Appendix B2

Records of Scoping Engagement
Federal Engagement
Subject/Ref: Meeting with Federal Ministry of Mines – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue: Ministry of Mines

Date of Meeting: 3 March 2014

Present: Refer to attendance register

Distribution: All in attendance; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

Date: 7 March 2014

Objective of the Meeting:

This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the Ministry of Mines. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition, the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Present information on the proposed Project, the ESIA process and the stakeholder engagement process.
3. Present and discuss the outcomes of the draft Scoping Report.
4. Gather any comments and feedback.
5. Discuss any aspects of the Project and ESIA process in more detail where necessary.
Comments Raised:

Comments

- Enatfanta thanked ERM, TS and Yara Dallol BV for their time.
- It was confirmed that no new regulations exist as result of the change in the new restructuring of Ministries. Furthermore it was confirmed that delegation to the Ministry of Mines will continue.
- Addressing the Woreda and impacted communities is key. Engagement should be focused on this level.
- Furthermore engagement at the local level should focus on verbal communication rather than just providing written information.
- The representatives than thanked the ERM team for making contact with the Ministry, and made note of their previous work conducted.
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<th>First name</th>
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<th>Organization / Settlement Name</th>
<th>Position</th>
<th>Telephone Numbers</th>
<th>Email Address</th>
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<tbody>
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Subject/Ref
Meeting with Federal Ministry of Environmental Protection and Forestry – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue
Ministry of Environmental Protection and Forestry

Date of Meeting
3 March 2014

Present
Refer to attendance register

Distribution
All in attendance; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkabela

Date
7 March 2014

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<td>• Such projects are good for supporting the economic development of the country; however sustainability of water resources needs to be considered as the proposed Project has high water requirements.</td>
<td>Studies are currently being conducted for water resources which will confirm project water requirements, as well as whether there is sufficient water to sustain both the project and not cause negative impacts to water users in the area. Noted – it was confirmed that there will be 3 rounds of stakeholder engagement, and the stakeholder engagement team are open to receiving feedback throughout the ESIA process. Confirmed that the proposed Project started in 2010, and this involved early studies to support exploration activities. The current ESIA is being conducted according the Ethiopian legislative requirements, and the process has been confirmed with the Ministry of Mines. An earlier ESIA process was also conducted working with Mekele University. Noted An outline of the specialist baseline studies and timeframes for these being conducted was</td>
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<td>• It is very important to engage with stakeholders, and this should be continued.</td>
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<td>• When was the proposed Project started? And has an ESIA not been done for the pre-feasibility activities?</td>
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<td>• The ESIA should be comprehensive on social and cultural issues. Baseline data collection is the key phase, as this will identify and evaluate impacts. How is baseline data collection going to be conducted? The baseline also needs to consider both qualitative and quantitative information.</td>
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• A review of current legislation and policy documents is required in light of the project context. The relevant legislation should be reviewed and analysed not just a 'copy and paste' from other documents, as there are many EIA reports out there.

• Dallol Woreda is a sensitive area environmentally; therefore your mitigation measures should be developed early on in the process, and thoroughly assessed. They need to be detailed and specific.

• The archaeological and cultural heritage aspects also need to be considered.

• The mechanisms for stakeholder engagement should be documented in the Draft Scoping Report. For instance not all stakeholders will have access to the internet, therefore the report should document how these types of stakeholders have been engaged with.

• Stakeholder engagement at the grassroots level is very important, and stakeholders need to be actively engaged.

• What will be the Project contributions to the surrounding area and local people? The Scoping Report and Impact Assessment Report should detail how the Project will positively contribute to the local area.

• The Environmental and Social Management Plan (ESMP) needs to be specific. For instance many ESMPs are high-level documents that don’t specify costs, roles and responsibilities, timeframes, monitoring etc.

• Numerous other ESIAs completed in Ethiopia where monitoring is clearly lacking, so
this is a recommendation that is important for this ESIA.

- Furthermore mitigation measures need to be practical, not theoretical.

- Will a separate ESIA be conducted for the processing plant? It is recommended that the processing plant is assessed separately as it will have different impacts to the mining process.

- The cumulative impacts of the project need to be considered carefully.

Plans (including sub-plans) was confirmed. It was noted that detailed Management Plans are a recommendation from the MoEF. It was confirmed that 1 ESIA will be conducted for the mine and associated facilities. However that the report will clearly assess different components of the mine separately as well as looking the cumulative impacts. Noted – confirmed that the cumulative assessment is important in light of the other projects in the area.
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This minute serves as the record of the workshop held between Yara Dallol BV, ERM, TS Environmental Technology and the Ministry of Culture and Tourism together with a selection of tourism operators. The objective of the workshop was to provide information on the ESIA process, and the proposed Yara Dallol Potash Project, as well as discuss the outcomes of the Draft Scoping Report. The workshop provided a forum through which stakeholders could ask questions and provide feedback.

Agenda

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<td>Will water requirements be more intensive for the solution mining process or for the processing plant?</td>
<td>The client responded that this would be confirmed during the hydrological studies that are being conducted.</td>
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<tr>
<td>What other companies are operating in the area, and have ERM learnt from this?</td>
<td>ERM confirmed that there are other companies working in the Danakil. And although each project is independent from each other, there are learnings that can be taken from working in the area.</td>
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<td>What measures will be put in place to manage any potential impacts to cultural heritage? Furthermore the area is key for archaeological and cultural heritage resources, so work must be done to establish a buffer zone in which development cannot occur. For instance important cultural heritage locations such as Ashe Ale, Mount Dallol and Lake Assale.</td>
<td>The archaeological and cultural heritage studies will work to identify any potential impacts that may occur as a result of the proposed Project in addition to measures to protect, avoid and / or reduce any negative impacts.</td>
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<tr>
<td>Is there any collaboration with the Authority for Research and Conservation of Cultural Heritage (ARCCH), and have they been engaged as part of this process?</td>
<td>The ARCCH has been identified and engaged as a key stakeholder in the ESIA process. Furthermore an expert from ARCCH is working as a specialist in the ESIA.</td>
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<td>How will the production of waste be managed onsite?</td>
<td>The potential waste streams that may be generated from the proposed Project will be identified through the ESIA, as well as how waste will be managed. Preliminary details are also included in the Draft Scoping Report.</td>
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<tr>
<td>The proposed potash project is situated in an area that is considered important due to Mount Dallol. How can there be no change to this area? Any projects working in the area will cause direct or indirect changes to the environment and culture of the area.</td>
<td>At this point it cannot be confirmed what types of changes will occur, however we are in the process of identifying the potential changes including any visual impacts that may occur. As far possible measures will be developed to avoid and / or reduce negative impacts to the area, however it is also important to acknowledge the overall development that is occurring in the area.</td>
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<tr>
<td>Furthermore for larger infrastructure such as the proposed processing plant and roads, will these not be visible from viewing points on top of Mount Dallol?</td>
<td>The client responded that currently healthcare facilities are being provided to the local communities.</td>
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<td>If there are any plans to construct healthcare facilities for the proposed Project, will these also be available for the local communities?</td>
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• Allana Potash drives trucks and vehicles through Hamad Ela. The number and speed at which these vehicles pass through Hamad Ela has increased, and tourists are complaining about this increased disturbance. This issue is going to increase if there are other companies operating in the area.

• Is the reverse process not being done? You are first looking for and confirming whether there is potash, and then you are doing studies. This looks like a process driven by investment and financial motives. Furthermore it looks like a lot of money has already been invested in the process, so why would a decision now be made to stop the project?

• We have a shortage of capacity in government, and therefore it is difficult to monitor and assess the development that is happening in our country.

• The key challenge is how to fill the gap between mitigation measures that are developed, and implementation of these measures. For instance I am sure that recommendations were provided for Allana but they are not doing anything about it.

• Hamad Ela is the centre for the camel caravans, and is also the transit point between Dallol, Berahale and Erte Ale. It is also an important location for tourists.

• The proposed Project will affect tourism both directly and indirectly. Modernisation will cause change in the area impacting on the area, in particular the artisanal salt trade and the use of the camels. The overall development and change in the area is what we are most concerned about, and the lack of protection of tourist’s attractions.

population during emergency situations. Should the proposed Project proceed into operations it is anticipated that Yara will look into community development initiatives, however the opportunity and capacity for this needs to be assessed. Noted – the ESIA will look to provide measures to Yara that will aim to avoid / and or reduce potential disturbance and accidents resulting from increased vehicles in the area. It was confirmed that in fact this is the correct stage at which the ESIA needs to be conducted according to Ethiopian legislation. In addition it was confirmed that although investment has been made this is has been for the exploration stage with the core objective of confirming the feasibility of the project. Further substantial investment will be made should the proposed Project proceed, however the ESIA is key in determining how and whether the proposed Project can proceed.

Noted – it was identified that this is a valid and pertinent comment. Furthermore it was confirmed that although ERM is responsible for developing the mitigation and recommendation measures for the client, ultimately the client is responsible for implementing these measures.

Noted – it was confirmed that Hamad Ela has been identified as an important location in the overall area. Protection of tourist sites. Ultimately there will be changes to the area either directly or indirectly from proposed Projects working in the area, however objective of the ESIA is to identify measures to avoid or
• Recommendation for Ethiopia and Addis Ababa Tour Association to become involved in the next round of the ESIA engagement process. This was noted.
### attendance register

<table>
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<tr>
<th>First name</th>
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<tbody>
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<td>• The Forum for the Environment currently does not have the technical expertise to provide detailed technical comments on our DSR. Furthermore, the Forum for the Environment does not have representation in the Afar National Regional State.</td>
<td>Noted - however, it would still be good for the Forum for the Environment to review (at a high level) the DSR and further reports and provide us with any high level feedback they may have – all feedback is good feedback.</td>
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<td>• It is good that the ERM and TS Environmental teams have engaged with stakeholders at an early stage of the process.</td>
<td>Noted</td>
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<td>• Most of the ESIA’s in Ethiopia haven’t been strong; however, the DSR appears to be a solid report.</td>
<td>Noted</td>
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| **Ministry of Mines** | |}
| The pollution and processing impacts need to be considered. Mention of accidental spills and leakages, as well as potential air emissions. | Confirmed that studies will be conducted as part of the ESIA to identify any potential pollution impacts and how these will be managed. |
| Will there be any resettlement that is required for the proposed Project? | Identified that it is not anticipated that physical resettlement is required for the proposed Project. However Current activities that are contributing to overall development of the area and local communities were outlined. In addition the CDP will form part of the ESIA process which will be submitted to government when completed. |
| Does Yara have any plans to conduct Community Development Projects? | Yes – this will form part of the social studies during the ESIA process. |
| Dallol is an archaeological hot-spot in the Study Area – will this be included? | |
| **Ministry of Water Resources** | |}
| The large requirement of water for the solution mining process, as well as the overall construction and operation of the proposed Project presents a considerable risk in terms of lowering of groundwater resources. How are you considering this and the potential secondary impacts from decline in water resources such as impacts to vegetation, local community users etc.? | Open cast mining will have more impacts – for solution mining for SOP it requires a solvent and the most cost effective solvent is water. Water is a common resource in the area that will be demanded by water users in the area. Yara is carrying out further investigations for water with MWH. For water effects on biodiversity, this will be taken into account in the ESIA study. Water, biodiversity and social impacts are interconnected and will be considered in a holistic manner in the ESIA process. |
| There will be several evaporation ponds, not only form this proposed Project but from other projects in the area. What effect will this have on the local climate and will there climate change impacts that need to be considered? | The effects on climate change will be assessed as part of the ESIA process. |
| The ESIA should include regional and cumulative effects of not only this company working in the area, but the other companies working in the area. The ESIA needs to be holistic. | A cumulative impacts section will be included in the Impact Assessment Report which will take into consideration other companies operating in the area. The bidding process was a |
consultant – how were they chosen? competitive process. This involved rigorous assessment of all those that applied.

Ministry of Culture and Tourism

- The source of water is very limited in the Project Area. Surely, the consumption of water will impact on water users.

| Solution mining will require large amounts of water. For 600,000 tons of potash per annum, 10 - 15 million tons of water will be required per annum to support this. The solution mining process can use brackish water; however, the processing plant and offices etc. will require fresh water. The Ministry of Water has carried out a study for the region; however, Yara will also be carrying out further studies to confirm and strengthen these results. This will also be taken into account in the ESIA. In terms of risk – the geotechnical, seismic risks will be taken into account during the mine design and planning (risks of the environment onto the proposed Project). The proposed Project will also look at environmental and socio-economic risks (i.e. - risks of the project onto the environment). This project is SOP potash Project and not a KCl potash Project. The SOP is a niche market (small percentage of the potash market - about 5%). A larger part of the production is intended for export. SOP will fetch more in terms of export so will benefit Ethiopia. This project is also part of the GDP for government and will support this. The Community Development Plan will identify the needs in the area and also what other companies are doing. The area will also develop and require further goods and services in the area. One of the social management plans will look at community development and recommendations will be provided in terms of training, skills development etc. |

- The area is full of risk – what will be done to minimise the risk in the area? Also, will the proposed Project help clean up the area?

- What will be the benefit to the Ethiopian people if all of the product is shipped off to Djibouti?

- The overall social development of the area must be considered in the ESIA process, and more importantly by the project component.
Help has also been provided to the community from the start of the project in 2010 (employment, roads, mobile networks etc.). Long term commitments will also be put in place as part of the feasibility studies.
<table>
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<tr>
<th>First name</th>
<th>Second name (surname)</th>
<th>Organization / Settlement Name</th>
<th>Position</th>
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<td>Dieter</td>
<td>Rodenold</td>
<td>ERM</td>
<td>PM</td>
<td>12731767208</td>
<td><a href="mailto:dieter.rodenold@erm.com">dieter.rodenold@erm.com</a></td>
</tr>
<tr>
<td>Sanjay</td>
<td>Rathore</td>
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<td>975191534489</td>
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</tr>
<tr>
<td>Ashish</td>
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<td>ashikag@<a href="mailto:agarwal@yara.com">agarwal@yara.com</a></td>
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<tr>
<td>Gashaw</td>
<td>Tedsa</td>
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<td>Proj. Exp.</td>
<td>0911772089</td>
<td><a href="mailto:gabahuatetola@rocketmail.com">gabahuatetola@rocketmail.com</a></td>
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<td>Getnet</td>
<td>Yigzaw</td>
<td>MOCFT</td>
<td>T.F.S. Exp.</td>
<td>0912648624</td>
<td><a href="mailto:getch-fasil@yaho.co">getch-fasil@yaho.co</a></td>
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<tr>
<td>Enderto</td>
<td>melaw</td>
<td>MOAD</td>
<td>Director ECDD</td>
<td>0911379013</td>
<td><a href="mailto:endifer2003@gmail.com">endifer2003@gmail.com</a></td>
</tr>
<tr>
<td>Samuel</td>
<td>Gobena</td>
<td>MOM</td>
<td>Expert ECDD</td>
<td>0911874266</td>
<td><a href="mailto:sami876@gmail.com">sami876@gmail.com</a></td>
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<td>Holinjer</td>
<td>0911319524</td>
<td><a href="mailto:belayyosepd@gmail.com">belayyosepd@gmail.com</a></td>
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<tr>
<td>Tesfa</td>
<td>Tadesse</td>
<td>MOWIE</td>
<td>Director</td>
<td>0911688676</td>
<td><a href="mailto:tutesfuye@gmail.com">tutesfuye@gmail.com</a></td>
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<tr>
<td>Zewdu</td>
<td>Seifu</td>
<td>MOWIE</td>
<td>Senior Expert</td>
<td>091137298</td>
<td><a href="mailto:zedo01002@yahoo.com">zedo01002@yahoo.com</a></td>
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<td>Kifle</td>
<td>Alemayehu</td>
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<td>0911348772</td>
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<tr>
<td>Samuel</td>
<td>Halin</td>
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<td>My Dire</td>
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<tr>
<td>Ali</td>
<td>Hoze</td>
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<td>0811610392</td>
<td><a href="mailto:hmkhaba@yahoo.com">hmkhaba@yahoo.com</a></td>
</tr>
</tbody>
</table>
This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the Ethiopian Wildlife Conservation Authority. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

**Agenda**

The agenda of the meeting was as follows:

1. Thank participants for their time.
2. Present information on the proposed Project, the ESIA process and the stakeholder engagement process.
3. Present and discuss the outcomes of the draft Scoping Report.
4. Gather any comments and feedback.
5. Discuss any aspects of the Project and ESIA process in more detail where necessary.
### Comments Raised:

<table>
<thead>
<tr>
<th>Comments</th>
<th>Response</th>
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<tbody>
<tr>
<td>What will the impacts be as a result of water demand by the proposed Project?</td>
<td>In order to mine approx. 600 K tons of potash per year that approx. 10 to 15 million cubic meters of water will be required. The ESIA process will assess impacts of the project on the hydrological environment as well as interrelated social and biodiversity impacts.</td>
</tr>
<tr>
<td>EWCA is a key stakeholder in the ESIA process</td>
<td>Noted. This is the reason why the team are here today and why we have presented you with a hard copy of the DSR. The EWCA is recognised as a key stakeholder throughout the ESIA process and we urge that the EWCA participate in the process and provide us with feedback.</td>
</tr>
<tr>
<td>You are the same consultants that were involved in the Allana Project.</td>
<td>Explained that the team were involved and that this is a different company and a different potash mining project. Also explained that the Allana report and engagement process has nothing to do with the process we are currently undertaking for Yara. Noted - thank you.</td>
</tr>
<tr>
<td>The EWCA needs to put one of their internal resources in charge of providing some good technical feedback with respect to our ESIA process.</td>
<td>Noted - as part of the ESIA process a detailed terrestrial ecology study will be...</td>
</tr>
<tr>
<td>The African Wild Ass was noted as a key species of concern</td>
<td></td>
</tr>
</tbody>
</table>
• There is a research team that is based in the EWCA that has an intimate knowledge of the area in which the project is proposed. These people should be used in the studies.

undertaken. Noted - thank you. It would be good if these individuals could review our draft reports and provide us with feedback with respect to our studies. Noted - this is noted by Yara and will be considered in the social studies. Noted.

• Locals should benefit from the project – this is a very important aspect.

• In-migration of people into the Project area could result in increased poaching and illegal harvesting of plants. This needs to be managed in conformance with the laws of the country.

Questions Asked by the ESIA Team:

• Asked about the Afar National Park and whether there had been any further development in this regard.

The park is still in a proposal phase and there has been no further development in this regard. The EWCA will inform ERM should there be any further developments. Dr. Abebe Getahun from the University of Addis Ababa has done a lot of research of the killifish in the Danakil Depression.

• ERM noted highlighted that the presence of Killifish is one of the more major biological sensitivities identified.
## ATTENDANCE REGISTER

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<td>Daer</td>
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<td>PN</td>
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<td>Ashish</td>
<td>ACAAPPAL</td>
<td>YARA</td>
<td>MANAGER</td>
<td>0751911524496</td>
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<tr>
<td>Fannuel</td>
<td>Kebede</td>
<td>ETICA</td>
<td>Technical Advisor</td>
<td>091174816</td>
<td>F ann uel . keb e de 699m . com</td>
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<tr>
<td>Samuel</td>
<td>Haile</td>
<td>Ts Env.</td>
<td></td>
<td>075191153167</td>
<td>S a m u e l 7 y @ y a h oo . c om</td>
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Subject/Ref: Meeting with Ethiopian Biodiversity Research Institute – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue: Ethiopian Biodiversity Research Institute

Date of Meeting: 4 March 2014

Present: Refer to attendance register

Distribution: All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

Date: 8 March 2014

This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the Ethiopian Biodiversity Research Institute (EBRI). The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Present information on the proposed Project, the ESIA process and the stakeholder engagement process.
3. Present and discuss the outcomes of the draft Scoping Report.
4. Gather any comments and feedback.
5. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

Prior to the meeting commencing ERM stressed that given that all attendees were mycologists, bacteriologists, etc. that the attendees need to communicate the meeting with other members of the EBRI – especially the Deputy Director and terrestrial and aquatic researchers.

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>RESPONSE</th>
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</table>
| - It’s great to see this level of study being undertaken in Ethiopia.  
- Why is it that the ERM team did not deal with the deputy director? | Noted  
A meeting was setup with the deputy director; however, we have become to realise (coming here today) that he is not available to meet with us.  
It was explained that an early site screening assessment was undertaken to identify areas of high sensitivity and that this had fed into preliminary mine design. Furthermore, an outcome of the ESIA will be to further verify and refine these areas of high/med and low sensitivity so as help inform detailed project design.  
At this point we cannot provide definitive answers now; however, the project (at a high level) will benefit people in terms of the provision of infrastructure into the area, employment (although not deemed at this stage to be to significant) and community development projects |

- This project is very important for the country and for the livelihood of the people in Dallol. Also, how will the proposed Project avoid areas of high sensitivity? |

- How will people benefit from the proposed Project and what will be the most significant impacts on biodiversity?
that will be identified at a later stage of the process. In terms of biodiversity, we are aware of sensitivities associated for example with the presence of the killifish; however, impacts on biodiversity will be investigated at a later stage of the ESIA process.

- The area is a key area in terms of microbiology and samples/work has been undertaken between the Afdera and Assale Lakes and by Erta Ale. Microbial studies should be considered as part of your ESIA process. Microbial studies are not deemed to be relevant to the ESIA process for the Yara Dallol Potash Project; however, this has been noted and ERM will liaise with their biodiversity specialist and provide a response in this regard in the FSR.
# ATTENDANCE REGISTER

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<tr>
<td>Dieter</td>
<td>Nadeem</td>
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<td>123 31 767 20801</td>
<td><a href="mailto:dieter.nadeem@erm.com">dieter.nadeem@erm.com</a></td>
</tr>
<tr>
<td>Ashish</td>
<td>Arpanwal</td>
<td>YARA</td>
<td>MANAGER</td>
<td>231 91 152 4696</td>
<td><a href="mailto:ashish.arpanwal@yara.com">ashish.arpanwal@yara.com</a></td>
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<tr>
<td>Zerihun</td>
<td>Tesmke</td>
<td>EIB</td>
<td></td>
<td>03 355 2014</td>
<td><a href="mailto:zedanyo@ibc.gov.et">zedanyo@ibc.gov.et</a></td>
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<tr>
<td>Bekekadau</td>
<td>Teshome</td>
<td>EIB</td>
<td>Biotechnology</td>
<td>03 21 16 63</td>
<td><a href="mailto:bekek@ibc.gov.et">bekek@ibc.gov.et</a></td>
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<td>Tilahun</td>
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<td><a href="mailto:tbelay@ibc.gov.et">tbelay@ibc.gov.et</a></td>
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<tr>
<td>Birhanu Gizaw</td>
<td>Gizaw</td>
<td>EIG</td>
<td>Mycology</td>
<td>091 86 25 61</td>
<td><a href="mailto:gbirhanu@ibc.gov.et">gbirhanu@ibc.gov.et</a></td>
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This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the Authority for Research and Conservation of Cultural Heritage. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

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<tr>
<td>The traditional methods of building houses is important both culturally and is sustainable in terms of natural resource use. However in the majority of resettlement projects that are implemented people are resettled into modern houses, which cause the loss of local knowledge and traditions. This needs to be considered in the ESIA.</td>
<td>It is not currently anticipated that there will be any physical resettlement given the absence of settlement in the direct project footprint. However this will be confirmed through the ESIA studies, as well any potential economic displacement. The comments with regards to housing have been taken on board. Precaution will certainly be taken, and it is the objective of the cultural heritage and archaeological studies to identify any such resources in the area, as well as identify ways in which these will be protected. Furthermore a Chance Finds Procedure will also put in place for any resources that are identified by Yara personnel. The proposed Project is not located close to the salt flats; however measures will be put in place to manage the potential increase in vehicles coming into the area to avoid potential disturbance and / or accidents to the camel/donkey caravans. It is important to note that there is other</td>
</tr>
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</table>

- There are a lot of graves in the area; precaution should be taken when working in such areas so as to ensure there is no impact to these areas. |

- The salt and camel caravan is active in this area, and is century long process. It is living history not only for the Afar Region but also for the rest of Ethiopia. There needs to be serious consideration for how this can be protected.
development that is occurring in the area that is separate to the proposed Project, and falls outside of the ESIA scope.

The visual impact assessment study will identify any potential impacts to the area, and also provide measures as to how to manage any visual impacts that may result from the proposed Project. The proposed Project is focusing on the exploration and potential mining of potash and not any other mineral. Benefits to the local people will come from employment (noting that there will recruitment of people from other regions of Ethiopia and outside of Ethiopia particularly with specific technical skills); the overall development of the area and potential increase in the procurement of goods and services for the area and region. Should the proposed Project proceed Yara will also look into the opportunity for community development initiatives in the future.

As identified earlier the objective of the archaeological and cultural heritage study will be to identify if there are any important

- Any building or any other infrastructure that is constructed should be constructed in a manner that is not disturbing to the viewer. For example the material and colours used for infrastructure needs to be carefully selected.

- Are there plans to mine other minerals in the area?

- What benefit will the local people derive from this proposed Project?

- The Danakil Depression is still an area that remains to be explored from an archaeological and cultural heritage perspective - how can such research be undertaken in conjunction with potash exploration activities?
resources in the area. If such areas are identified measures will be provided to protect these areas. In addition an expert from the ARCCH is working on the ESIA, and the identification of any such areas will provide an opportunity for the ARCCH to conduct further research in the future should they desire. Again this will be included both in the archaeological and cultural heritage studies. In addition information regarding intangible cultural heritage will also be gathered in the social studies.

- Intangible cultural heritage should be identified and protected, and should be included in the ESIA studies.
## ATTENDANCE REGISTER

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<tbody>
<tr>
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<tr>
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<tr>
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<td>Engda</td>
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YARA – EthioPotash: Scoping Phase Consultation

ARCCH – Authority for Research & Conservation of Cultural Heritage

Academic & Research Institutions

4th March 2014
Regional Engagement
This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and Semera University. The objective was to conduct a follow up meeting to the regional workshop that was held in the morning of 6th March. This allowed for the bureau to ask any further questions or raise comments having attended the regional workshops.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Present a summary on the proposed Project, the ESIA process and the stakeholder engagement process.
3. Gather any preliminary comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

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<tbody>
<tr>
<td>• How will the local people benefit from exploitation of the potash resource?</td>
<td>Yara Dallol BV outlined the various ways in which the local people are already benefiting from Yara’s presence, in relation to jobs, health assistance and overall development of the area. This is likely to continue should the proposed Project proceed into operations.</td>
</tr>
<tr>
<td>• What will be the direct benefits to the local people (i.e. in terms of provision of school, health, employment, etc.)?</td>
<td>Yara Dallol BV outlined that the direct benefits included some of these already identified. In addition the potential for becoming involved in community development initiatives would be assessed should the proposed Project go ahead.</td>
</tr>
<tr>
<td>• The primary objective is for exporting the product. Why is the potash for export only?</td>
<td>Yara Dallol BV explained that this has not been finalised, however it has been identified for export due to the type of potash that is being used. Ethiopia does not necessarily require this potash and also the government may prefer to gain foreign revenue rather than keeping the potash for national consumption.</td>
</tr>
<tr>
<td>• How can the proposed Project balance the water supply and its demand?</td>
<td>The details of the hydrological studies</td>
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• What kind of cooperation or linkage would Yara anticipate could occur with Semera University in the future?
• What kind of experts would the proposed Project involve during its operation in the future?

• How did Yara propose solution mining as the mining technique rather than any other technique?
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<tr>
<td>Gebrehaeweria</td>
<td>Kidane</td>
<td>Samara University</td>
<td>Department head</td>
<td>0917-835700</td>
<td>Gebrek2009</td>
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<tr>
<td>Amorke (Bitew)</td>
<td>Bitew</td>
<td>Samara University</td>
<td>Lecturer (Environmental)</td>
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<td>amorkebitewo2016</td>
</tr>
<tr>
<td>Nigussu</td>
<td>Tarekem</td>
<td></td>
<td>Land Use Planning</td>
<td>0921569000</td>
<td>NigussuTarekem</td>
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<tr>
<td>Ali</td>
<td>Hosaan</td>
<td>Ts Environmental Test Consultant</td>
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<td>emnukaba@</td>
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<tr>
<td>Hussein</td>
<td>Amiin</td>
<td>Jimma University / Public</td>
<td>Lecturer</td>
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<td>Hussien.him</td>
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<tr>
<td>Znabu</td>
<td>Hadush</td>
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<td>Assi/Lecturer</td>
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<td>znabu@</td>
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<td>Ass prof</td>
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<td>geziaw@</td>
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<td>0913840731</td>
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Subject/Ref  Workshop with Regional Bureaus – Scoping ESIA Engagement, Yara Dallol Potash Project
Venue  Regional government meeting hall
Date of Meeting  6 March 2014
Present  Refer to attendance register
Distribution  All in attendance; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkabela
Date  10 March 2014

This minute serves as the record of the workshop held between Yara Dallol BV, ERM, TS Environmental Technology and a selection of regional government bureaus. The objective of the workshop was to provide information on the ESIA process, and the proposed Yara Dallol Potash Project, as well as discuss the outcomes of the Draft Scoping Report. The workshop provided a forum through which stakeholders could ask questions and provide feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Present information on the proposed Project, the ESIA process and the stakeholder engagement process.
3. Present and discuss the outcomes of the draft Scoping Report.
4. Gather any comments and feedback.
5. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>It is good that the ESIA process is being run, but we have been engaged on an ESIA process before. Our main question is where is the commitment that comes out of an ESIA and the implementation?</td>
<td>It was noted that the implementation of mitigation measures is one of the key steps to the ESIA.</td>
</tr>
<tr>
<td>The study approach that has been outlined is fine however the actual implementation is where we have issues. For instance we are most concerned around any implementation with regards to palms and any resettlement.</td>
<td></td>
</tr>
<tr>
<td>Coordinates should be provided for the extent of the proposed Project.</td>
<td></td>
</tr>
<tr>
<td>The local population need more understanding and awareness around the proposed Project. For example during the RAP process for Allana the views and concerns of the people were not considered and they were not listened to.</td>
<td></td>
</tr>
<tr>
<td>The area is important for salt mining, there are pools of water and salt that are used and are located close to Mount Dallol that need protecting. It is not only Lake Assale.</td>
<td>It was confirmed that the location of the proposed Project is included in the Scoping Report. It was acknowledged that comprehensive engagement is an important part of the ESIA process. Furthermore it was confirmed that 1 weeks’ worth of engagement would be conducted at the community level.</td>
</tr>
<tr>
<td>Abstraction of groundwater may cause decreases to the pools of water on Mount Dallol which may cause them to disappear. They are an important tourist attraction.</td>
<td>It was confirmed that a detailed hydrological study is being conducted to understand if there will be any impacts to water resources.</td>
</tr>
<tr>
<td>Is there a possibility for any waste salt that is produced to be used by local communities?</td>
<td>It was identified that the use of the waste salt is being examined, and it needs to be confirmed what type of salt will be produced. One option that was identified is using the salt to backfill caverns created.</td>
</tr>
<tr>
<td>The in-migration aspects need to be considered. Yara’s activities in conjunction with other projects in the area are attracting people. How will this be managed?</td>
<td>It was identified that the potential impacts of in-migration will be assessed during the ESIA. Should the baseline studies indicate that this occur, this will be assessed further in the Impact Assessment stage.</td>
</tr>
<tr>
<td>In-migration is going to increase even more when the project starts, how will you manage infrastructure and pressure on them such as roads etc.</td>
<td></td>
</tr>
<tr>
<td>Recruitment adverts need to be placed at the local and regional level primarily.</td>
<td>This was noted and confirmed that this recommendation would be documented and communicated to Yara.</td>
</tr>
<tr>
<td>What are the plans for community development? How is there going to</td>
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</table>
be creation of local ownership, the community has to be able to say “this is our project.”

- Yara mainly recruit militia and this is an issue, not so many militia are needed and more local people need to be recruited.
- The registration of cars is from Mekele but the cars are used in Afar region should they should be registered in the region.

**Bureau of Labour and Social Affairs**

- Will the study look at occupational health and safety and impacts to workers including impacts on communicable disease?

- There needs to be recruitment from the local area, this is one of the biggest issues, and we see that Yara keep recruiting from Addis. We hear all these issues, and have also observed this for ourselves.

- It is recommended that Yara develops a unit that focuses on the prevention and management of HIV / AIDS, as this is a common issue and is not addressed adequately in other projects.

- There are also accidents and various risks to workers that need to be considered, and adequate measures implemented.

**Bureau of Culture and Tourism**

- Yara is located in the main tourism area, has this been considered in terms of potential impacts to tourism?

- Who is responsible for tourism in the area? The government or Yara? Also has there been any discussion between the regional and federal government?

- Production of potash brings benefits to the country and so does tourism, so how do you think this can be done in conjunction?
how the impacts can be managed. So the objective of the ESIA is to ensure that impacts are managed, and where possible do not result in any consequences to tourism

**Bureau of Water Resources**

- Water is important given the area and the lack of it. The proposed Project has to benefit local communities. You have to make sure that it is sustainable and also meets the needs of the communities.

- Groundwater abstraction and potential decrease in groundwater is an issue. Water quality should also be addressed and any potential pollution to water resources.

- The issue is not the ESIA; it is the implementation that’s our issue. People are looking to make a profit and take the social impacts lightly.

- If you don’t have community accepting this project, you have to understand that the proposed Project won’t proceed. You have to look at your stakeholders. A project’s progress and ability to function is not something that is protected by guns, a project is protected by its people and community.

- The volume of water and its availability has to be known during the ESIA and the Bureau will need to see a copy of the report including the results of the analysis.

- There are other projects that we have engaged with, and it’s gone well. They have made commitments but now they are not implementing and have completely changed their approach. There are several sugar projects that have been stopped because they have not resulted in positive impacts to communities.

- You also have to look at politically how the proposed Project is affecting the country and area. You can’t only look at your own study, you need to learn from other projects and not make the same mistakes. Something that has been ruined at a design stage cannot be rectified. A shoe that is cut from the wrong leather can’t be worn properly and will never fit.

**Bureau of Land and Environmental Protection**

- Security and occupational health and safety need to be considered.

- How is Yara going to work with local communities?

It was confirmed that the objectives of the hydrological studies was to confirm the sustainability the proposed Project in terms of water requirements. Furthermore it was clarified that the project would need to sustainable manage the water source if it is going to operate in the area for 18 years or so.

This was noted, and the answer provided above was confirmed to address the water related queries

See comments above related to the query

The importance if this comment was noted

See comment above related to the water related queries

This was noted

This was noted

It was confirmed that potential impacts to security and health and safety would be assessed in the ESIA.

Yara Dallol BV identified that they are already recruiting local people in the area, as well as providing health assistance. Should the proposed Project proceed it is anticipated that this type of relationship will continue.
Semera University

- Water related questions need to be look at changes to salinity, potential salt water intrusion etc.
- Further stakeholder engagement should be done with Semera University, particularly from a human resources perspective. It would be good for Yara to work with us for their human resource requirements, as we have worked with several metal and sugar companies for supplying resources.

Yara Dallol BV confirmed that stakeholder engagement will be continued with the university, and should there be any requirements Yara will be in touch.

- Are there any plans for electrification of the area for the local people?

Yara Dallol BV identified that providing electricity did not fall within their remit, as this was primarily a government responsibility. However should the proposed Project proceed into operation Yara would assess various options for community development.

- Can the university expect benefits from the proposed Project in terms of capacity building?

Yara Dallol BV outlined that they hope to build a relationship with the university, and liaise with them when opportunities arise.
<table>
<thead>
<tr>
<th>First name</th>
<th>Second name (surname)</th>
<th>Organization / Settlement Name</th>
<th>Position</th>
<th>Telephone Numbers</th>
<th>Email Address</th>
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<tbody>
<tr>
<td>Abdurazak</td>
<td>Mohammed</td>
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<td>Tefergn</td>
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<tr>
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<td>Siblelali</td>
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<td>Head of Mines and Energy</td>
<td>0914 93 74 68</td>
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<td>First name</td>
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<td>Arunsel</td>
<td>Arba</td>
<td>Regional Water &amp; Bureau</td>
<td>Bureau Head</td>
<td>0911 4838 40</td>
<td><a href="mailto:arunsela@gmail.com">arunsela@gmail.com</a></td>
</tr>
</tbody>
</table>
Meeting with Afar National Regional State Bureau of Water Resources - Scoping ESIA Engagement, Yara Dallol Potash Project

Venue
Bureau of Water Resources

Date of Meeting
7 March 2014

Present
Refer to attendance register

Distribution
All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the Bureau of Water Resources. The objective was to conduct a follow up meeting to the regional workshop that was held in the morning of 6th March. This allowed for the bureau to ask any further questions or raise comments having attended the regional workshops.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
Comments Raised:

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<thead>
<tr>
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<tbody>
<tr>
<td>Given the water requirements of the proposed Project, the main concern is the impact on local water resources, as the area is vulnerable to water scarcity.</td>
<td>Noted - it was confirmed that detailed hydrological studies are being conducted of the ESIA process</td>
</tr>
<tr>
<td>The amount of water to be used for potash production should be known. The groundwater extraction should not exceed the recharge rate.</td>
<td>Noted - it was confirmed that the approximate volumes of water are outlined in the draft Scoping Report</td>
</tr>
<tr>
<td>It would be great if Yara involves experts from the region and Semera University in the study, particularly the hydrological study.</td>
<td>Noted - the recommendation was acknowledged. It was however outlined that specialists for the ESIA studies have already been contracted, however the ESIA specialists would welcome recommendations and expertise on the relevant studies</td>
</tr>
<tr>
<td>In the future, reports of the ESIA should be distributed to relevant stakeholders in advance, and comments could be prepared by the stakeholders ahead of a workshop.</td>
<td>Noted - this recommendation was acknowledged and will be considered in the future rounds of engagement</td>
</tr>
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<td>First name</td>
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<tr>
<td>Ali</td>
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<td>Abdurahman</td>
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<td>Ashby</td>
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</table>
**Subject/Ref**
Meeting with Afar National Regional State Bureau of Women, Children and Youth Affairs – Scoping ESIA Engagement, Yara Dallol Potash Project

**Venue**
Bureau of Women, Children and Youth Affairs

**Date of Meeting**
6 March 2014

**Present**
Refer to attendance register

**Distribution**
All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

**Date**
10 March 2014

This minute serves as the record of the meeting held between ERM, TS Environmental Technology and the Bureau of Women, Children and Youth Affairs. The objective was to conduct a follow up meeting to the regional workshop that was held in the morning of 6th March. This allowed for the bureau to ask any further questions or raise comments having attended the regional workshops.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

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<tbody>
<tr>
<td>• Is there someone trained in gender affairs that is working on the ESIA?</td>
<td>It was confirmed that a member of the ESIA team was a trained gender specialist and had worked in the Danakil, as we all other areas of Ethiopia.</td>
</tr>
<tr>
<td>• What type of support and training could Yara provide to women in the local area, not only now but when they go into operations?</td>
<td>Noted – it was identified that although Yara may recruit people from the Afar region, and the recruitment of people may involve training Yara were not specifically involved in providing training. However should any Afar women be recruited by Yara, this may involve training and capacity building in the relevant roles.</td>
</tr>
<tr>
<td>• The impacts to women and their livelihoods, for example their reliance on water and palms need to considered.</td>
<td>Noted – it was confirmed that potential impacts to currently practiced livelihoods are being studies in the ESIA. This involves assessing impacts to specific groups such as women.</td>
</tr>
<tr>
<td>• Women and children need to be considered in ERM’s studies, and there also needs to be an understanding of how women can become involved in the proposed Project.</td>
<td>Noted – it was confirmed that both women and children are being considered in the ESIA, to understand how they may be impacted by the proposed Project.</td>
</tr>
<tr>
<td>• Cultural and clan leaders should be used; Yara should not only work with government. Clan leaders and village elders have the power to explain and act as mediators between outsiders and local people. They have more power than government in the Afar Region.</td>
<td>Noted – it was confirmed that traditional elders have been identified.</td>
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</tbody>
</table>
as important stakeholders and will be engaged as part of the ESIA process
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<th>First name</th>
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<th>Position</th>
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<tr>
<td>Amina</td>
<td>Kongany</td>
<td>YMLINE</td>
<td>Field asign.</td>
<td>0911080074</td>
<td><a href="mailto:kodoseyo@gmail.com">kodoseyo@gmail.com</a></td>
</tr>
<tr>
<td>Zeyan</td>
<td>Salih</td>
<td>BOWCYA</td>
<td>Child rights</td>
<td>0913232634</td>
<td><a href="mailto:zeyanaha@gmail.com">zeyanaha@gmail.com</a></td>
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<tr>
<td>HABIB ALI</td>
<td>HABIB</td>
<td>WUMCYC Biz Fdn/SCC</td>
<td>091118837 HABIB</td>
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<td>Foda</td>
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<td>WCYAB</td>
<td>Plans prog</td>
<td>0917777799</td>
<td><a href="mailto:abdofo2ia2006@gmail.co">abdofo2ia2006@gmail.co</a></td>
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<tr>
<td>Leila Yismam</td>
<td>Yismam</td>
<td>WCYAB</td>
<td>Officer</td>
<td>0917929373</td>
<td><a href="mailto:leiyismam11@gmail.com">leiyismam11@gmail.com</a></td>
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<tr>
<td>Ibrahim Hussein</td>
<td>Hussein</td>
<td>WCYAB</td>
<td>Officer</td>
<td>0913447685</td>
<td>ibrahimhusen1783</td>
</tr>
<tr>
<td>Aliyu</td>
<td>Mohammed</td>
<td>WCYAB</td>
<td>General</td>
<td>0910631971</td>
<td></td>
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</table>
**Subject/Ref**  
Meeting with Afar National Regional State Bureau of Mines and Energy – Scoping ESIA Engagement, Yara Dallol Potash Project

**Venue**  
Bureau of Mines and Energy

**Date of Meeting**  
6 and 7 March 2014

**Present**  
Refer to attendance register

**Distribution**  
All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

**Date**  
10 March 2014

This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the Bureau of Mines and Energy (BoME). The objective of the meeting was an introductory meeting with the Bureau of Mines that allowed for the ESIA process and proposed Yara Dallol Potash Project to be introduced. The meeting also allowed for comments and feedback to be gathered from the BoME prior to the workshop conducted in the afternoon.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Present a summary on the proposed Project, the ESIA process and the stakeholder engagement process.
3. Gather any preliminary comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
Comments Raised:

<table>
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<tbody>
<tr>
<td>Although you have come to speak to us about Yara, we still have outstanding issues with regards to Allana. Because these have not been addressed or resolved we want to raise these issues at the federal level.</td>
<td>Noted - it was emphasised that although engagement had been done for Allana and there are outstanding issues these would need to be raised with Allana. Furthermore the objective of the Scoping trip was to engage on the proposed Yara Dallol Potash Project.</td>
</tr>
<tr>
<td>Going forward it would be good to identify a focal person that will liaise with your team for making any future arrangement for the ESIA process with regards to engagement or any other trips that are planned.</td>
<td>Noted - it was agreed that this would be taken into consideration in the following stages of the ESIA</td>
</tr>
<tr>
<td>The relationship between the bureau and Yara needs to be strengthened, and the regional government should be consulted more with regards to local issues.</td>
<td>Noted - it was confirmed that the ESIA team will continue to engage the regional government</td>
</tr>
<tr>
<td>Peace committees exist at the woreda level. Any issues that are raised at the local level should be referred first to this committee, and then to the Zone or Region, if issues cannot be resolved at the woreda level.</td>
<td>Noted - it was confirmed that this would be documented and communicated to Yara</td>
</tr>
<tr>
<td>Yara need to improve the mechanisms for settling tax. Certain taxes and fees should be paid to the region.</td>
<td>Noted - it was confirmed that this would be documented and communicated to Yara</td>
</tr>
<tr>
<td>Yara need to establish clear policies and procedures for recruitment, employment, remuneration and other benefits, in addition policies around termination of contracts.</td>
<td>Noted - it was identified that this has been raised in various other engagement sessions, and ERM would look to provide recommendations to Yara as to how to</td>
</tr>
</tbody>
</table>
• Yara should look to employ labourers, as well educated Afaris. The latter would assist with any issues that arise between the company and local people.
• Yara need local people / Afaris particularly in the community relations role.

Noted – it was confirmed that this would be documented and communicated to Yara

• Yara should learn and understand the local culture. The local communities have higher, middle and lower leadership structures, and each clan has its own territory and its members are responsible for what happens within that territory.

Noted – it was confirmed that this would be documented and communicated to Yara

• All company vehicles should be registered by the Afar Transport Bureau, not by bureaus of other regions, and should all of Yara’s cars should have Afar registration plate numbers.

Noted – it was confirmed that this would be documented and communicated to Yara
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</tr>
</thead>
<tbody>
<tr>
<td>Ali</td>
<td>Hasse</td>
<td>Ts Entel Technology Consult -</td>
<td>Monitoring mining civil engineers</td>
<td>0911 61 43 92</td>
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<tr>
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# ATTENDANCE REGISTER

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</thead>
<tbody>
<tr>
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<td>Ts. Environmental Technology Consultant</td>
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<tr>
<td>Sedik</td>
<td>Mohammed</td>
<td>Mining &amp; Energy Dept. Sector Head</td>
<td>Sector Head</td>
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<td><a href="mailto:sedik_habib@gmail.com">sedik_habib@gmail.com</a></td>
</tr>
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Meeting with Afar National Regional State Bureau of Finance and Economic Development – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue
Bureau of Finance and Economic Development

Date of Meeting
7 March 2014

Present
Refer to attendance register

Distribution
All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the Bureau of Finance and Economic Development. The objective was to conduct a follow up meeting to the regional workshop that was held in the morning of 6th March. This allowed for the bureau to ask any further questions or raise comments having attended the regional workshops.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Our main concern is with regards to water due to the water requirements of the proposed Project.</td>
<td></td>
</tr>
<tr>
<td>• Ground water extraction might impacts upon existing water resources that are used by humans and livestock. It may also affect palm trees and other vegetation.</td>
<td></td>
</tr>
<tr>
<td>• The pressure on water resources due to the proposed Project is a serious issue that needs further investigation.</td>
<td></td>
</tr>
<tr>
<td>• Is there the possibility of resettling people if the proposed Project affects people living in the area?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The proposed Project would bring benefits to the local people such as the development of the road, other infrastructure development as well as contributing to local revenue and the national economy. Therefore the Bureau of Finance and Economic Development would like to urge Yara to speed up the project development.</td>
<td></td>
</tr>
</tbody>
</table>

Noted – hydrological studies are being conducted as part of the ESIA, and are one of the most important studies of the ESIA. At the scoping stage the need for resettlement has not been identified. However the potential for economic displacement will be ascertained during the baseline data collection and Impact Assessment stages. Noted – the need to follow a detailed and comprehensive ESIA was identified, which would inform the proposed Project’s feasibility. Thus Yara would not be able to proceed without the various feasibility studies being conducted.
<table>
<thead>
<tr>
<th>First name</th>
<th>Second name (surname)</th>
<th>Organization / Settlement Name</th>
<th>Position</th>
<th>Telephone Numbers</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ali</td>
<td>Haaza</td>
<td>Ts eri Technology consultant</td>
<td>Head</td>
<td>0911344732</td>
<td></td>
</tr>
<tr>
<td>Osman</td>
<td>Mehbur</td>
<td>BOFED Head</td>
<td>Head</td>
<td>0911795241</td>
<td><a href="mailto:omebu12@gmail.com">omebu12@gmail.com</a></td>
</tr>
<tr>
<td>Samuel</td>
<td>Haim</td>
<td>Ts Emu.</td>
<td>MD</td>
<td>6251907337164</td>
<td>samudgxyo</td>
</tr>
<tr>
<td></td>
<td></td>
<td>YARA</td>
<td>Monitor</td>
<td>7357911524496</td>
<td><a href="mailto:aishja.gardu@gmail.com">aishja.gardu@gmail.com</a></td>
</tr>
</tbody>
</table>
This minute serves as the record of the meeting held between ERM, TS Environmental Technology and the Bureau of Environmental Protection, Land Use and Administration. The objective was to conduct a follow up meeting to the regional workshop that was held in the morning of 6th March. This allowed for the bureau to ask any further questions or raise comments having attended the regional workshops.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

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</tr>
</thead>
<tbody>
<tr>
<td>• The regional government needs to be involved in the ESIA, as well as the overall proposed Project.</td>
<td>Noted – it was confirmed that the engagement process identifies the regional government as a key stakeholder. And it is recommended for Yara Dallol BV to continue this engagement.</td>
</tr>
<tr>
<td>• The water potential needs to be confirmed, 18 years is a long time to use water.</td>
<td>Noted – the hydrological studies which are currently being conducted will assess the project water requirements, and whether this will result in any changes to water resources.</td>
</tr>
<tr>
<td>• The area is a pastoralist area, and you need to understand the impacts to rangelands as these are key to the people who rely on this resource considerably. The population are already highly sensitive and vulnerable.</td>
<td>Noted – this will be taken into account during the social baseline studies and Impact Assessment. Furthermore the engagement process is open to all stakeholders, and ERM are making every effort to involve as many stakeholders in the process.</td>
</tr>
<tr>
<td>• Therefore Yara needs to make sure that pastoralist groups are engaged, on-board and taken along with the proposed Project.</td>
<td></td>
</tr>
<tr>
<td>• The impacts of climate change from numerous projects working in the area, for instance dust emissions, other pollutants to the air and changes in precipitation should be considered.</td>
<td>Noted – this is something that will be looked at in the ESIA process.</td>
</tr>
<tr>
<td>• The Climate Resilient Green Economy Strategy, particularly focusing on pastoralist groups, need to be considered in the ESIA and identified how it is relevant to the proposed Project.</td>
<td>Noted – this will be included in the revision of the Scoping Report.</td>
</tr>
<tr>
<td>• Cultural heritage resources need to be studied.</td>
<td>Noted – it was confirmed that archaeology and cultural heritage are one of the studies being conducted for</td>
</tr>
</tbody>
</table>
• The integrated management of environmental issues needs to be considered in the ESIA process.
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Romsa</td>
<td>Fullbrook - Blombe</td>
<td>ERH</td>
<td>Consultant</td>
<td>0764074350</td>
<td><a href="mailto:romsa.fullbrook@erm.com">romsa.fullbrook@erm.com</a></td>
</tr>
<tr>
<td>Abdulkadir</td>
<td>Mohammed</td>
<td>AEPRIUAA</td>
<td>Process owner</td>
<td>0413-08 4083</td>
<td><a href="mailto:abdu.mohad@gmail.com">abdu.mohad@gmail.com</a></td>
</tr>
</tbody>
</table>
Subject/Ref  Meeting with Afar National Regional State Bureau of Culture and Tourism – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue  Bureau of Culture and Tourism

Date of Meeting  7 March 2014

Present  Refer to attendance register

Distribution  All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

Date  17 March 2014

This minute serves as the record of the meeting held between ERM, TS Environmental Technology and the Bureau of Culture and Tourism. The objective was to conduct a follow up meeting to the regional workshop that was held in the morning of 6th March. This allowed for the bureau to ask any further questions or raise comments having attended the regional workshops.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
Comments Raised:

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</thead>
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<tr>
<td>• There are several queries that have been raised with Allana that the Bureau is still waiting to get a response on.</td>
<td>Noted - it was confirmed that although there may be outstanding issues with Allana, this engagement process and ESIA is being run specifically for the Yara Dallol Potash Project Noted</td>
</tr>
</tbody>
</table>

• The federal government gives permits for projects thinking that no one lives in these areas! It is normal practice for the federal government to issue permits in areas that they have never even been to. There is a large disconnect between the federal and regional government.

• Furthermore the federal government gives land in areas where there are important landmarks for example Mount Dallol and Lake Assale. Land should never be given in these areas.

• Mount Dallol is a very important landmark and attraction. Mining companies will only operate in an area for about 40 years but our attractions have lasted centuries and will continue to exist when we are long gone.

• We have repeatedly asked about water abstraction and its effects on the sulphur pools and other pools on and around Mount Dallol. We didn’t any answer in this regard from Allana but yet they continue to use water in the area.

• The last question is - what are the benefits to the local people? You can’t just have companies coming in and benefiting from the area, what about the local people?

| ______________________________________________________ | _____________________________________________________________ |
| Noted - the importance of key landmarks and tourist attractions was acknowledged and will be taken into the ESIA studies Noted - it was confirmed that the hydrological studies will look at impacts to water resources in the area. Noted - the various types of anticipated benefits were outlined including potential recruitment of people, development of the area, the potential for procurement of goods and services etc. |

| ______________________________________________________ | _____________________________________________________________ |
| Noted                                                                 | Noted                                                                 |

<p>| ______________________________________________________ | _____________________________________________________________ |
| Noted                                                                 | Noted                                                                 |</p>
<table>
<thead>
<tr>
<th>First name</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Roma</td>
<td>Fullbrook - Bhember</td>
<td>ERM</td>
<td>Consultant</td>
<td>0939407446</td>
<td><a href="mailto:Roma.fullbrook-bhember@erm.com">Roma.fullbrook-bhember@erm.com</a></td>
</tr>
<tr>
<td>Mohammed</td>
<td>yco</td>
<td>eolhor &amp; Tribe</td>
<td>Head</td>
<td>0911043340</td>
<td><a href="mailto:Mohammed.yco@yahoo.com">Mohammed.yco@yahoo.com</a></td>
</tr>
<tr>
<td>Hirut</td>
<td>Zebube</td>
<td>TS Envirom Cons</td>
<td>Consultant</td>
<td>0911402419</td>
<td><a href="mailto:hirudy@yahoo.com">hirudy@yahoo.com</a></td>
</tr>
</tbody>
</table>
**Subject/Ref**
Meeting with the Afar Management Institute – Scoping ESIA Engagement, Yara Dallol Potash Project

**Venue**
Erte Ale Hotel

**Date of Meeting**
7 March 2014

**Present**
Refer to attendance register

**Distribution**
All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

**Date**
18 March 2014

This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the Afar Management Institute. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

<table>
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</thead>
<tbody>
<tr>
<td>• The Afar Management Institute is involved in building manpower and raising capacity in the region.</td>
<td>Noted</td>
</tr>
<tr>
<td>• Training is provided at all levels from Kebele to regional level.</td>
<td>Noted</td>
</tr>
<tr>
<td>• It is good to see commitment from Yara, since BHP were working in the region sufficient commitment has not been seen by other companies.</td>
<td>Noted</td>
</tr>
<tr>
<td>• It is also very good to see ERM’s commitment to meeting as many people as possible. I have heard of your many meetings that you have been doing.</td>
<td>Noted – there was confirmation around the various stages of the ESIA process.</td>
</tr>
<tr>
<td>• When Sainik was working in the Danakil Depression there was an EIA that was completed but everything was rushed. I am happy now that a comprehensive EIA is being conducted.</td>
<td>Noted</td>
</tr>
<tr>
<td>• If people don’t hear about an EIA process and are not engaged then they will not care. It is important to give people information about the proposed Project so that they can input and be empowered to give feedback.</td>
<td>The issues around labour and recruitment were noted, and identified that this has been raised as a common issue during engagement.</td>
</tr>
<tr>
<td>• Yara’s recruitment practices are not seen positively across the region. People know that it is Ardan and Ahadu who are managing this process but their practices have been criticised due to lack of transparency, potential nepotism, and the unnecessary recruitment of non-Afar people. Yara have to be very careful of this.</td>
<td></td>
</tr>
<tr>
<td>• These are the type of issues and impacts that can be managed.</td>
<td></td>
</tr>
</tbody>
</table>
Local Engagement
This minute serves as the record of the meeting held between ERM, TS Environmental Technology and the Palm Association. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

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<thead>
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</thead>
</table>
| • We are aware of the ESIA process, as we have been engaged for the Allana ESIA.  
• We also know about Yara as some of our sons work for Yara. This is good.  
• We support such projects as they bring development to the area, and support existing institutions and businesses in the area.  
• We would like to thank you for coming to meet with us, particularly as we are women.  
• This palm association has members from Berahale Woreda however women sell palms from other woredas, and we buy palms from women Afdera and Weydedo.  
• Palms should not be touched or impacted anywhere – we can’t emphasise how important the palms are for us. The same goes for salt.  | This was noted  
| • We would like to request for Yara to provide job opportunities for women, as well as men.  | It was confirmed that this information was key to the ESIA studies, and that during baseline data collection further information would be collected with regards to palms.  
<p>| | The participants were thanked for their time |</p>
<table>
<thead>
<tr>
<th>First Name</th>
<th>Second Name</th>
<th>Organisation</th>
<th>Position</th>
<th>Telephone number</th>
<th>Email</th>
<th>Signature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medina</td>
<td>Usman</td>
<td>Palm Assoc. Committee</td>
<td></td>
<td>0921225428</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amina</td>
<td>Abdu</td>
<td></td>
<td>Committee</td>
<td>0914216339</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Halima</td>
<td>Hassen</td>
<td></td>
<td>Chair person</td>
<td>0920101465</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aisha</td>
<td>Hodul</td>
<td></td>
<td>Member</td>
<td>0932035686</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Subject/Ref**

Meeting with Musley Village – Scoping ESIA Engagement, Yara Dallol Potash Project

**Venue**

Musley Village

**Date of Meeting**

10 March 2014

**Present**

Refer to attendance register

**Distribution**

All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

**Date**

3 April 2014

This minute serves as the record of the meeting held between ERM, TS Environmental Technology and a selection of residents from Musley village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
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4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
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</tr>
</thead>
</table>
| • We have heard about Yara as one of our son’s works for Yara.  
• There is an expectation that if the proposed Project goes ahead that Yara will assist with key community development requirements, such as health requirements and improving access to potable water. | This was noted  
It was identified that Yara are currently assisting the local people with healthcare. Furthermore if the proposed Project proceeds into operations Yara will assess the opportunity to become involved in community development initiatives. |

• With regards to potential dust pollution this is definitely something that needs to be managed, and we hope this will be addressed by the ESIA. | It was confirmed that potential disturbance caused by the proposed Project will be assessed as part of the ESIA, and if any impacts are shown to result measures will be developed to manage potential impacts |
<table>
<thead>
<tr>
<th>First name</th>
<th>Second name (surname)</th>
<th>Organization / Settlement Name</th>
<th>Position</th>
<th>Telephone Numbers</th>
<th>Email Address</th>
<th>Signature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aisha</td>
<td>Ahmed Mohamed</td>
<td>Bada Hlmary Mise</td>
<td>Inhabitant</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Edris</td>
<td>Nur Ali</td>
<td>Saymbulali Mise</td>
<td>Male</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asawka</td>
<td>Edris Ali</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fatuma</td>
<td>Dani</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Fatuma</td>
<td>Ahmed Muso</td>
<td></td>
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<tr>
<td>Kedi'ja</td>
<td>Salih Muso</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Kedi'ja</td>
<td>Dani Mohamed</td>
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</tbody>
</table>
This minute serves as the record of the meeting held between ERM, TS Environmental Technology and a selection of residents from Mororo and Alai Iai village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
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<tbody>
<tr>
<td>• We don’t have a lot to comment on Yara as they have not been in the area a long time.</td>
<td>This was noted</td>
</tr>
<tr>
<td>• Before Yara was the Indian company, they used to assist people when they were travelling through the area. They also hired some of our local people, but when they left Yara came in and said they didn’t want to hire people.</td>
<td>This was noted – it was identified that Yara are in the exploration stages and therefore the numbers that they require for their workforce may not be high at the moment. However in the future should any local job opportunities arise the local villages will be notified</td>
</tr>
<tr>
<td>• It would be good to see Yara act as responsible and good neighbours given that we are the closest village to their camp.</td>
<td>This was noted and it was confirmed that this will be communicated to Yara</td>
</tr>
<tr>
<td>• We now hear promised of getting jobs but this has not materialised into anything yet.</td>
<td>This was noted and it was confirmed that this will be communicated to Yara</td>
</tr>
<tr>
<td>• We hope with Yara coming into the area that this will bring good change.</td>
<td>This was noted</td>
</tr>
<tr>
<td>First Name</td>
<td>Second Name</td>
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<tr>
<td>------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Idris</td>
<td>Ismael</td>
</tr>
<tr>
<td>Hussein</td>
<td>Mohammed</td>
</tr>
<tr>
<td>Abdul</td>
<td>Muusa</td>
</tr>
<tr>
<td>Idris</td>
<td>Ismael</td>
</tr>
</tbody>
</table>
Subject/Ref  Meeting with Hamad Ela Village – Scoping ESIA Engagement, Yara Dallol Potash Project
Venue  Hamad Ela Village
Date of Meeting  12 March 2014
Present  Refer to attendance register
Distribution  All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela
Date  26 March 2014

This minute serves as the record of the meeting held between ERM, TS Environmental Technology and a selection of residents from Hamad Ela village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
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<tbody>
<tr>
<td>• Seven months of the year tourists come to this area (September – March). The main services that we provide to tourists are water, showering facilities, phone cards and beds. We never used to make beds but now that we see the use of the beds and the demand for these, we have started renting them out tourists.</td>
<td>This was noted</td>
</tr>
<tr>
<td>• Usually tourists will stay in the area for approximately 3 days. But the number of tourists visiting the area has increased year on year.</td>
<td></td>
</tr>
<tr>
<td>• When Yara came to this area we were happy and expected development and jobs. But working under these companies is Ardan. We don’t agree with the way in which Ardan operates. For instance they dismiss people and if the ex-employees want to raise grievances they are told by Ardan that should they have any problems they need to go to Addis and raise it with Ahadu. Why would you offer such advice when you know we can’t go to Addis and this very unfair for us?</td>
<td>This was noted and it was confirmed that this will be communicated to Yara</td>
</tr>
<tr>
<td>• We as the elders are here to protect companies and what they don’t realise is that we are the mediators between them and the community. But if they continue to treat us like this then if something happens to them we will just sit and watch.</td>
<td>This was noted and it was confirmed that this will be communicated to Yara</td>
</tr>
<tr>
<td>• It is only because we respect and listen to our elders that Allana and Yara think we are peaceful people. There are many times that we have wanted to fight and protest.</td>
<td>This was noted and it was confirmed that this will be communicated to Yara, and also taken into account for the ESIA process</td>
</tr>
<tr>
<td>• We have had a lot of issues with Ardan and Allana, and no one of it is getting better. We don’t see any way in which we can live peacefully as neighbours anymore.</td>
<td></td>
</tr>
<tr>
<td>• Allana want to move Mororo and Alai lai, but they or any other company better not move anyone else. We rely on salt and palms and we are not going anywhere.</td>
<td></td>
</tr>
<tr>
<td>• All the villages south of Bada used to receive water that flows down from Ragele River, particularly during the rains. But Allana and Sainik constructed roads that blocked the water flowing from the north to the south. There are still roads in particular around Mount Dallol that are stopping water flowing through to us.</td>
<td></td>
</tr>
<tr>
<td>• Our complaints related to Ardan’s labour practices have not been resolved and this is becoming a large grievance. They tell us to come to Addis, and they bypass our local laws and resolution practices.</td>
<td></td>
</tr>
<tr>
<td>• We also know that Ardan hire people for Yara, and they hire local people for a short while. They then tell them to go on leave, and say they will call them back but never do. What is the meaning of this?</td>
<td></td>
</tr>
<tr>
<td>• There are people within the company that do not represent the interests of our people, and we can see from the communication that we receive and the way in which Yara and Ardan respond to things, that there are certain people within the company that are misinforming management about us, and the issues that we raise. For instance we know that they don’t translate what we say and tell the expatriate management lies.</td>
<td></td>
</tr>
<tr>
<td>• Related to the comments raised, there is great inconsistency in communication between Yara and communities. They don’t have someone in their company that represents our views, and understands us.</td>
<td></td>
</tr>
<tr>
<td>• We know this again because our issues don’t get resolved and lot of things seem to get misinterpreted.</td>
<td></td>
</tr>
<tr>
<td>• When Yara have an issue they should not go to the federal level first, they need to start from community or Kebele, followed by Woreda, zonal, regional and federal</td>
<td></td>
</tr>
</tbody>
</table>
government.

- Yara are neighbours with Mororo and Alai lai but they don’t recruit our people even though we are closest to them.

- We are worried that other companies will really follow in Allana’s footsteps; we hope that this ESIA will stop that from happening.

- The questions and concerns that we have raised need to be passed onto Yara. We are not requesting for difficult or unreasonable things, but the issue in the past with Allana is that nothing came of what we asked for especially activities that were impacting us.

- We always welcome and protect newcomers but all we have seen from the companies in the area (be it Allana, Yara or Sainik) is that they take our water, create disturbance, don’t treat our people well and mistreat our people through the military.

This was noted and it was confirmed that this will be communicated to Yara.

It was confirmed that the objective of the ESIA is to manage any potential impacts that may result from the proposed Project. In addition the ESIA will take learning from other studies that have been conducted in the area.

This was noted and it was confirmed that this will be communicated to Yara.

This was noted and it was confirmed that this will be communicated to Yara.
<table>
<thead>
<tr>
<th>First Name</th>
<th>Second Name</th>
<th>Organisation</th>
<th>Position</th>
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<tr>
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<td>Hussa</td>
<td>Himeeda</td>
<td>Hororo</td>
<td>Elder 2</td>
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<td>Qaain</td>
<td>Umer</td>
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</table>
This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and representatives from various government offices in Dallol Woreda. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

<table>
<thead>
<tr>
<th>Comments</th>
<th>Response</th>
</tr>
</thead>
</table>
| • It is good that ERM and Yara have come to present this information, this makes us happy.  
• We have faith that good things will come of this proposed Project.  
• In the presentation it was identified that the proposed Project has been in the area for about 3 years, but we thought that they had finished with their studies.  
• We were informed that they would start construction in 2 months, and that Yara were reducing workforce numbers but that in 2 months they would start recruiting again. This was communicated in a meeting we had with Yara 2 months ago. | This was noted  
Yara Dallol BV represented the slides on the phases of the proposed project clearly identifying what stage the proposed Project was in. |
| • The explanation provided by Yara regarding project timelines is now clear. And it is good that Yara comes to engage with us.  
• We would like to thank ERM as well for coming to speak to us, and to outline the objectives of the ESIA.  
• We would like the proposed Project to be successful, and for there to be benefits for us as well, in terms of health, employment etc.  
• ERM spoke about identifying areas that are important for local people; the main places that need protecting are any graves in the area, the palms and mosques.  
• The main place that we collect palms from is where Yara’s current camp is located. These palms must not be impacted as they are what our women rely on as their source of income. The palms are also important from a cultural perspective, for instance when we get married we must get married in a house made from palms.  
• Comprehensive studies need to be done to understand if there are going to be any changes to water resources in the area. | This was noted  
It was confirmed that this information was key to the ESIA study, and the social team would be returning in April to collect more information. |
| • There are areas that are important for the collection of salt; the local names for these places are humayabad, tekilo, tore’hayi and asabyiaf.  
• There has been a lot of disagreement caused around the collection of salt. In fact the Woreda have ordered for people not to collect salt from this area until the issue is resolved.  
• The issue is that people that are not from the woreda, and who come in from elsewhere will collect salt and collection was not regulated. So we have ordered for people not collect salt until this issue is resolved.  
• Local ecology needs to be protected as well. There are tractors and bulldozers operating in the area that have caused some damage to vegetation that is used by our people and livestock.  
• So there should be a priority to protect exiting vegetation and local tree species.  
• In all recruitment requirements Yara must identify a quota for Dallol Woreda.  
• Are there any people on the ESIA team that are from the region and from our area? | This was noted  
It was confirmed that this will be considered and included into the ecological studies.  
This was noted  
It was confirmed that there are several that are Afari that are
• Ahadu Agency is based in Addis, they are not easily contactable but yet we are told they are managing recruitment. This doesn’t make sense? They are not from this area, they can’t speak to us.
• Dallol Woreda knows of skilled people particularly chefs, drivers etc. The reason is that a lot of people in the region, and from this woreda have worked in the Middle East.
• When requests for employees is sent to the Woreda Yara need to give people more time to respond. They usually ask for people immediately and that doesn’t give people enough time to respond. Only people here in the centre hear about the opportunities but it doesn’t reach other people.

• Yara also have to be cognisant of the fact that not everyone has certificates proving their level of education or skills set.
• There are a lot of ways that Yara can work with the woreda and local people.
• For instance there are is a co-operative that is manages trade in the woreda. They have repeatedly asked to work with Yara and provide goods and services. They have sent letters outlining their capacity and requests but these are sitting on-site and nothing has come of this.
• The co-operative can supply water, drinks, gravel and sand.

This was noted, and the participants were thanked for making the recommendation. Yara identified that this is something that they will consider in the future.
<table>
<thead>
<tr>
<th>First name</th>
<th>Second name (surname)</th>
<th>Organization / Settlement Name</th>
<th>Position</th>
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<tr>
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Subject/Ref  Meeting with Berahale Woreda (experts from selection of woreda offices) – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue  Berahale Woreda Administrative Office

Date of Meeting  12 March 2014

Present  Refer to attendance register

Distribution  All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

Date  2 April 2014

This minute serves as the record of the meeting held between TS Environmental Technology and a selection of experts from different office in Berahale Woreda. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

<table>
<thead>
<tr>
<th>Comments</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>The ESIA process that is being followed by the team is very good, and is necessary to address the likely impacts. But at the end of the day Yara should ensure benefits are delivered to the local people by involving local residents in the proposed Project and through creating job opportunities.</td>
<td>It was confirmed that the engagement process aims to involve local people. In addition Yara will continue to engage with local people, and work with them should any opportunities arise.</td>
</tr>
<tr>
<td>If Yara plan to conduct community development initiatives they should consider developing potable water points; animal health care and provision of healthcare facilities.</td>
<td>This was noted. It was confirmed that initiatives around community development would be assessed should the proposed Project proceed.</td>
</tr>
<tr>
<td>Yara needs to raise awareness and conduct training for all workers and the local people regarding health risks and management of these (e.g. HIV AIDS). This is very important as there may be influx of people into the area.</td>
<td>This was noted, and it was confirmed that the ESIA will look to provide such recommendations.</td>
</tr>
<tr>
<td>Intangible cultural heritage resources may be found in the proposed Project area. So consultation should be done with elders to identify such resources and make sure that they are not affected by the proposed Project activities.</td>
<td>It was confirmed that archaeological and cultural heritage studies are being conducted as part of the ESIA which will involve consultation with key stakeholders.</td>
</tr>
<tr>
<td>Our main concern is that the proposed Project will rely on the abstraction of a lot of water, which may lead to impacts on palms and other vegetation in the area. The company needs to plan their water abstraction activities in such a way that allows for groundwater resources to be maintained.</td>
<td>It was confirmed that hydrological studies are being conducted to assess the availability of water. The sustainability of supply would need to be confirmed in order for the proposed Project to be feasible.</td>
</tr>
<tr>
<td>Yara should arrange visits for woreda experts and relevant stakeholders to the project area to provide them with an explanation of current activities and also if the proposed Project goes ahead.</td>
<td>This was noted.</td>
</tr>
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</table>
# YARA –EthioPotash: Scoping Phase Consultation

**13 March 2014**

**Berale Woreda Experts Group**

**ATTENDANCE REGISTER**

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<td>Beralele education</td>
<td>Head of education</td>
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<td>Cosmas Abdella</td>
<td>Abdella</td>
<td>Beralele capacity</td>
<td>HRM.</td>
<td>0922917748</td>
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<td>Endris Yimam</td>
<td>Yimam</td>
<td>Bayalele Woreda</td>
<td>Water Office</td>
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<tr>
<td>Mesfin Deribe</td>
<td>Deribe</td>
<td>Beralele Woreda Agricultural Office</td>
<td>Core Person</td>
<td>0911078408</td>
<td><a href="mailto:mesfide47@gmail.com">mesfide47@gmail.com</a></td>
</tr>
<tr>
<td>Tamirat Girmaray</td>
<td>Girmaray</td>
<td>Beralele Woreda Culture and Tourism Office</td>
<td>Officer</td>
<td>0910605699</td>
<td><a href="mailto:tamirat.beralele@icloud.com">tamirat.beralele@icloud.com</a></td>
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<tr>
<td>Amin Rasmed</td>
<td>Rasmed</td>
<td>Beralele Woreda Women's Office</td>
<td>Officer</td>
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<tr>
<td>Dereje Aklili</td>
<td>Aklili</td>
<td>Beralele Woreda Pardo</td>
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<td>0911386606</td>
<td><a href="mailto:dereje2013@gmail.com">dereje2013@gmail.com</a></td>
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Subject/Ref: Meeting with Berahale Woreda Council – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue: Berahale Woreda Administrative Office

Date of Meeting: 12 March 2014

Present: Refer to attendance register

Distribution: All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

Date: 2 April 2014

This minute serves as the record of the meeting held between TS Environmental Technology and Berahale Woreda Council. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The company should respect the rights of the local people, while carrying out its activities.</td>
<td>This was noted</td>
</tr>
<tr>
<td>• In the reports or booklets to be distributed in the future, we would like to see more photos of our local culture and people, not that of the highlanders.</td>
<td>This was noted and it was confirmed that this will be taken into consideration in the next round</td>
</tr>
<tr>
<td>• The summary reports of ESIA should also be translated into Afar language.</td>
<td>This was noted and it was confirmed that this will be taken into consideration in the next round</td>
</tr>
<tr>
<td>• The Woreda council is happy to work and cooperate with Yara going forward.</td>
<td>The woreda was thanked for their time, and comments</td>
</tr>
<tr>
<td>First name</td>
<td>Second name (surname)</td>
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<tr>
<td>------------</td>
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<tr>
<td>1. Ibrahim</td>
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<tr>
<td>7. Muftah</td>
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</table>
Subject/Ref  Meeting with women of Beheiti Village (related to Asabuyi) – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue  Beheiti Village

Date of Meeting  10 March 2014

Present  Refer to attendance register

Distribution  All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

Date  24 March 2014

This minute serves as the record of the meeting held between ERM, TS Environmental Technology and a selection of female residents from Beheiti village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
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4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
Comments Raised:

<table>
<thead>
<tr>
<th>COMMENTS</th>
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</tr>
</thead>
<tbody>
<tr>
<td>We face a lot of issues in the village, mainly around health; lack of access to markets and lack of water.</td>
<td>This was noted</td>
</tr>
<tr>
<td>Our main inputs would be for the proposed Project not to impact on palms, graves and salt.</td>
<td>Participants were thanked for their inputs. Furthermore it was confirmed that the information provided by stakeholders would be used to identify and study these areas in more detail</td>
</tr>
<tr>
<td>All of the people in the village use palms and these need to be protected. There are many villages that use the palms on the flats. The local names for places that we use palms are aga, gehartu, tekilu, tore’hayu.</td>
<td></td>
</tr>
<tr>
<td>As far as we know the following villages use the palms down on the flats – Adakuwa, Musly, Gehartu, Asabuya, Hembisha.</td>
<td></td>
</tr>
<tr>
<td>Hadalidaba is a place close to our village where there are a lot of graves, and we would expect this not to be disturbed.</td>
<td></td>
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<tr>
<td>First name</td>
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<td>Hawa</td>
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<td>Saada</td>
<td>Salahi</td>
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This minute serves as the record of the meeting held between ERM, TS Environmental Technology and a selection of male residents from Beheiti village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
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Comments Raised:

<table>
<thead>
<tr>
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<th>RESPONSE</th>
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</thead>
<tbody>
<tr>
<td>The federal government gave Yara permission to operate in the area. It is good but the local people should first benefit from the proposed Project.</td>
<td>It was confirmed that local people are most likely to be most influenced and affected by the proposed Project, and local people are key stakeholders.</td>
</tr>
<tr>
<td>We will cooperate with companies coming into the area if we can benefit from their activities.</td>
<td>This was noted</td>
</tr>
<tr>
<td>So far we have not benefited from companies which have started working in the area. We have serious water scarcity problems in our village, as well as health and education problems.</td>
<td>This was noted</td>
</tr>
<tr>
<td>However Yara has started consulting with us today which is a good start.</td>
<td>This was noted</td>
</tr>
<tr>
<td>Yara needs to make sure that artisanal salt mining and palms in the area are not affected, as many households rely on these for their livelihoods.</td>
<td>This was noted, and it was confirmed that the ESIA study will look at these areas and resources in more detail to understand if and how there may be impacts. If impacts are identified then measures will be developed to manage any impacts</td>
</tr>
<tr>
<td>Their existing activities and road construction should also not impact or disturb important trees and bushes that are used for livestock.</td>
<td></td>
</tr>
<tr>
<td>First name</td>
<td>Second name (surname)</td>
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<tr>
<td>------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>1. Ismael</td>
<td>Haameed</td>
</tr>
<tr>
<td>2. Abdella</td>
<td>Idris</td>
</tr>
<tr>
<td>3. Ahmed</td>
<td>Ismael</td>
</tr>
<tr>
<td>4. Ismael</td>
<td>Idris</td>
</tr>
<tr>
<td>5. Ahmed</td>
<td>Idris</td>
</tr>
<tr>
<td>6. Abdella</td>
<td>Mohammed</td>
</tr>
<tr>
<td>7. Desii</td>
<td>Haamedil</td>
</tr>
</tbody>
</table>
1. Προβαλλόμενη συνθήκη για τον θανάτο υπό τάξει να πληρώσει: Ο αώνες ζυγίζονται στον νομίσματος των 500 ευρώ. Πληρώσει αυτό το κόστος.

2. Αναλύσεις:
   a) Ποιος είναι ο οίκος που εκτελεί τα εργασίες και πόσο μπορεί να πληρώσει αυτό το κόστος;
   b) Ποιος είναι ο οίκος που δέχεται την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;
   c) Ποιος είναι ο οίκος που δίνει την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;

3. Αναλύσεις:
   a) Ποιος είναι ο οίκος που εκτελεί τις εργασίες και πόσο μπορεί να πληρώσει αυτό το κόστος;
   b) Ποιος είναι ο οίκος που δέχεται την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;
   c) Ποιος είναι ο οίκος που δίνει την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;

4. Αναλύσεις:
   a) Ποιος είναι ο οίκος που εκτελεί τις εργασίες και πόσο μπορεί να πληρώσει αυτό το κόστος;
   b) Ποιος είναι ο οίκος που δέχεται την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;
   c) Ποιος είναι ο οίκος που δίνει την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;

5. Αναλύσεις:
   a) Ποιος είναι ο οίκος που εκτελεί τις εργασίες και πόσο μπορεί να πληρώσει αυτό το κόστος;
   b) Ποιος είναι ο οίκος που δέχεται την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;
   c) Ποιος είναι ο οίκος που δίνει την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;

6. Αναλύσεις:
   a) Ποιος είναι ο οίκος που εκτελεί τις εργασίες και πόσο μπορεί να πληρώσει αυτό το κόστος;
   b) Ποιος είναι ο οίκος που δέχεται την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;
   c) Ποιος είναι ο οίκος που δίνει την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;

7. Αναλύσεις:
   a) Ποιος είναι ο οίκος που εκτελεί τις εργασίες και πόσο μπορεί να πληρώσει αυτό το κόστος;
   b) Ποιος είναι ο οίκος που δέχεται την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;
   c) Ποιος είναι ο οίκος που δίνει την υπογραφή και πόσο μπορεί να πληρώσει αυτό το κόστος;
**Subject/Ref**  Meeting with elders of Bada (both Bada Admeruq and Bada Ermile) – Scoping ESIA Engagement, Yara Dallol Potash Project

**Venue**  Bada Village

**Date of Meeting**  11 March 2014

**Present**  Refer to attendance register

**Distribution**  All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

**Date**  25 March 2014

This minute serves as the record of the meeting held between Yara Dallol BV, ERM, TS Environmental Technology and the elders and leaders from Bada village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

**Agenda**

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
Comments Raised:

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>We face a series of challenges including:</td>
<td></td>
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<tr>
<td>• Lack of social services and infrastructure (health and educational</td>
<td>This was noted</td>
</tr>
<tr>
<td>facilities; lack of potable water etc.).</td>
<td></td>
</tr>
<tr>
<td>• Flash floods that damage crops.</td>
<td>This was noted</td>
</tr>
<tr>
<td>• Shortage of diesels for agricultural machinery and equipment.</td>
<td>This was noted, and ERM identified that the hydrological studies would</td>
</tr>
<tr>
<td>• Although we have been told that the presence of these companies would</td>
<td>identify a baseline of existing water resources in the area.</td>
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<tr>
<td>bring benefits, we are not happy with what we have seen so far.</td>
<td>This would be used for monitoring purposes going forward.</td>
</tr>
<tr>
<td>• It was noted by some of the participants that they have reported</td>
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<tr>
<td>depletion of water in some of the wells that they use since companies</td>
<td></td>
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<tr>
<td>started working in the area.</td>
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<tr>
<td>• We understand that Yara and the federal government may have entered</td>
<td></td>
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<tr>
<td>into an agreement for a project that may run for about 18 years.</td>
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<tr>
<td>We, however have pressing needs that should be met within a short</td>
<td></td>
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<tr>
<td>period of time. Given this situation, what plans does the company have</td>
<td></td>
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<tr>
<td>to address our immediate needs?</td>
<td></td>
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<tr>
<td>The following recommendations were also provided to Yara:</td>
<td></td>
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<tr>
<td>• Before constructing any roads or roads Yara should seek advice from</td>
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<tr>
<td>the local clan, religious leaders and elders and bring it to the</td>
<td></td>
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<tr>
<td>attention of Woreda administration. This will work to avoid any</td>
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<tr>
<td>misunderstanding and potential conflict between the company and the</td>
<td></td>
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<td>resource users of these identified areas.</td>
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<tr>
<td>• With regard to job opportunities, priority should be given to local</td>
<td></td>
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<tr>
<td>people. We do not ask Yara for things that are beyond their capacity.</td>
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<tr>
<td>This is little support that the local people ask for.</td>
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<tr>
<td>• Yara should research the issue around labour and recruitment</td>
<td></td>
</tr>
<tr>
<td>particularly termination of contracts. Furthermore they shouldn’t</td>
<td></td>
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<tr>
<td>hire people for such short periods of time.</td>
<td></td>
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<tr>
<td>• Finally, the elders and the Kebele leaders noted that their respective</td>
<td></td>
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<tr>
<td>communities are generally positive towards Yara, but need to see</td>
<td></td>
</tr>
<tr>
<td>further commitment and response</td>
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</tbody>
</table>
# Bada Village

**Location:** Wereda Dalul, Kebele Bada/Admeruk, Village Bada, Block 3, Lower Emidum Hora.

**Date:** March 11, 2014

<table>
<thead>
<tr>
<th>First Name</th>
<th>Second Name</th>
<th>Organisation</th>
<th>Position</th>
<th>Telephone number</th>
<th>Email</th>
<th>Signature</th>
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<tbody>
<tr>
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<td>Husen</td>
<td>Teacher</td>
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<td>Haj Hussein</td>
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<tr>
<td>Omer</td>
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8
Subject/Ref: Meeting with male groups in Bada (both Bada Admeruq and Bada Ermile) – Scoping ESIA Engagement, Yara Dallol Potash Project

Venue: Bada Village

Date of Meeting: 11 March 2014

Present: Refer to attendance register

Distribution: All in attendance; Sanjay Rathore; Ashish Agarwal; David Alexander; Dag Olsen; Gebre Mekonen; Mike Everett; Belinda Ridley; Janet Mkhabela

Date: 25 March 2014

This minute serves as the record of the meeting held between ERM, TS Environmental Technology and a selection of male residents and government officials from Bada village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
Comments Raised:

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>A lot of companies have come to this area but none have come to discuss with us on this level. This is also the first time ERM has come to discuss with in a formal manner.</td>
<td>This was noted</td>
</tr>
<tr>
<td>There are alto of issues that the community are facing including education, health and infrastructure such as roads and functioning wells. We expect assistance from companies working in the area.</td>
<td>This was noted. It was identified that the construction and maintenance of infrastructure fell mainly within the government's responsibility</td>
</tr>
<tr>
<td>The road for instance is being built by the government but it’s for companies such as Yara, however we expect that this road will be finished soon, and when it is that we will be able to use it as well.</td>
<td>It was confirmed that this is the process that Yara are following. These lessons were noted, and it was identified that it is important to gain such feedback for consideration in the ESIA studies</td>
</tr>
<tr>
<td>When a company enters a new area, their first priority should be to employ local people and work with them. Should their recruitment requirements not be met at the local level they should then look elsewhere.</td>
<td>The names and locations of these resources was noted.</td>
</tr>
<tr>
<td>If we look at other companies that have been working in the area for a while (such as G&amp;B) there are lessons that Yara can learn.</td>
<td>Confirmation was asked about who dug these wells, however the participants were not clear whether it was G&amp;B or Yara.</td>
</tr>
<tr>
<td>For instance G&amp;B built an airstrip in an area that is important for us from a cultural heritage perspective. This caused many problems with the company.</td>
<td>It was explained that when job opportunities arise Yara always considered the local recruitment pool first, and this would include the youth.</td>
</tr>
<tr>
<td>Other lessons to be learnt: the construction of roads and the airstrip has caused diversion of water that normally flows down form Ragele River towards Lake Assale. This is a very big issue for us, and was raised with G&amp;B 2 years ago but they threatened us with the military.</td>
<td>However in instances when opportunities could not be met in the local area Yara would need to look</td>
</tr>
<tr>
<td>The palms should not be touched particularly the place that we call aga.</td>
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<tr>
<td>Furthermore the grasslands called himbasha eungola which are located on the peripheries of Bada should not be disturbed.</td>
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<tr>
<td>The wells and graves located on the edges of Bada village should not be disturbed either.</td>
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</tr>
<tr>
<td>Wells have been dug on the outskirts of Bada that companies are using, but they don’t cover these up and children and animals fall down them.</td>
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<tr>
<td>Is there anything that Yara intends to working with the youth? There are a lot of young people in the area, and there are young people who were employed by Sainik and Yara but they terminated their contracts. Meanwhile we see that they continue to bring in people from outside the region. Labourers for instance need to all be recruited from the local area.</td>
<td></td>
</tr>
</tbody>
</table>
• Yara can’t rely on recruitment agents who are not from the Afar region and are based in Addis. What do these agencies know about us?
• Furthermore they can’t just liaise with government (Woreda) when they recruit locally. We all know that there is corruption in government, and that they select their own people. Working just with government is not a fair or transparent process.
• There are 2 companies that we know very well about Sainik and Ardan. We know about their labour practices. They would let people work for 6 months or so, and then would tell people not to come back to work. They always told people that they would call them back after a fortnight or so to return to work, but this never happened. This has happened for so many people, not only in Bada but across the local area. Why don’t they tell us the truth rather than trying to con us?
• We were also told that if you serve the company 45 days or more, and your contract is terminated you are entitled to some form of severance or compensation.
• The people that make these promises are never available at camp when we go back to ask questions or raise issues.
• Furthermore they tell us to call Addis if we have issues. How is that fair? How we here in the Danakil be calling Addis and talking to someone we don’t know or can’t see. Plus they never pick up their phones.
• The only conclusion we can draw, from the way in which recruitment has been managed, is that they don’t want us Afari to progress. They don’t want us to advance or become more skilled or educated, they take advantage of our current lack of education and skills.

elsewhere
This was noted

It was identified that recruitment and labour practices have raised a lot of issues amongst stakeholders, and it is ERM’s recommendation that this should be addressed and communicated to Yara.
<table>
<thead>
<tr>
<th>First Name</th>
<th>Second Name</th>
<th>Organisation</th>
<th>Position</th>
<th>Telephone number</th>
<th>Email</th>
<th>Signature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mahir</td>
<td>Ahmed</td>
<td>Youth Leader</td>
<td>Bada</td>
<td>0928335668</td>
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<td>Sheikh</td>
<td>Saleh</td>
<td>Deputy Youth Head</td>
<td>Admerug</td>
<td>0932042501</td>
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<td>Hussein</td>
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</table>
This minute serves as the record of the meeting held between ERM, TS Environmental Technology and a selection of residents from Asabolo village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

**Agenda**

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<table>
<thead>
<tr>
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<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• We haven’t heard anything about Yara, but then again we have seen them or spoken to them.</td>
<td>This was noted</td>
</tr>
<tr>
<td>• There are a lot of companies working in this area, we have seen Allana and the Indian company but this is the first time we have seen Yara come speak to us.</td>
<td>This was noted</td>
</tr>
<tr>
<td>• When a new company comes into the area we expect good things and that they will work together with us. But what we hear about the Indian company is that they don’t respect working rights and their employees.</td>
<td>It was confirmed that labour issues are a common theme that have come out of engagement, and that this is something that will be communicated to Yara</td>
</tr>
<tr>
<td>• After the Indians left we know that Yara came into the area, but all we have seen from them is the work that they have been doing on water wells in the area.</td>
<td>This was noted, and confirmed that it would be communicated to Yara</td>
</tr>
<tr>
<td>• When Yara were doing work on wells they hired some people from our village, but they only let them work for 1 month and then the people didn’t receive severance pay.</td>
<td>Again the comments with regards to labour were noted</td>
</tr>
<tr>
<td>• Furthermore we know that there is no equality in the way in which workers are paid. People doing the same job will be paid differently depending on whether they are Afari or not.</td>
<td>This was noted, and confirmed that it would be communicated to Yara</td>
</tr>
<tr>
<td>• We hear things like Yara don’t help people when they are sick, they don’t compensate when people’s contracts are terminated even when people work for a longer period of time.</td>
<td></td>
</tr>
<tr>
<td>• When Yara are doing studies on water they need to be careful not to divert or impact our water sources in any way.</td>
<td>It was confirmed that it is important to identify potential impacts to areas and resources that are important to the local people</td>
</tr>
<tr>
<td>• Furthermore palms that are located close to their project area should not be touched.</td>
<td>This was noted, and confirmed that it would be communicated to Yara</td>
</tr>
<tr>
<td>• Any graves that are in the area should not be touched; this is according to our cultural practices.</td>
<td></td>
</tr>
<tr>
<td>• It is known that not everyone can get jobs or benefits from the proposed Project. Yara can’t satisfy everyone’s needs but they need to be strategic. For example selecting people from each area or Kebele so their recruitment is more representative.</td>
<td>This was noted, and confirmed that it would be communicated to Yara</td>
</tr>
<tr>
<td>• People are always driving past or moving around in this area, but none of the companies come and tell us about what they are doing.</td>
<td></td>
</tr>
<tr>
<td>• We want to raise one issue – Yara came with some people to conduct some studies</td>
<td>Yara Dallol BV identified that the</td>
</tr>
</tbody>
</table>
and were working on the well that we get water from. They dropped something into
the well which they said they couldn't get out. The well was actually constructed by
the military and apparently they authorised for the work to be conducted on the
well. However now this broken and we have not had potable water for 2 weeks now.

issue was being
rectified and
management at site
were aware of the
issue. It was noted
that the necessary
equipment to remove
the items and fix the
well were being
transported from
Mekele, as soon as
these arrived the well
would be fixed
<table>
<thead>
<tr>
<th>First name</th>
<th>Second name (surname)</th>
<th>Organization / Settlement Name</th>
<th>Position</th>
<th>Telephone Numbers</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hussein</td>
<td>Mohammed</td>
<td></td>
<td>Resident</td>
<td>0938 17-83 51</td>
<td></td>
</tr>
<tr>
<td>Ali</td>
<td>Mohammed</td>
<td></td>
<td></td>
<td>0124 22-01-42</td>
<td></td>
</tr>
<tr>
<td>Idris</td>
<td>Mohammed</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oosman</td>
<td>Hussein</td>
<td></td>
<td></td>
<td>0928 46-24-45</td>
<td></td>
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</table>
This minute serves as the record of the meeting held between ERM, TS Environmental Technology and a selection of female residents from Ambule village. The objective of the meeting was to provide information on the ESIA process, as well as the proposed Yara Dallol Potash Project. In addition the objective of the meeting was to discuss the outcomes of the Draft Scoping Report, and to collect stakeholder feedback.

Agenda

The agenda of the meeting was as follows:
1. Thank participants for their time.
2. Confirm any queries from stakeholders.
3. Gather any further comments and feedback.
4. Discuss any aspects of the Project and ESIA process in more detail where necessary.
**Comments Raised:**

<table>
<thead>
<tr>
<th>COMMENTS</th>
<th>RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• We have heard of Yara, but we don’t know much about them. Our woreda administrator introduced Yara and other companies in the area to us, and told us that we would benefit from these companies.</td>
<td>This was noted. It was explained that Yara are in the exploration stage of the project, and therefore do not require large numbers of people, and at times will require people to work for shorter periods. However the comments around labour practices will be communicated to Yara.</td>
</tr>
<tr>
<td>• Thus we hoped that our community members would get employed and benefit from the proposed Project. There has been some employment but we are not happy with the labour practices as they dismiss people, and there is no compensation provided.</td>
<td></td>
</tr>
<tr>
<td>• In short the benefits and promises that these companies were supposed to implement have not happened.</td>
<td></td>
</tr>
<tr>
<td>• Yara employ people from other regions in Ethiopia, and priority is not given to the local people. We hope that this will be improved on in the future.</td>
<td>This was noted</td>
</tr>
<tr>
<td>• The palms are our wealth and a gift of nature. The palms require little water and can grow in salty areas. Furthermore the palms are made into multi-purposes, so the proposed Project should not affect these palms.</td>
<td>The importance of these resources was noted. Also it was confirmed that the ESIA will assess potential impacts to these resources, as well as measures or avoid and / or mitigate any impacts.</td>
</tr>
<tr>
<td>• Yara should partner with local people, rather than with the military regarding issues raised at the community level.</td>
<td>This was noted</td>
</tr>
</tbody>
</table>
YARA – EthioPotash: Scoping Phase Consultation  
10/March/2014

ATTENDANCE REGISTER

<table>
<thead>
<tr>
<th>First name</th>
<th>Second name (surname)</th>
<th>Organization / Settlement Name</th>
<th>Position</th>
<th>Telephone Numbers</th>
<th>Email Address</th>
</tr>
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<tbody>
<tr>
<td>Mariam</td>
<td>Mohamed Ali</td>
<td>Ambulle</td>
<td>Inhabitant</td>
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<td>Almeri</td>
<td>Ali Bere</td>
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<td>Halima</td>
<td>Ali Mohammed</td>
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<tr>
<td>Kedja</td>
<td>Uthman Mohamad</td>
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<tr>
<td>Atisha</td>
<td>Osman Yassin</td>
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<tr>
<td>Kedija</td>
<td>Mohamed Mute</td>
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<td>Hawa</td>
<td>Ali Mohamed</td>
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<tr>
<td>1 Husen</td>
<td>Ali Lao</td>
<td>Sabana Ambule Ambule</td>
<td>Resident</td>
<td>0919 05 24 05</td>
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</tr>
<tr>
<td>2 Tearir</td>
<td>Ali Mido</td>
<td>Sabana Ambule Ambule</td>
<td>Student</td>
<td>0927 73 43 73</td>
<td></td>
</tr>
<tr>
<td>Mohamed</td>
<td>Ali</td>
<td>Ambule Ambule Ambule</td>
<td>Resident</td>
<td>0919 05 24 45</td>
<td></td>
</tr>
<tr>
<td>3 Musa</td>
<td>Humad Ali</td>
<td>Ambule</td>
<td>Yara</td>
<td>0919 02 94 70</td>
<td></td>
</tr>
<tr>
<td>4 Umar</td>
<td>Gasa</td>
<td>Ambule</td>
<td>Resident</td>
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<tr>
<td>5 Darsa</td>
<td>Dirse</td>
<td>Ambule</td>
<td>Resident</td>
<td>0928 91 28 56</td>
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</tr>
<tr>
<td>6 Mohamed</td>
<td>Muhammed</td>
<td></td>
<td>Resident</td>
<td></td>
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</tbody>
</table>
Appendix C

Itinerary for Baseline Data Collection
<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Activity for Team One</th>
<th>Venue</th>
<th>Team 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>26-Apr</td>
<td>Saturday</td>
<td>International travel to Addis</td>
<td>NA</td>
<td>NFB, JM</td>
</tr>
<tr>
<td>27-Apr</td>
<td>Sunday</td>
<td>Fly from Addis to Mekele, and drive down to site, Pick up MA and FM on the road</td>
<td>NA</td>
<td>NFB, JM, HY, AH, FM, MA</td>
</tr>
<tr>
<td>28-Apr</td>
<td>Monday</td>
<td>Odatil Woreda Offices (Kills and secondary information gathering)</td>
<td>Adakuwa</td>
<td>NFB, JM, AH, HY, FM, AA, MA</td>
</tr>
<tr>
<td>29-Apr</td>
<td>Tuesday</td>
<td>Bada Admeruq KIIs</td>
<td>Bada Admeruq</td>
<td>JM, AH, AA, HY, FM, NFB, MA</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bada Admeruq FGDs &amp; additional interviews if required</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30-Apr</td>
<td>Wednesday</td>
<td>Bada Ermite KIIs</td>
<td>Bada Ermite</td>
<td>JM, AH, AA, HY, FM, NFB, MA</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bada Ermite FGDs &amp; additional interviews if required</td>
<td></td>
<td></td>
</tr>
<tr>
<td>01-May</td>
<td>Thursday</td>
<td>Category I: Asabuyi Kebele (2 villages)</td>
<td>TBC</td>
<td>HY, FM, AA, AH, JM</td>
</tr>
<tr>
<td>02-May</td>
<td>Friday</td>
<td>Category II: middle Kebeles between Musley &amp; Adikuwa (2 villages)</td>
<td>TBC</td>
<td>HY, FM, AA, AH, JM</td>
</tr>
<tr>
<td>03-May</td>
<td>Saturday</td>
<td>Category II: middle Kebeles between Musley &amp; Adikuwa (2 villages)</td>
<td>TBC</td>
<td>HY, FM, AA, AH, JM</td>
</tr>
<tr>
<td>04-May</td>
<td>Sunday</td>
<td>Contingency day - used to visit additional villages identified of GPS key resources / locations</td>
<td>NA</td>
<td>HY, FM, AA, AH, JM</td>
</tr>
<tr>
<td>05-May</td>
<td>Monday</td>
<td>Mororo (reconfirmation of information)</td>
<td>Mororo</td>
<td>NFB, MA</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Aii lai (reconfirmation of information)</td>
<td>Aii lai</td>
<td>NFB, MA</td>
</tr>
<tr>
<td>06-May</td>
<td>Tuesday</td>
<td>Impacts workshop on site</td>
<td>Site</td>
<td>JM, AH, AA, HY, FM, NFB, MA</td>
</tr>
<tr>
<td>07-May</td>
<td>Wednesday</td>
<td>Drive to Zone 2 - Kill meetings and collect secondary data. Drop MA, FM</td>
<td>Abhala</td>
<td>JM, AH, AA, HY, FM, NFB, MA</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Drive from Zone 2 to Mekele. Fly out of Mekele</td>
<td></td>
<td>JM, NFB, HY, AH, AA</td>
</tr>
<tr>
<td>08-May</td>
<td>Thursday</td>
<td>Fly out of Addis to London / Johannesburg</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**KEY:**

- **NFB** Nomsa Fulbrook
- **Bhembe**
- **JM** Janet Mkhabela
- **AH** Ali Hassan
- **HY** Hirut Yibabe
- **FM** Fatima Mear
- **MA** Miftah Alisero
- **AA** Amin Ahmed
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