Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples, Voluntary Principles on Security and Human Rights). All webinars are recorded and accessible on the internal platform for the EACOP organization. Voluntary Principles on Security and Human Rights (VPSHR) training is also provided for all private security providers associated with EACOP. Further to the signature of Memorandums of Understanding (MOUs) with the Governments of Uganda and Tanzania, VPSHR training will also be provided to the public security providers associated with project construction.

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## LUNCH & LEARN HUMAN RIGHTS IN EACOP

**29 AUGUST 2024  
VCR-KLA-BOARDROOM**

**LIMITED SLOTS AVAILABLE**  
Open to all, especially newcomers

To secure your spot, please email  
[barbara.nakayenze@eacop.com](mailto:barbara.nakayenze@eacop.com)

**EAST AFRICAN  
CRUDE OIL  
PIPELINE**

## LUNCH & LEARN HUMAN RIGHTS IN EACOP

**30 OCTOBER 2024  
12:30PM - 1:30PM  
VCR-KLA-BOARDROOM**

**LIMITED SLOTS AVAILABLE**  
Open to all, especially newcomers

To secure your spot, please email  
[barbara.nakayenze@eacop.com](mailto:barbara.nakayenze@eacop.com)

Invitation to EACOP Staff to Attend Monthly Human Rights Lunch and Learn sessions





Human Rights Policy Training of the Teams in Kampala

### 3 ONGOING HRDD ON EACOP'S SALIENT HUMAN RIGHTS ISSUES

EACOP's progress in managing each of its salient human rights issues is summarized in this section of the report. Each sub-section includes an overview of the key activities undertaken to date, the challenges faced and the priorities for ongoing HRDD for the main construction period of the pipeline.

#### A. CONTRACTORS' AND SUPPLIERS' WORKERS' RIGHTS

Contractors' and suppliers' workers' rights is prioritized as one of EACOP's main salient issues in the prior HRIA and HRDD reports, particularly given the large number of contractors, sub-contractors and suppliers involved during construction and the complexity of managing many different parties across a large geographical area. The HRDD report highlighted the importance of a Project Industrial Relations Management System (IRMS) to provide oversight for contractors and suppliers

related to workers' rights. The IRMS describes the policies, standards, organization, roles and responsibilities, training, monitoring, and reporting requirements to consistently manage industrial relations across the construction footprint.

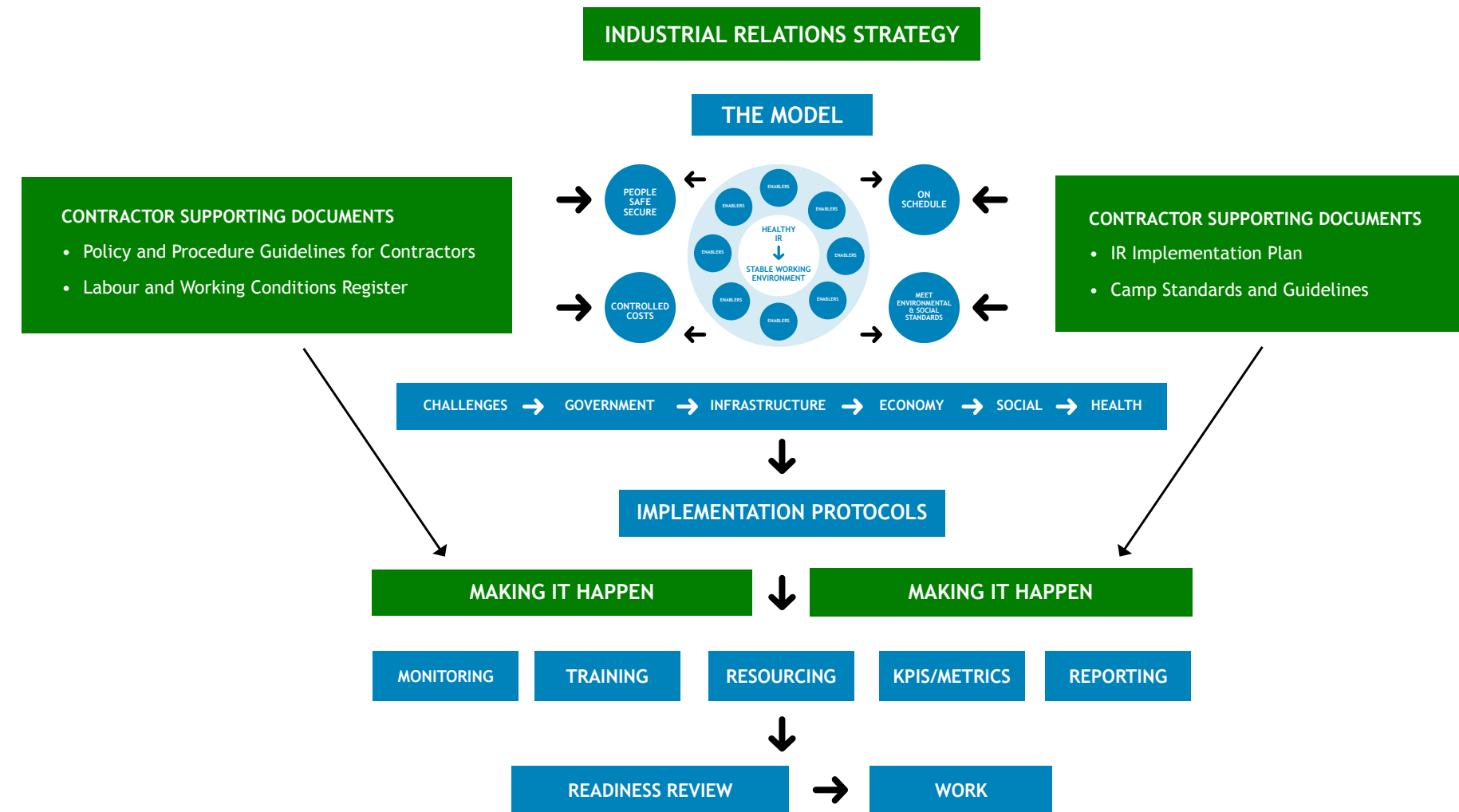
The IRMS comprises guidelines and minimum requirements that when implemented, enables contractors to have a consistent approach to labour and working conditions performance. The IRMS comprises the Project Industrial Relations Strategy, the Industrial Relations Guidelines for Contractors; Project Camp Standards and Guidelines; Camp Standards Register; Contractor Labour and Working Conditions Requirements Register; and Project Industrial Relations Implementation Plan.

The IRMS complies with the International Finance Corporation (IFC) Performance Standard 2: Labour and Working Conditions and is a system that has been developed and implemented on major industrial projects over the last 15 years. The core workers' rights of the ILO Declaration on Fundamental Principles and Rights at Work were fully integrated into the IRMS documents. The IRMS applies to all construction contractors delivering EACOP and was first implemented with Early Civil Works contractors in Tanzania and the Level 1 main contractors as they mobilised.

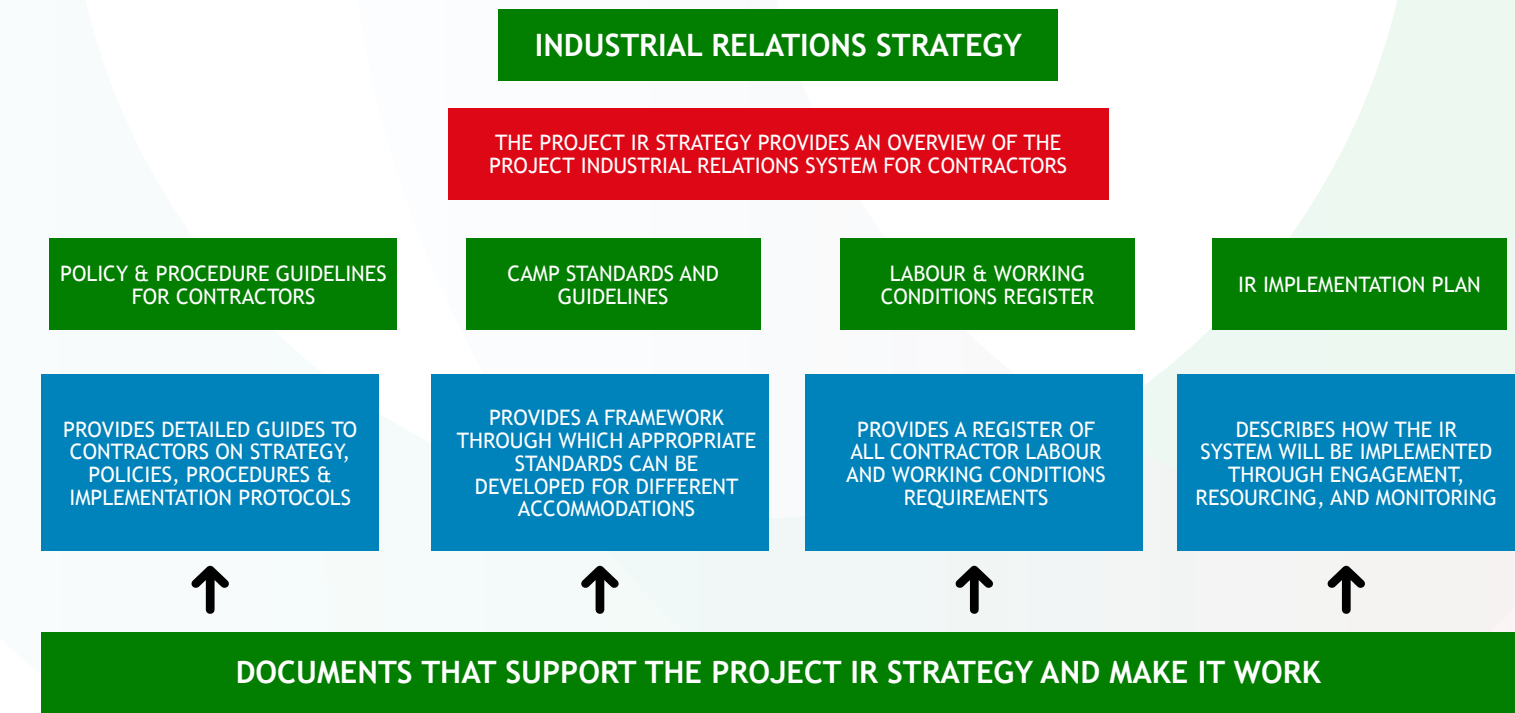




## INDUSTRIAL RELATIONS SYSTEM



*Since 2023, contractor implementation of the IRMS has required additional resourcing and maturing of management system performance tracking and performance reporting tools to capture increasing work sites as EACOP has moved into the main construction phase.*



From a workers' rights perspective, key actions included:

- Building capacity of contractors and sub-contractors on Project IRMS including policies, worker complaints and grievance mechanisms.
- Training 100% of contractor staff on EACOP human rights and workplace policies.
- EACOP's Industrial Relations team assurance of contractor performance, including timely and complete payments of salaries and allowances, implementation of worker grievance mechanisms, establishment of worker and camp committees.
- Encouraging female participation in unskilled and semi-skilled employment opportunities that prioritizes recruitment from communities most local to the work.
- Implementation of the pilot "Worker's Voice" survey that provides an anonymous platform to respond to key questions about the workforce recruitment and employment experience.

The IRMS has been reviewed by the LESC and was confirmed to comply with the requirements of IFC Performance Standard 2. Furthermore, EACOP had the opportunity to test and refine its Industrial Relations Management System (organization, roles, responsibilities, lines of communication and training) during early works construction in Tanzania. Now the IRMS has been scaled up to cover the 14 pipeline spreads and camps and EACOP's focus is turning to monitoring and engagement with contractors and sub-contractors to encourage continuous improvement in implementation of the IRMS and to require corrective actions where necessary.



# Worker's Voice Survey

EACOP was selected to pilot the “Worker’s Voice Survey”. Workers Voice is an anonymous, quarterly, high level survey focusing on a defined set of questions relating to the workforce experience with the recruitment process and employment experience. The survey results provide a high-level temperature check of the workforce feedback that is compared and validated against the detailed IR assurance activities.

The outcomes of the surveys are analysed by EACOP and shared with EACOP Package Managers and Contract Owners for discussion with the relevant contractors. The contractor, with EACOP support, is then responsible for sharing survey findings and supporting key messages around areas for improvement or improved performance with the workforce.

EACOP’s assurance of contractors’ industrial relations performance has identified various improvement areas. This assurance includes identification of anomalies in Contractor Labour Management Plan implementation; reported industrial relations incidents or events; worker complaints or grievances (including complaints received through EACOP toll free hotline and NAVEX tool); worker and camp committees; non-conformances observed by EACOP or raised via Health & Safety Observation Cards and site suggestion boxes.

Contractor industrial relations performance is discussed weekly with each contractor, and EACOP’s construction leadership and corrective action items are tracked to closure. Chronic non-performance or increased severity in industrial relations performance issues are elevated to management team meetings with contractor leadership. High risk or persistent industrial performance issues are presented at the Human Rights Steering Committee for awareness and discussion.


Current priorities include fully occupying all the construction camps and implementing the camp operations management plans; ensuring the effective functioning of worker and camp committees at all sites; supporting contractor oversight of sub-contractor labour management and working conditions with focus on salaries and allowance payments; and, reinforcing a workplace culture where industrial relations complaints are raised without fear of retaliation.


## SPEAK UP WITHOUT FEAR


Speaking up about concerns isn’t always easy, but it helps us address potentially harmful behavior. We don’t tolerate retaliation against anyone who speaks up. This means:

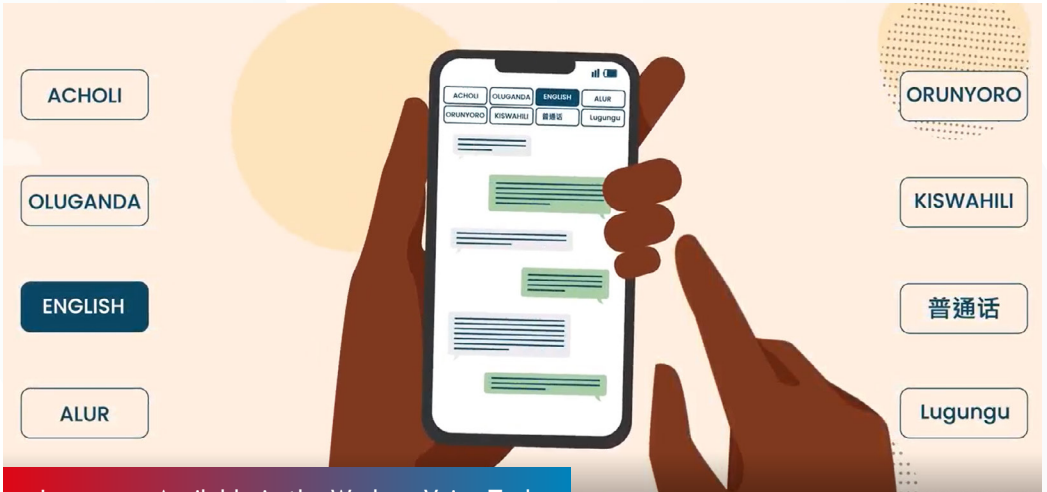
- No employee at any level may take action to punish or discourage an employee from speaking up or participating in an investigation.
- Retaliation could look like a pay cut, changes in shifts or locations, exclusion from meetings, demotion, termination or other negative acts.
- Any employee who engages in retaliation will be subject to disciplinary action.

If you see or experience retaliation of any kind, speak up immediately to your manager or another internal resource.

 eacopmobile.ethicspoint.com

 eacop.ethicspoint.com

 Tanzania - 0800 120 073  
Uganda - 0800 113 205



Languages Available in the Workers Voice Tool



## We want to hear from you!

Register to receive surveys about your workplace  
It is easy, **FREE** and anonymous!

To complete the registration process, please use one of the following channels



- Call the toll free 0800120059 number
- Answer a few questions to register



- Save the phone number +12892068473 to your contacts
- Send the keyword **START** to the number via Whatsapp
- Answer a few questions to register

You will need to enter your Location Code to start the survey

Informational poster about the Workers’ Voice Tool Processes



Training on Workers’ Rights at Site





## B. WOMEN'S RIGHTS

*Women's rights were prioritized as one of EACOP's main salient issues in the prior HRIA and HRDD reports, recognizing the unique challenges faced by women in project-affected areas and the oil and gas sector at large.*

The main recommendations of the HRDD Report related to completing the Gender & Inclusion Impact Assessments (GIAs) in Tanzania and Uganda; developing of a Gender & Inclusion Strategy in a participatory manner; and integrating relevant aspects into the Human Rights Action Plan to support gender-sensitive HRDD.

EACOP completed the GIAs in Tanzania and Uganda, developed a Gender & Inclusion Strategy and then adopted Gender Equality and Social Inclusion Policy in November 2023. This process involved extensive consultation with female (and male) stakeholders. The Gender Equality and Social Inclusion Policy commit to driving gender balance, participation, and women's leadership at all levels of the EACOP organization. The policy also extends to EACOP's enterprise development

activities, supply chain, and procurement, and to advocating gender equality in EACOP's broader community outreach activities. The implementation of the Gender Equality and Social Inclusion Policy follows a similar approach as for the Human Rights Policy whereby a cross-functional Gender Committee has been created to oversee the implementation of a specific Gender Action Plan. At the same time, key actions and progress related to women's rights are also reported to and tracked by the HRSC.

EACOP has integrated Gender within the Human Rights function to strengthen oversight and ensure consistent monitoring across both countries, recognizing it as a cross-cutting issue. In both Uganda and Tanzania, gender is monitored under the Human Rights team and is also mainstreamed across all functions and activities.

This integration ensures a strong gender focus within EACOP's human rights work, while also promoting a rights-based approach to gender initiatives.

EACOP fosters an equal-gender workplace environment and promotes the visibility and leadership of women. In this regard, it is putting in place a coaching and mentorship programme for female employees. It also is supporting the EACOP Women Initiative (EWI) to support and mentor young women in communities. EACOP has dedicated significant efforts to increasing female participation in stakeholder engagement activities, including through women's only meetings. EACOP supports awareness campaigns and training sessions for workers and community members about the prevention of Gender-Based Violence and Harassment (GBVH).





The EACOP Women's Initiative (EWI) conducted an outreach at Oyster Bay Secondary School in Dar es Salaam, Tanzania, mentoring 500 girls



EACOP Women's Initiative (EWI) outreach in Uganda supported 400 girls aged 10+ at Kisiita and Busanga Primary Schools with counselling and sanitary towels

## Prevention of Gender-Based Violence and Harassment

The following is an outline on some of the key actions that EACOP has taken to support awareness about the prevention of GBVH.

- Appropriate behaviour training has been provided for EACOP management and staff
- A dedicated Sexual Harassment Prevention Policy has been developed
- An online Sexual Harassment Prevention training module has been developed for the EACOP organization and will be rolled out in 2025
- Additional Sexual Harassment Prevention training is being planned for roll out to senior management, site-based managers and supervisors
- Support has been provided for GBVH awareness campaigns for affected communities, including a partnership with the Ministry of Gender in Uganda
- Support has been provided by the Gender and Inclusion Coordinator in Uganda for the resolution of GBVH cases through counselling, mediation and referrals to government

Furthermore, particular attention has been paid to safeguarding women's rights by ensuring their presence and involvement at key steps of the land acquisition and resettlement process.

Cultural constraints can make it difficult to ensure equitable management of resettlement compensation and benefits within households where the male head of household is the primary decision-maker.

Reports by the Lenders' Environmental and Social Consultant, highlight that socio-economic surveys with households involved engagement with both houses; a Vulnerable Household Register was created that considers factors related to gender and GBVH risks; land and asset surveys, disclosure of compensation values, entitlement briefings and signing of compensation agreements are undertaken jointly with both spouses; payment of compensation is made in a joint bank account; and, transitional support and livelihood restoration is structured to ensure female members of the households receive support rather than only the household head.





***EACOP has been proactive in encouraging contractors' recruitment of women. Contractors are required to have job advertisements that encourage women to apply for any position with clear statements about non-discrimination and equal pay.***

EACOP also encourages contractors to identify the numbers of women and Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples that they will seek to recruit. The selection processes are designed to be non-discriminatory: a ballot approach is implemented with separate ballot boxes for men and women.

Cultural constraints upon women's mobility, levels of educational attainment, household responsibilities and expectations are potential barriers to participation in the contractors' employment opportunities. "Time poverty" due to domestic responsibilities may discourage participation in the employment opportunities. To address these barriers, the engagement efforts to improve awareness of the opportunities and encourage household and community support for female participation in EACOP employment opportunities are important.

EACOP continues to prioritize attention to women's rights and gender equality and participation in the contractor workforce and communities. The key actions for the coming year are embodied in the Gender Action Plan and include:

Enhancing oversight of Gender Action Plan implementation by strengthening the Gender Committee's capacity through focused training aimed at clarifying roles and promoting gender-sensitivity; developing and validating more detailed KPIs and dashboards to facilitate the committee's oversight of progress, performance and areas for continuous improvement; and nominating Gender Champions at site level to assist in the effective implementation of the Gender Action Plan.

- Fostering a culture of respect and accountability across EACOP by providing specialized training on Sexual Harassment Prevention Strategies to contractors' human resources and social teams and other key personnel; developing a Sexual Harassment Prevention Committee and related Sexual Harassment Prevention Procedures to effectively address sensitive grievances; and reviewing and enhancing the communication strategy for addressing sexual harassment and inappropriate conduct across the EACOP organization and worksites.
- Gender Based Violence and Harassment (GBVH) and Sexual and Reproductive Health Rights (SRHR) awareness campaign with the support of third-party service providers in Uganda and Tanzania to support EACOP's GBVH and SRHR awareness campaign aimed at preventing and responding to gender related risks within the workforce and Project Affected Communities.







Women-Only meeting at Kasambya and Kyerimira Village in Kakumiro District Uganda



Livelihood Restoration Coordinator conducting Women-Only meeting at Loolera Village in Kiteto District, Tanzania



Vulnerability Officer conducting Women-Only meeting at Mugajwale Village in Bukoba District, Tanzania

## C. INFORMATION CONSULTATION

## AND

The right to information and consultation was included as a salient issue for EACOP in the prior HRIA and HRDD reports, particularly given the linear scope of EACOP and the large number of stakeholders affected by or interested in EACOP.<sup>2</sup>

The main recommendations of the HRDD Report related to ensuring EACOP's stakeholder engagement functions are sufficient for effective engagement with community members and civil society organizations, and that EACOP's and contractors' field teams have routine and consistent messaging—including on human rights aspects.

As confirmed by the Lenders' Environmental and Social Consultant, EACOP have developed Stakeholder Engagement Plans (SEPs) in both Uganda and Tanzania that meet or exceed the requirements of IFC Performance Standard 1. The following text box provides a reminder of the key principles that inform EACOP's approach to stakeholder engagement.

### EACOP Principles for Stakeholder Engagement

EACOP is committed to meaningful engagement with all its stakeholders based on the principles of participation, respect for human rights, non-discrimination, empowerment, transparency and

accountability. The following principles apply to EACOP and its Contractors ensuring that stakeholder engagement is:

- Open and Transparent: Information relevant to project activities will be as accessible and transparent as possible, providing stakeholders with a comprehensive understanding of project activities and how they are or may be affected by them.
- Based on Listening and Dialogue: Stakeholders will be invited and encouraged to actively engage with EACOP. Stakeholders will be listened to, their questions and concerns taken seriously, and responses provided in a timely manner.
- Empowering: Engagement should ensure stakeholders have an opportunity to share their perspectives. This will include informing them of what they can expect in terms of feedback and responses to their inputs.
- Proactive: The engagement process will provide information in advance of project related activities.
- Impact-focused: Engagement with communities affected by EACOP will be, whenever possible, focused around the potential and actual negative impacts and mitigation measures that may concern them.
- Safe: Steps will be taken by EACOP towards ensuring stakeholder engagement is free from manipulation, interference, coercion or intimidation and that participation in any form of engagement will be safe and without risk or fear for retaliation.

- Effective: Information and forms of engagement will be acceptable to and effective for the stakeholder for whose use they were intended, and will be accessible, legitimate and transparent.
- Appropriate: Different forms of engagement may be required for different kinds of stakeholders and for different purposes. Information provided to stakeholders will be provided in formats appropriate and accessible to the stakeholder concerned.
- Equal and Human Rights respectful: Everyone, without discrimination, will be afforded the right to participate on equal terms.
- Gender and culture sensitive: Engagement approach will include the need for and use of any special measures to ensure that marginalized or vulnerable individuals and groups are inclusively engaged.

Comprehensive stakeholder engagement records are maintained and demonstrate EACOP's efforts to engage with all relevant stakeholders including women and Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples, and other interest groups (e.g. farmers, fisherfolk, pastoralists, shopkeepers and traders, elderly, youths, artisanal miners, businesspeople, tourism operators, emergency service providers, community health practitioners, etc.). The specific attention to women and Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples support a rights-based approach to stakeholder engagement, as well as the management of EACOP's other salient human rights issues as discussed in sections elsewhere in the report.

<sup>2</sup> See HRIA 2018, section 10 and HRDD Report 2022, pp. 83-91.





At the end of 2024, EACOP had a substantial team dedicated to supporting stakeholder engagement, including Community Relations Coordinators and Community Liaison Officers. Furthermore, EACOP has worked hard with its contractors to ensure that they also have dedicated community relations staff.

EACOP supports and provides oversight to all contractor engagement with affected communities and relevant stakeholders. EACOP Community Relations Supervisors assure contractor social performance including their stakeholder engagement performance.

To support the stakeholder engagement efforts, EACOP continues to prepare information, education and communications materials (IEC) that provide clear, transparent and accessible information about EACOP—including in local languages. These include community newsletters and graphic brochures about key topics (e.g. related to EACOP's resettlement procedures and the community grievance mechanism).

*Quarterly engagements are also held with civil society organizations to openly discuss their concerns and to share updated project information. Recurring themes raised by civil society organizations during these meetings include land acquisition, gender equality, Human Rights Defenders (especially in Uganda), local job opportunities and benefits, as well as environmental and biodiversity. EACOP actively tracks this feedback and works with the experts in different departments to provide timely and accurate responses on specific issues raised.*



over  
**435,316**  
 Stakeholder engagement meetings  
 held 2023-2024



Community notice boards with IEC materials





EACOP attending CSO meeting in Tanzania

EACOP also responds to numerous petitions, letters and requests for information from national and international civil society organizations. Several visits to site have been organized in 2023 and 2024 for international journalists to ensure that the media have access to fact-based information in relation to the EACOP Project. Such visits have always included an opportunity for media to visit with local organizations, resettled households and community members. As part of EACOP’s broader engagement on human rights, EACOP has strengthened its collaboration

***EACOP will continue to implement robust and comprehensive Stakeholder Engagement Plans in Uganda and Tanzania with special attention to women, Vulnerable Ethnic Groups Self-identifying as Indigenous Peoples and stakeholders with interest in human rights. The key priorities for the coming year include developing and implementing strategies for safe engagement during national elections in Tanzania and Uganda; implementing new campaign on road safety, sexual and reproductive health rights; increasing the participation of civil society organizations in quarterly engagements; including more local officials in regional and district engagements; and registering issues and concerns as formal grievances to support follow-up and tracking.***

<sup>3</sup> Uganda adopted its National Action Plan on Business and Human Rights in 2021. The Tanzanian National Action Plan is still under development.



Deputy MD JB Hbumugisha Speaking at the second annual joint CSO conference 2024

with National Human Rights Institutions, including the Ugandan Human Rights Commission (UHRC) and the Commission on Human Rights and Good Governance (CHRAGG) in Tanzania. These are key human rights actors who are involved in the development and implementation of National Action Plans on Business and Human Rights—which are intended to advance the collaboration and performance of businesses on various human rights topics.<sup>3</sup>

## D. LAND AND RESETTLEMENT

Land and resettlement were included as a salient issue for EACOP in the prior HRIA and HRDD reports, particularly given the large number of people who have been economically or physically displaced by EACOP and the wide variety of human rights risks that are associated with resettlement activities.<sup>4</sup> The main recommendation of the HRDD Report related to the diligent implementation and monitoring of the Resettlement Action Plans (RAPs) and Livelihood Restoration Plans (Livelihood

Restoration Plans) in Tanzania and Uganda; sustaining EACOP’s efforts to provide information and to consult with affected people about the resettlement process; continuing to resolve all the grievances related resettlement process through the Community Grievance Management Procedure (including the escalation procedure where necessary); ensuring the effective monitoring and resourcing of the livelihood restoration programmes; and, ensuring that recommendations from the GIJA for women (and children or other vulnerable groups) are incorporated into EACOP’s resettlement and livelihood restoration activities.



<sup>4</sup> See HRIA 2018, section 8 and HRDD Report 2022, pp. 52-65.





As EACOP enters the main construction phase, most of the land acquisition, monetary compensation and replacement housing construction and handover have been completed. The focus has shifted towards the completion of transitional support and implementation of livelihood restoration programmes.

The following tables provide a snapshot of the progress on compensation and replacement housing at the end of 2024. The overall progress on compensation paid was at 98% in Uganda and 99% in Tanzania respectively, and 100% of the replacement houses handed over in both countries.

COMPENSATION	UG	TZ	TOTAL
Total number	3,762	9,927	13,689
Compensation agreements signed	3,730	9,863	13,593
Compensation paid	3,703	9,863	13,593

REPLACEMENT HOUSING	UG	TZ	TOTAL
Number of households	203	344	547
Number of replacement houses (*)	177	340	517
Replacement houses handed over	177	340	517

The replacement houses are well-furnished with essential amenities designed to support sustainable living. Each house is fitted with gutters to harvest rainwater, a water storage tank to ensure reliable access to clean water, and solar panels to provide an independent source of electricity. In addition, every unit includes a standalone pit latrine to improve sanitation and hygiene, as well as a separate kitchen structure to enhance safety and household functionality.



Photo of a replacement house in Uganda



EACOP has committed to conducting its resettlement activities in line with IFC Performance Standard 5, which provides additional safeguards and entitlements to Project Affected People (PAPs) that are typically available under national laws and regulations.

The ongoing implementation of these standards has been reviewed by the Lenders' Environmental and Social Consultant who concluded that EACOP has developed robust RAPs for Uganda and Tanzania, which included Good International Industry Practices such as provision of replacement houses and agricultural land; transitional support and vulnerability assistance; provision of an “uplift” in valuation rates and compensation to reflect the time that had elapsed since land and asset valuation surveys were completed and ensure that compensation met the requirements for Full Replacement Value. Moreover, a thorough livelihood baseline has been used to inform the livelihood restoration plans and vulnerability assessments have been undertaken and appropriate vulnerable assistance measures implemented.

From a human rights perspective, experience shows that cash compensation for land can sometimes lead to poor outcomes for people in the long-term. This is why international standards emphasize the importance of in-kind compensation for land and dwellings, as well as the provision of transitional and livelihood programmes ensure affected people restored or improved their livelihoods to pre-project levels.

As mentioned above, these measures provided by EACOP go beyond what is available for resettled people under Ugandan and Tanzanian law.

**EACOP's Transitional Support Services and Livelihood Restoration Support.**

- Affected people and households have received transitional support services for periods ranging from 6 to 18 months, depending on the level to which the household was impacted, the agricultural calendar and when their livelihood programme was started.
- Transitional support included a combination of food baskets and cash contributions.
- Affected people and households are participating in agricultural livelihood programmes, which involve support for agricultural inputs and training on farming techniques to increase crop yields and sustainability.
- Poultry, livestock husbandry, beekeeping, vocational training and enterprise development programmes have also commenced as other forms of livelihood support.

- Households with special needs or vulnerabilities receive targeted support and are regularly monitored.

Monitoring the welfare of vulnerable households is an important aspect of a rights-based approach. In this regard, over 30,000 welfare monitoring visits were conducted in 2024. These visits identified issues such as misuse of cash transfers, leading to adjustments to the transitional support that is provided to vulnerable households.

Broader monitoring and evaluation of the outcomes of the livelihood restoration programmes is important for EACOP to demonstrate that it has sufficiently restored and remediated the resettlement impacts on people and households. In this regard, EACOP has piloted a Livelihood Restoration Evaluation Tool that will be used across the pipeline. This monitoring and evaluation will be supplemented by ongoing independent monitoring by the Lenders' Environmental and Social Consultant and other independent experts.

In addition to its transitional support and livelihood restoration efforts, EACOP is working with both governments to confirm the modalities for community members to use some parts of the pipeline corridor for agriculture during the operational phase. While there will be some restrictions such as no planting of deep-rooted vegetation and erection of structures, this is a positive step towards greater productive use of land and support for community livelihoods. The LESC highlighted this as a “very good outcome” that provides a significant safety net for pipeline-displaced households and reduces potential impacts on long-term livelihoods.

EACOP monitors the challenges faced by affected households, including drought, flooding, crop destruction by livestock, misuse of agricultural inputs, and a lack of understanding of programme entitlements. To address these issues, EACOP has provided replacement inputs, encouraged proper use of resources, and improved communication with affected households through education and targeted outreach. These measures aim to enhance the effectiveness of livelihood programs and ensure better outcomes for future seasons.

Going forward, EACOP will ensure appropriate attention to and support for livelihood restoration programmes as part of EACOP's ongoing due diligence to the rights of affected people. In this regard, the key priorities for the next year are monitoring agricultural improvement programmes and harvest yields; launching poultry, livestock and bee-keeping programmes; continuing enterprise development training; and ongoing welfare monitoring through visits to affected households and tracking livelihood restoration results and vulnerability assessments.



## E. MARINE (TANZANIA) LIVELIHOODS

Marine livelihoods were included as a salient issue for EACOP in the prior HRIA and HRDD reports, given the complexity of potential cumulative impacts on the villages of Chongoleani and Putini from EACOP's Marine Storage Terminal (MST) and other industrial developments around the MST in Tanga. Furthermore, the export jetty will require a Marine Exclusion Zone (MEZ) for safety and security reasons, which will impact on the livelihood activities related to fishing and intertidal collection (“gleaning”). The main recommendation from the HRDD Report was the inclusion of human rights considerations in the forthcoming decision-making about MEZ in relation to access of fishers and gleaners and the management of any consequences this will have for marine livelihoods.

The challenges related to EACOP's livelihood restoration for Chongoleani and Putini continue to be recognized and prioritized by EACOP. As noted by the Lenders' Environmental and Social Consultant, EACOP

is implementing multi-faceted livelihood programmes including an extensive program of transitional support, terrestrial and marine livelihood programs, small business development, savings and loans groups linked to conservation activities.

EACOP is also in the process of purchasing together with TPDC agricultural land in Tanga City Council close to the Chongoleani Peninsula that will be allocated to households affected by the acquisition of land for the MTT. A specifically designed and dedicated livelihoods programme over 18 months will provide additional livelihoods and food security support. Following the development of the Cumulative Impacts Management and Monitoring Plan and Cumulative Impacts Management Strategy, EACOP is aiming to support the establishment of a Chongoleani Peninsula Cumulative Impacts working group to coordinate development activities and the management of impacts on Peninsula.

EACOP has also developed a roadmap for ensuring controlled access for fishers and gleaners under the jetty during operations but outside loading periods. This preferred approach is under discussions with the relevant government authorities, including the

Tanzania Ports Authority (TPA) and Tanzania Shipping Agencies Corporation (TASAC), as part of the Port Facilities Security Plan (PFSP).

Impacts during construction are mainly linked to noise during piling, restrictions for gleaners and fishers in the areas close to onshore and offshore construction activities and road safety risks due to movement of vehicles. These impacts are being managed through an extensive engagement program conducted by contractor and EACOP team members as well as transitional support targeting the most impacted groups and the Community Road Safety and Transport Management programmes.

EACOP will continue to work on the prevention and mitigation of current and future impacts and will actively promote an approach that respects human rights with the authorities and other responsible parties. In this regard, the key priorities for the coming year include: continued purchasing of replacement lands, implementation of kitchen gardening and agricultural improvement programmes for PAPs; and ongoing discussion about managing the social and human rights aspects of the MEZ.

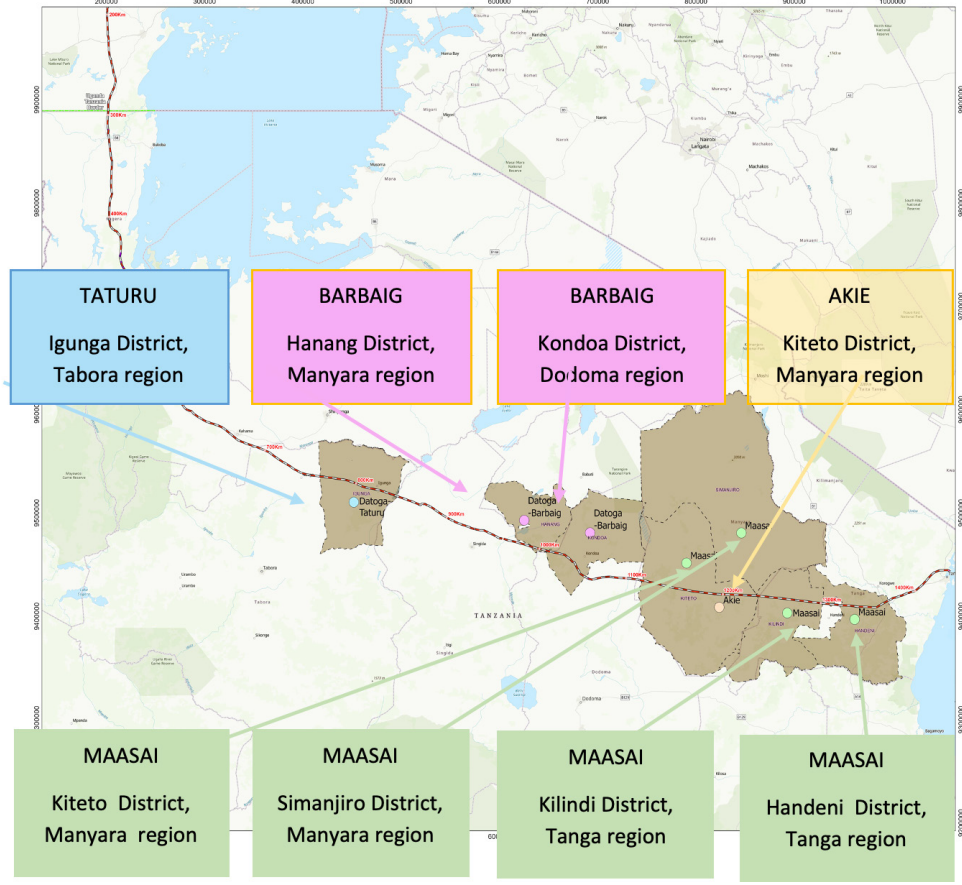




Photograph of the jetty in Tanga, Tanzania.

# F. VULNERABLE ETHNIC GROUPS SELF-IDENTIFYING AS INDIGENOUS PEOPLES (TANZANIA)

Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples were included as a salient issue for EACOP in the prior HRIA and HRDD reports, given the impacts of the pipeline on four groups in Tanzania that meet the international criteria for recognition as indigenous peoples. These are the Akie, Barabaig, Maasai and Taturu.<sup>5</sup>



<sup>5</sup> In Uganda, EACOP does not traverse any lands of ethnic groups that meet international definitions for indigenous peoples.

Based on standards for the rights of Indigenous Peoples , these groups have additional protections in terms of informed consultation and participation, culturally appropriate grievance mechanisms and opportunities to benefit from EACOP. Furthermore, Free Prior and Informed Consent (FPIC) is required when there are impacts on the traditional lands and sacred sites of these groups.<sup>6</sup>



Engagement with Vulnerable Ethnic groups Self-Identifying as Indigenous People

The main recommendations from the HRDD Report related to the diligent implementation of the EACOP Plan for Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples (EACOP Plan) that had been negotiated and signed by EACOP and the traditional leaders of these four groups in Tanzania.<sup>7</sup> In doing so, it was recommended that EACOP balance the pressure from traditional leaders to fast-track the Social Investment Programme with a rights-based approach that considers women and vulnerable groups in the communities and takes into account sustainability consideration; support a long-term vision for capacity-building; and, continue to advocate for increased participation of influential women in the traditional leaders workshops and continue to refine the techniques and protocols for culturally-appropriate engagement with women and youth at the community level.

<sup>6</sup> See HRIA 2018, Section 9 and HRDD Report 2022, pp. 68 to 76.  
<sup>7</sup> See EACOP Plan at: <https://www.eacop.com/fpic/#:~:text=The%20EACOP%20Plan%20for%20Vulnerable,these%20communities%20and%20expert%20advisers.>



The EACOP Plan continues to be implemented in accordance with the agreed terms in the plan, which include quarterly workshops with the traditional leaders and influential woman of the Akie, Barabaig, Maasai and Taturu. These quarterly workshops typically bring together over 100 traditional leaders and influential women for a 3-day session featuring information updates from EACOP and guest speakers on topics of relevance to the Vulnerable Ethnic Groups self-identifying

as Indigenous People. They also involve separate sessions between the traditional leaders, influential women and the NGOs and Advisors who are supporting the implementation of the EACOP Plan. Furthermore, in recent meetings, there has been additional emphasis on having separate meetings and feedback sessions to amplify the voices and contributions of the influential women in the workshops.



Quarterly Meetings with Traditional leaders in Arusha

In parallel, there is an ongoing process of information and consultation with the communities where the Vulnerable Ethnic Groups self-identifying as Indigenous People reside. These engagement sessions are led by EACOP's Community Relations Coordinators together with supporting NGOs and advisors. They share feedback from the quarterly workshops and provide village-level updates on EACOP activities and programmes. These engagements typically involve community meetings, along with separate focus groups with women and youth representatives.

CUMULATIVE MEETINGS FOR VULNERABLE ETHNIC GROUPS SELF-IDENTIFYING AS INDIGENOUS PEOPLES ENGAGEMENT (AS OF NOVEMBER 2024)				
	NUMBER OF MEETINGS	NUMBER OF PERSONS	NUMBER OF WOMEN	% FEMALE PARTICIPATION
MEETINGS WITH COMMUNITY MEMBERS	379	8,314	3,729	44.9%
MEETINGS WITH TRADITIONAL LEADERS	526	9,110	4,078	44.8%



FPIC Agreement signing with Taturu Community

In 2023 and 2024, EACOP supplemented the EACOP Plan with FPIC Agreements that document the consent of specific communities with Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples to EACOP's activities that affect their sacred sites and traditional lands. These FPIC Agreements include an agreement with the Taturu Community of Mwamayoka Street, Igunga District (March 2023) and an agreement with the Barabaig Community of Gorimba Village, Hanang District (January 2024). These follow a prior FPIC Agreement with the Akie Community of Napilikunya (July 2022).

The Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples communities have strong interest in the opportunities to benefit from EACOP in terms of job opportunities and social investments. EACOP continues to work with contractors to target Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples with dedicated recruitment and preferential selection for local job opportunities and has supported the participatory development of a dedicated Social Investment Programme with the support of local and international experts. EACOP has worked with Government of Tanzania to develop and roll-out a capacity-building initiative that provides access to Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples to government services such as national identification cards, birth certificates, land registration and GBVH counselling.



FPIC Agreement Document Bargaig Community



CAPACITY-BUILDING FOR VULNERABLE ETHNIC GROUPS SELF-IDENTIFYING AS INDIGENOUS PEOPLES						
District	TOTAL BENEFICIARIES	FEMALE BENEFICIARIES	% WOMEN	VULNERABLE ETHNIC GROUPS BENEFICIARIES	FEMALE VULNERABLE ETHNIC GROUPS BENEFICIARIES	% WOMEN
Hanang	2,639	1,136	43%	621	277	45%
Igunga	1,352	603	45%	649	232	36%
Kilindi	4,861	2,580	53%	2,649	1,450	55%
Kiteto	4,612	2,375	51%	3,502	1,890	54%
Handeni	3,118	1,805	58%	1,627	955	59%
Kondoa	1,998	887	44%	823	384	47%
Totals	18,580	9,386	51%	9,871	5,188	53%

*Part of the EACOP Plan involves participatory monitoring and continuous improvement of the implementation of the agreed activities. The first participatory review exercise was conducted in 2023-2024 by the Advisors and NGOs supporting the EACOP Plan and involved focus group discussions with traditional leaders, influential women, community members and government representatives.*

The outcome of the first participatory review has supported additional attention

on continuing to provide focus group discussions with women as a regular feature of the quarterly workshops; supporting each traditional leader and influential woman to conduct follow-up meetings at the community level after each quarterly workshop; preparing handouts with the key messages translated into Kiswahili from the guest speakers at the quarterly workshops to facilitate sharing of information back to the community level; and, inviting key EACOP contractors to participate in quarterly workshops to support awareness in the areas that they will be working. In addition, one of the key priorities for the implementation of the EACOP Plan will be the roll-out of the dedicated Social Investment Programme for Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples.



### G. ROAD SAFETY

Road safety was included as a salient issue for EACOP in the prior HRIA and HRDD reports, given the amount of vehicle movements will be required for the construction phase of EACOP. The main recommendation from the HRDD Report related to the diligent implementation of EACOP’s road safety policies with a strong focus on contractors and sub-contractors and the planning of road safety campaigns—including in terms of the most effective ways to target children.



To contribute to road safety, EACOP is implementing two key policies that are outlined in the table below.

COMMUNITY ROAD SAFETY MANAGEMENT PLAN	TRANSPORT MANAGEMENT PLAN
<p><b>Vehicle Inspections</b></p> <ul style="list-style-type: none"><li>○ Acceptance of the vehicle with general and additional specifications</li><li>○ Maintenance program as per manufacturer recommendations and technical inspection</li><li>○ Pre-use inspection and weekly checklist</li><li>○ On board equipment (e.g. first aid kit, fire extinguisher)</li><li>○ In Vehicle Managing System (IVMS) equipment and follow-up</li><li>○ On-board camera (filming inside and outside vehicle) and anti-fatigue camera equipment and follow-up</li><li>○ Insurance policy covering the risk incurred by driver, passenger and third parties</li></ul>	<p><b>Driver Training</b></p> <ul style="list-style-type: none"><li>○ Provision of driver training</li><li>○ Advanced training for company drivers</li><li>○ Special training for Heavy Vehicle</li></ul>
<p><b>Journey Management Plans (JMP)</b></p> <ul style="list-style-type: none"><li>○ JMP requirements (duration and mileage of trips)</li><li>○ JMP preparation and approval</li><li>○ Driving speed limits</li><li>○ Driving and duty hours, rest time</li><li>○ Road risk analysis</li><li>○ Driving in adverse conditions, including towing operation;</li><li>○ Vehicle loading;</li><li>○ Radio communication.</li><li>○ Specific instructions for cargo trucks road transportation requirements (convoy specificities, inspection, lashing)</li></ul>	<p><b>Road Safety Awareness Partnerships</b></p> <ul style="list-style-type: none"><li>○ In 2023-2024, a total of 231 events involving communities and schools that reached around 134,000 individuals reached with Tanzanian House of Talents</li><li>○ Uganda Health Promotion International also supported community road safety awareness sessions</li><li>○ Partnership with Amend in Tanzania to develop and implement community road safety activities targeting the most at risk and vulnerable community stakeholders.</li><li>○ Partnership with Safe Way Right Way in Uganda to support cooperation with the Ugandan Police on various initiatives, including speed management and traffic enforcement.</li></ul>

COMMUNITY ROAD SAFETY MANAGEMENT PLAN	TRANSPORT MANAGEMENT PLAN
<p><b>Driver Qualifications and Management</b></p> <ul style="list-style-type: none"><li>○ Screening and selection, experience validation</li><li>○ Induction and training</li><li>○ Medical requirements</li><li>○ Ability evaluation included IVMS follow-up</li><li>○ Time schedules and rest areas</li><li>○ Alcohol checks</li></ul>	<p><b>Emergency Response and Continuous Learning</b></p> <ul style="list-style-type: none"><li>○ Development of dedicated emergency response plans for Tanzania and Uganda</li><li>○ Implement a full “Return of Experience” programme to ensure lessons learned are incorporated from road safety observations or incidents, and that management plans are updated to reflect learnings</li></ul>

*There has been strong attention to partnerships with different organizations to organize community road safety campaigns that include schools and children. This helps to mitigate potential risks related to children’s rights. These community sessions also provide opportunities to discuss other community health and safety issues.*

**Going forward, EACOP is prioritizing continuous improvement of its road safety performance through actions in the three following areas:**

- EACOP will focus on training human resources responsible for implementing, managing, and utilizing core road safety systems. This includes comprehensive training for control room agents, managers and drivers on our road safety

systems; enhanced real-time vehicle monitoring and follow-up on identified events; deployment of a system for capturing and validating driver credentials and vehicle documentation; and implementing a driver scoring system.

- Plant (Systems and Infrastructure): EACOP will continue to strengthen technological infrastructure and data management for road safety across all contractors, including for driver credentials and vehicle data; fatigue monitoring cameras; sharing safety training materials; geo-fencing to monitor speeds across public roads, access roads and the pipeline Right of Way; and enhancing hands-free communications between the control room and drivers.
- Procedures (Governance & Operational Oversight): EACOP is actively implementing processes for driver onboarding, licensing, training, and vehicle certification; real-time dashboards for driver scores, incident trends, and compliance levels; vehicle audits; and data analysis to identify risk trends, training needs and guide targeted interventions.





Community Safety Training in Singida, Tanzania on Safety Signage Awareness



Meeting with Ndaoya Village Elders in Tanga, Tanzania to Promote Safety Signage Awareness

## H. INTERACTIONS WITH GOVERNMENT SECURITY FORCES

Interactions with Government Security Forces was included as a salient issue for EACOP in the prior HRIA and HRDD reports and was focused on the importance of implementing the Voluntary Principles on Security and Human Rights (VPSHR) in EACOP's interactions with public security forces in Uganda and Tanzania.<sup>8</sup> The main recommendations of the HRDD Report focused on completing the Security Memorandums of Understanding (MOUs) with the Governments of Uganda and

Tanzania; following up on the prior VPSHR Risk Assessments conducted by EACOP; and engaging with communities about EACOP's security arrangements, VPSHR commitments and grievance mechanisms for potential incidents of misconduct by security forces.

The Security MOUs were signed by the Ugandan and Tanzanian governments. These MOUs elaborate on human rights standards, roles and responsibilities, codes of conduct and other matters. As noted by the Lenders' Environmental and Social Consultant, these MOUs provide important protections for affected communities and demonstrate that the Governments of Uganda and Tanzania are committed to upholding human rights.

<sup>8</sup> See HRIA 2018, section 16 and HRDD Report 2022 at pp. 29-34.





These MOUs also permit EACOP to support VPSHR training programmes with the support of external experts.



Other priorities for the VPSHR include implementing the Host Government Agreement security committee and liaison team for Tanzania. This has already been implemented in Uganda. EACOP will also define the level of support and coordination required for Government Security Forces for operational phase in both Tanzania and Uganda.

EACOP will also review and update the VPSHR Risk Assessment for Tanzania and issue a VPSHR Management Plan.

# I. GRIEVANCE MECHANISMS

EACOP prioritizes grievance mechanisms as a cross-cutting theme across all its salient human rights issues. Grievance mechanisms allow EACOP to address issues proactively and to provide or contribute to remedy where necessary. Therefore, EACOP has continued to build awareness and promote the use of a variety of grievance mechanisms for EACOP's workforce and for communities.

In addition to these formal grievance mechanisms, we have supported other initiatives like the Workers' Voice Tool that provide contractor workers with an additional channel to provide feedback and raise issues about working condition through regular surveys administered on mobile phones.

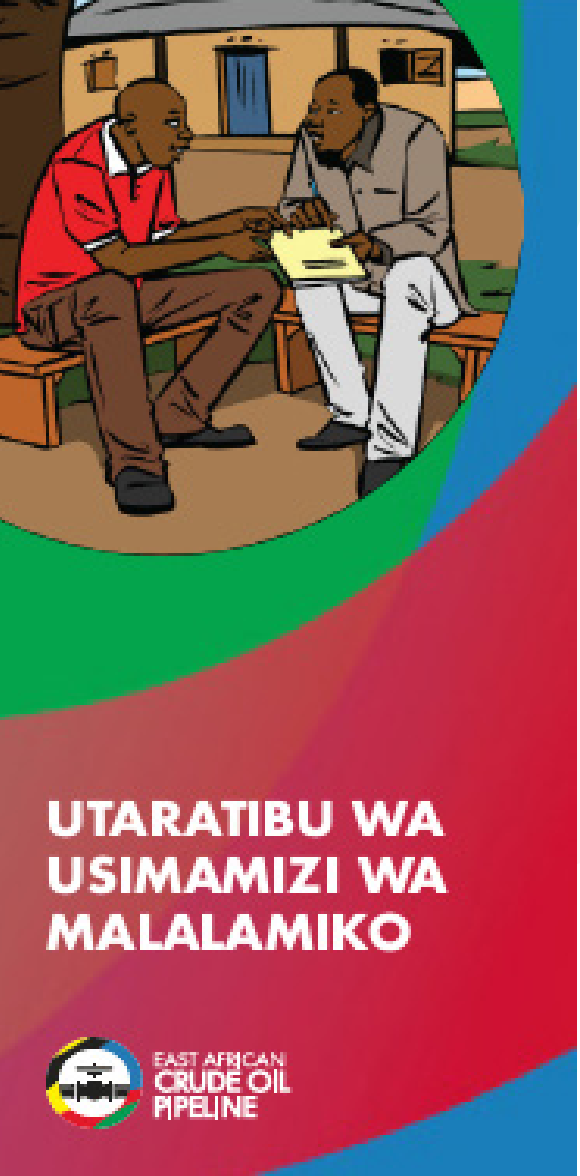
Going forward, EACOP will continue its efforts to promote the different grievance mechanisms with their intended users and to support the effective resolution of all grievances. This will include targeted awareness-raising with women, Vulnerable Ethnic Groups Self-Identifying as Indigenous Peoples and contractor workers to promote the relevant grievance mechanism(s) for them to raise grievances safely, including for sensitive issues. Furthermore, EACOP's Human Rights Team and Human Rights Steering Committee will regularly review grievance information to assess overall trends and specific grievances that have human rights implications.



Grievance brochure in Runyankore, Runyoro, Luganda, English and Swahili



## THE GRIEVANCE MANAGEMENT PROCEDURE





The following graphics provide a snapshot of how the different EACOP grievance mechanisms have been used in 2023-2024, notably in terms of the numbers of grievances received and resolved through each mechanism.



**EAST AFRICAN  
CRUDE OIL  
PIPELINE**



**SPEAK UP**  
WE'LL LISTEN

**DO YOU HAVE ANY GRIEVANCE  
WITH THE PROJECT?  
LET'S FIND A SOLUTION.**



**SUBMIT YOUR GRIEVANCE**

TOLL-FREE LINE **0800 216 000** EMAIL [grievances.ug@eacop.com](mailto:grievances.ug@eacop.com)

The following graphic provides a high-level overview of the different grievance mechanisms that EACOP has developed for key stakeholder groups.




**GRIEVANCE MECHANISMS**

**EACOP COMMUNITY GRIEVANCE MECHANISM**

**SUBMIT YOUR GRIEVANCES**  
Toll Free: (UG) 0800 216 000 (TZ)-0800 780 068  
Email UG: [grievanes.ug@eacop.com](mailto:grievanes.ug@eacop.com), TZ: [malamiko@eacop.com](mailto:malamiko@eacop.com)

**EACOP WORKER GRIEVANCE MECHANISM**



**CONTRACTOR WORKER GRIEVANCE MECHANISM**

**WHISTLEBLOWING TOOL**  
**NAVEX®**

**ACCESSIBLE TO ALL STAKEHOLDERS**  
Toll Line: UG-0800 280 983, TZ-000 120 073  
or [Eacop.ethicspoint.com](http://Eacop.ethicspoint.com)





Grievance sensitization campaign





J. SOCIAL ECONOMIC INVESTMENT AND CORPORATE SOCIAL RESPONSIBILITY (SEI/CSR)

EACOP is dedicated to advancing Uganda’s sustainable development by creating shared value through initiatives that improve the socio-economic and environmental well-being of host communities, ensuring a lasting positive impact.

EACOP is implementing its Sustainability Policy through deliberate Social Economic Investment (SEI) initiatives. These SEI initiatives are being implemented under five key pillars:



Future Generation



Water Solution



Community Health and Safety



Sustainable Energy



Environment

Through Social Economic Investment, EACOP is accountable to society, stakeholders and the public, enhancing the social license to operate. All this is executed in accordance with the IFC standards and in fulfillment of the UN Sustainable Development Goals (SDGs).

In the year 2024, EACOP focused on provision of water solutions & the environment.



Water Solutions

Access to clean and safe water remains a pressing challenge in Uganda. While progress has been made, too many families, especially in rural areas, still spend long hours fetching water, and in some cases, from unsafe sources. Clean water is more than just a basic need - it is the foundation for better health, productivity, education, and dignity.

In a significant step towards alleviating water scarcity, the East African Crude Oil Pipeline (EACOP) Ltd. has constructed 15 new boreholes, rehabilitated 22, & installed 14 water harvesting tanks in the communities along the pipeline route. This initiative has provided clean and safe water to approximately 3,600 people across 600 households, marking a major milestone in rural water access.

These water solutions align with Uganda’s National Development Plan III (NDPIII) 2020-2025, which emphasizes health, safety, and increased access to clean water. This initiative further supports the government’s goal of boosting rural safe water supply coverage from 70% to 85%, with an ultimate target of 100% in urban areas.





## Environment

EACOP has combined efforts with the Ministry of Water and Environment to combat deforestation and restore Uganda's diminishing tree cover, under the Running Out of Trees (ROOTs) campaign. This initiative aims to plant 200 million trees over five years, with a target of 40 million trees annually symbolizing a tree for every Ugandan. EACOP has pledged to plant 130,000 indigenous trees along the pipeline route and so far, 130,660 trees have been planted.

The ROOTs campaign highlights the power of public private partnerships in tackling environmental challenges. By actively participating, EACOP is playing a crucial role in restoring Uganda's natural ecosystems, curbing deforestation, and strengthening community livelihoods through a healthier environment.



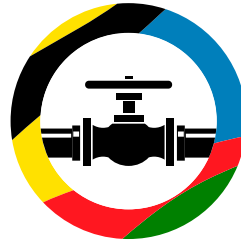




“It is our collective responsibility to **respect** human rights in every step of the business. Together, we can uphold individual’s dignity while treating everyone **fairly and equally.**”







## EAST AFRICAN CRUDE OIL PIPELINE

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