



نيوم NEOM

ENVIRONMENTAL EMPLOYER REQUIREMENTS
for
**REGENERATIVE DEVELOPMENTS IN PLANNING,
DESIGN, CONSTRUCTION AND OPERATIONS**

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1 General

NEOM's Environment Vision is to be an accelerator of human progress that shows the world how the land of the future is one in harmony with nature.

The EMPLOYER has translated NEOM's vision for a sustainable, carbon positive and environmentally friendly future into a series of instructions, targets and activities during development which are defined and referenced within this document.

This set of documents is referred to as the NEOM Regenerative Development Management System (RDMS), which is designed to standardize the approach to planning, design, assessment, construction and operation of NEOM Developments when it comes to achieving Net Positive outcomes.

In lieu of a traditional regulatory framework, NEOM aims to take a collaborative approach with project teams. This form of collaboration is premised on a shared vision and shall only be successful as a result of early, open and continuous engagement between the EMPLOYER and the CONSULTANT throughout the Contract period. As a result of this collaborative approach, the EMPLOYER may from time to time update these Employer Requirements and its associated Appendices.

The Employer Requirements for Regenerative Development in Design (This document and its Appendices, but simply referred to herein as the Employer Requirements) sets out the environmental and social sustainability requirements that the CONSULTANT or CONTRACTOR shall comply with during the development Process to help NEOM achieve regenerative development across the region.

Unless otherwise agreed by the EMPLOYER, the CONSULTANT or CONTRACTOR shall meet the requirements within this document, demonstrate progress against these requirements and provide evidence of their inclusion in all relevant deliverables required under this contract.

The CONSULTANT shall ensure that all Sub-consultants, Subcontractors and Suppliers comply with the Employer Requirements and all Sub-consultants, Subcontractors and Suppliers require their subcontractors and suppliers to do the same.

The CONSULTANT shall assess how likely the construction, operational, maintenance and decommissioning phases of the Project impact their planning and design decisions such that the level of environmental and social performance expected by the EMPLOYER is achieved during the Works.

The CONSULTANT shall inform, recommend alternatives, and seek EMPLOYER's approval, which may be withheld by the EMPLOYER in its absolute discretion, where the Employer Requirements cannot be achieved in the Design

2 Regenerative Development Management System

The CONSULTANT shall ensure that all relevant deliverables required under this contract, meet or exceed all applicable and available policy instruments, codes, guidelines and standards set out in the NEOM Regenerative Development Management System.

The CONSULTANT or CONTRACTOR shall ensure that deliverables required under this contract meet or exceed applicable Kingdom of Saudi Arabia environmental laws as well as International Finance Corporation (IFC) Performance Standards and Guidelines that relate to the Project. IFC Performance Standards are listed below:

- IFC Performance Standard 1: Assessment and Management of Environment and Social Risks and Impacts – Publication date 01 January 2012



- IFC Performance Standard 2: Labor and Working Conditions – Publication date 01 January 2012
- IFC Performance Standard 3: Resource Efficiency and Pollution Prevention – Publication date 01 January 2012
- IFC Performance Standard 4: Community Health, Safety, and Security – Publication date 01 January 2012
- IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement – Publication date 01 January 2012
- IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources – Publication date 01 January 2012
- IFC Performance Standard 8: Cultural Heritage – Publication date 01 January 2012
- IFC Environment, Health, and Safety Guidelines: Environment Air Emissions and Ambient Air Quality – Publication date 01 January 2012

The CONSULTANT or CONTRACTOR may submit a written request to the EMPLOYER for approval to make exemptions from the above listed requirements on or before the Commencement Date. The exemption request shall include:

- the specific requirement that exemption is being requested for;
- the justification for the exemption request; and
- the proposed alternative measures to address any associated risks or opportunities that may result from approval of the exemption by the EMPLOYER.

The CONSULTANT or CONTRACTOR shall not proceed implementing any such exemption without the prior written approval of the EMPLOYER, which may be withheld by the EMPLOYER in its absolute discretion.

3 Environment & Sustainability Personnel

3.1 Sustainability Manager

The CONSULTANT shall nominate for EMPLOYER's approval, which may be withheld by the EMPLOYER in its absolute discretion, a Sustainability Manager for the Project within seven (7) calendar days of the Commencement Date.

The Sustainability Manager shall have the following qualifications and experience:

- A formal 3rd level (university / college) qualification in Sustainable Design and/or Sustainable Development; and/or architectural engineering with a sustainability specialty.
- A minimum of 10+ years' relevant work history in the design and construction industry in the Middle East region.
- Demonstrated experience in the sustainable design of projects of similar size and nature to the Project.
- Be a LEED accredited Professional (AP) for at least 5 years with proven track record working on LEED projects in the Middle East.



The Sustainability Manager will report directly to the CONSULTANT Representative and be the main point of contact for all Regenerative Development issues with the EMPLOYER.

The CONSULTANT will ensure that the role and responsibilities of the Sustainability Manager will include, but not be limited to, the following:

- shall lead, coordinate, and facilitate the Integrated Development Process and associated submittal deliveries.
- be responsible for ensuring the CONSULTANT has sufficient resources of suitable qualification and experience to implement the Regenerative Development requirements set out in this document.
- be responsible to coordinate and lead the preparation of all Regenerative Development studies and models required for the Design.
- be responsible for implementation and compliance of the Regenerative Development Management System, including the submission to the EMPLOYER for all approval and compliance documentation.
- shall receive feedback on the Design and Construction from the EMPLOYER and instruct the Design and Construction Team with all necessary actions to comply with the EMPLOYER's feedback

3.2 Environmental Manager

The CONSULTANT or CONTRACTOR shall propose for EMPLOYER Approval, which may be withheld by the EMPLOYER in its absolute discretion, a full-time site based Environmental Manager prior to the Works commencing and no later than 15 calendar days after the commencement date.

The CONSULTANT or CONTRACTOR shall nominate an Environmental Manager with the following qualifications and experience:

- a formal 3rd level (university / college) qualification in Environmental Management, Environmental Science, or an Environmental related subject.
- a minimum of 5 years' relevant work history in the construction industry; and
- demonstrated experience in the active environmental management of construction projects of similar size and nature to the Works.

Or

- a combination of the above acceptable to the EMPLOYER, in its absolute discretion.

The Environmental Manager shall be deployed at the Site on a full-time basis, report directly to the CONTRACTOR Representative and be the main point of contact for all Regenerative Development issues with the EMPLOYER.

The role and responsibilities of the Environmental Manager shall include but not be limited to:

- implementation and compliance of the EMS (Refer to Section 6)
- ensuring the CONTRACTOR or CONSULTANT has sufficient resources of suitable qualification and experience to implement the Regenerative Development requirements as per this document.
- receiving calls from the EMPLOYER 24 hours a day, 7 days a week, in case of emergencies



- accompany the EMPLOYER during site inspections and systems audits

Additional roles and responsibilities for the Environmental Manager specific to the Works shall be set out in the Environmental & Social Management Plan (ESMP) for the Works.

4 Meetings & Workshops

The CONSULTANT or CONTRACTOR shall make available persons requested by the EMPLOYER to attend Regenerative Development Meetings and Workshops requested by the EMPLOYER, including but not limited to:

- Kick-Off Meeting
- Technical Workshops
- Monthly Progress Meetings
- Close-out and Handover Meeting
- Lessons-Learnt Workshop

The CONSULTANT or CONTRACTOR shall issue meeting minutes to the EMPLOYER for approval, which may be withheld by the EMPLOYER in its absolute discretion, within two (2) calendar days of all meetings required by this document.

4.1 Kick-off Meeting

The CONSULTANT or CONTRACTOR shall hold a kick-off meeting to discuss and outline the EMPLOYER Requirements for Regenerative Development at Contract Kick-off.

4.2 Technical Workshops

The CONSULTANT or CONTRACTOR shall participate in Sustainability and/or Environmental Workshops with the EMPLOYER to determine the aspects of the Construction that are relevant for each stage of the Integrated Assessment Process (Refer Sections 6 & 7).

4.3 Monthly Progress Meeting

The CONSULTANT or CONTRACTOR shall discuss these Employer's Requirements as a specific agenda item at all Monthly Progress Meetings.

4.4 Close-out and Handover Meeting

The CONSULTANT or CONTRACTOR shall participate in one or more "Close-out and Handover Meetings" with the Employer that identify all environmental risks and liabilities from the Works that must be addressed before Demobilization.

The CONSULTANT or CONTRACTOR shall be available to participate and present at a Pre-Operations Conference to ensure smooth hand-over to the Facility Operators where the commencement of Operations does not coincide with the Close-out and Handover Meeting.

4.5 Lessons-Learned Workshop



The CONSULTANT or CONTRACTOR shall participate in a Regenerative Development Lessons-Learnt Workshop(s) at the end of each stage of Work with the EMPLOYER that reviews the Works and associated Regenerative Development issues that could be avoided or improved in future Works.

5 Environmental & Sustainability Management System

The CONSULTANT or CONTRACTOR shall prepare an Environmental Management System to be executed during the Works.

The CONSULTANT or CONTRACTOR shall not commence any part of the Works until it has received EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, for the Management Plans and Procedures relevant to that part of the Works.

The Environmental Managements System shall meet or exceed all requirements of the following, as applicable to the Work:

- a) NEOM Regenerative Development Management System
- b) Project-specific sustainability deliverables required by NEOM-NEV-PRC-501 (refer Section 6)
- c) Project-specific environment deliverables required by NEOM-NEV-PRC-601 (refer Section 6)
- d) All Environmental Permits and Licenses issued by the Saudi Ministry of Environment, Water and Agriculture
- e) All other permits and licenses required by Saudi law.

As part of the EMS, the CONSULTANT or CONTRACTOR shall prepare and submit the following documents for EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, including but not limited to:

- Environmental Management System (EMS) Manual
- Relevant Work Method Statements and Procedures
- Sustainable Supply Chain Plan (SSCP)
- Greenhouse Gases (GHG) Emissions Reduction Plan (GERP)
- Waste Management Plan (WMP)
- Commissioning Plan (CP)
- Environmental & Social Emergency Response Plan (ESERP)

5.1.1 Environmental Management System (EMS) Manual

The CONSULTANT or CONTRACTOR shall submit for EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, within 14 calendar days of the Commencement Date, and implement during execution of the Works, an EMS that either:

- a) meets the **NEOM Environmental Management System - Template & Guidelines (NEOM-NEV-TGD-703)**; or
- b) is accredited to ISO 14001.2015 Environmental Management Systems Standard

Should the CONSULTANT or CONTRACTOR submit an EMS that is accredited to ISO 14001.2015 but does not address all requirements of NEOM-NEV-TGD-703, the CONSULTANT or CONTRACTOR shall also submit an accompanying bridging report demonstrating compliance with **NEOM-NEV-TGD-703**.



5.1.2 Sustainable Supply Chain Plan (SSCP)

The CONSULTANT or CONTRACTOR shall submit an SSCP for EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, no later than 14 calendar days after the Commencement Date.

The SSCP shall set out how the CONSULTANT or CONTRACTOR will ensure the procurement of materials and third-party services for the Works considers the Environmental & Social performance of sub-contractors, sub-consultants, vendors, suppliers, and other service providers.

Unless otherwise agreed with the EMPLOYER, the SSCP shall detail all materials required for the Works and demonstrate that demonstrate they are not included on the ***Interim Restricted Materials Standard (NEOM-NEV-STD-304-01.01)***.

- a) preferentially selected, within reason, to be the most Sustainable option available.
- b) accompanied with all environmental product declarations, associated data and certification.

The CONSULTANT or CONTRACTOR shall implement and ensure compliance with the NEOM approved SSCP during execution of the Works.

The CONSULTANT or CONTRACTOR shall record the quantity, costs and relevant environmental and sustainability quantification parameters (numerical data) for all materials and third-party services procured for the Works, as well as general compliance with the SSCP.

5.1.3 Greenhouse Gas Emissions Reduction Plan (GERP)

The CONSULTANT or CONTRACTOR shall submit a GERP for EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, within 14 calendar days of the Commencement Date.

The GERP shall set out how the CONSULTANT or CONTRACTOR shall reduce the GHG emissions over the duration of the contract to meet NEOM's "Net Zero Emissions Objective" by 2030.

The GERP shall be consistent with the requirements of NEOM's Greenhouse Gas (GHG) Reduction Strategy and designated Recording & Reporting Protocols and include:

a detailed description and estimation of all expected sources of GHG emissions associated with the Works, with specific focus and reference to Vehicles, Mobile Plant and Equipment (Refer Section **Error! Reference source not found.**).

- a) procedures to ensure GHG emissions are minimized on an annual basis through the optimal selection and operation of combustion engine vehicle, plant and machinery by type, number, and use,
- b) a process by which GHG emission sources can be identified and phased out of the Works on an annual basis through the use of alternative technologies such as electric vehicles and renewable energy sources.

The CONSULTANT or CONTRACTOR shall comply with their NEOM approved GERP during execution of the Works.

The CONSULTANT or CONTRACTOR shall report on an annual basis the outcomes of implementing the GERP during execution of the Works, as well as all GHG emissions in the preceding year as required by the Environmental and Sustainability Reporting Program (refer Section 10).



5.1.4 Waste Management Plan (WMP)

The CONSULTANT or CONTRACTOR shall submit a WMP for EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, no later than 14 calendar days after the Commencement Date.

The WMP shall set out how the CONSULTANT or CONTRACTOR shall minimize the production of waste materials from the Works and considers the Environmental & Social performance of its own practices as well as related sub-contractors, sub-consultants, vendors, suppliers and other service providers in relation to waste segregation, collection, transport, recirculation and disposal.

The WMP shall be developed and implemented consistent with the **NEOM Waste Management Procedure (NEOM-NEV-PRC-706)** and shall include:

a detailed description and estimation of all expected waste streams, classes and volumes during all applicable aspects of the Works (Refer Section **Error! Reference source not found.**).

- a) procedures to ensure waste generation is minimized as much as possible, that good housekeeping is maintained, and no litter is present on the site, and that any hazardous waste generated is collected, stored, transported, and disposed of in accordance with relevant Laws
- b) restrictions and prohibitions on the removal of all hazardous wastes from the Site to daytime hours only unless special permission is sought from and granted by the EMPLOYER and all relevant Authorities.

The CONSULTANT or CONTRACTOR shall implement and ensure compliance with the NEOM approved WMP.

The CONSULTANT or CONTRACTOR shall keep on Site hard copies of the WMP, waste records, waste transfer notes and waste facility receipts, as well as all related documentation and records.

The CONSULTANT or CONTRACTOR shall ensure that any company or person(s) found responsible for non-compliance with the WMP, or illegal dumping will be banned from the Site, face prosecution and the maximum penalties under applicable local and federal Laws in addition to incurring a liability to the Employer for all costs, expenses and penalties incurred by the Employer in remediation and restoration of any affected areas.

5.1.5 Commissioning Plan (CP)

The CONSULTANT or CONTRACTOR shall submit the Commissioning Plan for EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, no later than 30 calendar days prior to the date of commissioning.

The Commissioning Plan shall specify all environmental & social controls and corrective actions which must be undertaken during the Commissioning Program.

The Commissioning Plan shall include but not be limited to information relating to:

- a) system testing & performance verification
- b) point monitoring, ongoing measurement & corrective action response,
- c) record keeping and reporting

The CONSULTANT or CONTRACTOR shall implement the Commissioning Plan, and shall ensure that all activities with respect to commissioning are undertaken in compliance with NEOM Environmental & Sustainability Plans, Policies and Procedures.



5.1.6 Environmental & Social Emergency Response Plan (ESERP)

The CONSULTANT or CONTRACTOR shall submit an ESERP for EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, which may be withheld by the EMPLOYER in its absolute discretion, no later than 14 calendar days after the Commencement Date.

The ESERP shall demonstrate the CONSULTANT or CONTRACTOR's capabilities and processes for responding to an Environmental Emergency during execution of the Works.

The ESERP shall define the probable worse-case Environmental Emergency scenarios that may potentially occur during execution of the Works including, but not limited to:

- a) Major spill of Chemicals, Hydrocarbons or untreated waste water to land (including groundwater) or marine waters,
- b) release of noxious or toxic air emissions, gases, aerosols or vapours
- c) disease outbreak or introduction of an invasive species to land or water.

The ESERP shall set out the CONSULTANT or CONTRACTOR's personnel, equipment and resources to be deployed in response to all Environmental Emergencies defined in the ESERP, including but not limited to:

- a) Emergency Response Team (ERT) organization and personnel
- b) emergency contact details including a dedicated emergency line that is manned 24 hours per day, 7 days per week
- c) emergency reporting protocol including immediate, daily and ongoing reporting during emergency response actions
- d) personnel and equipment available on site for immediate response actions
- e) personnel, equipment and other resources available on call for response escalation purposes
- f) emergency training and emergency response drill program for the Site

6 Planning and Design

6.1 Sustainable Planning & Design Compliance

The CONSULTANT or CONTRACTOR shall review the **NEOM Interim Sustainability Requirements Standard and Procedure (NEOM-NEV-STD 501 and NEOM-NEV-PRC-501)** and prepare and submit for EMPLOYER approval, or otherwise comply with all requirements of the respective NEOM approved documents, including but not limited to:

- a) Owner Project Requirement- NEOM-NEV-PRC-501_FRM01 Owner Project Requirements
- b) Sustainability Basis of Design- NEOM-NEV-PRC-501_FRM02 Sustainability Basis of Design Form.
- c) Sustainability Strategy including NEOM-NEV-PRC-501_FRM 03 Self-Evaluation Scorecard.
- d) Sustainability Specifications, which will reflect the sustainability strategy for implementation.
- e) Nominated third-party sustainability Design and Construction requirements (where applicable).
- f) Sustainable Construction Submittals including NEOM-NEV-PRC-501_FRM04 Sustainable Construction Submittal Form.



- g) Hand Over strategy including CIBSE (2006) TM31:2006 logbook, the fine-tuning and maintenance and operational strategies related to the sustainability goals and targets implementation.

6.2 Environmental Assessment & Permitting

The CONSULTANT or CONTRACTOR shall review the **NEOM Environmental Approvals Procedure (NEOM-NEV-PRC-601)** and prepare and submit for EMPLOYER approval, or otherwise comply with all requirements of the respective NEOM approved documents, including but not limited to:

- a) Owner Project Requirement Form.
- b) Sustainability Basis of Design
- c) Sustainability Specifications, which will reflect the sustainability strategy for implementation.
- d) Nominated third-party sustainability Design and Construction requirements (where applicable).
- e) Hand Over strategy including CIBSE (2006) TM31:2006 logbook, the fine-tuning and maintenance and operational strategies related to the sustainability goals and targets implementation.

The CONSULTANT or CONTRACTOR shall participate in an environmental & social risk assessment workshop with the EMPLOYER that identifies all environmental and social risks relevant to the Works and all associated management controls applicable to the Works (the Environmental & Social Risk Assessment Workshop).

The CONSULTANT or CONTRACTOR shall not commence any part of the Works until an Environmental & Social Risk Assessment Workshop for that part of the Works has been completed to the satisfaction of the Employer, in its absolute discretion.

7 Execution

7.1 Execution Readiness

Prior to Mobilization, the CONSULTANT or CONTRACTOR shall demonstrate to the EMPLOYER that all Regulatory Permits, and all applicable Planning and Design Compliance Deliverables (Section 6.1) and Environmental Assessment & Permitting Deliverables (Section 6.2) required for the Works have been obtained and understood by the CONSULTANT or CONTRACTOR.

The CONSULTANT or CONTRACTOR shall translate the requirements of all Regulatory Permits, and all applicable Planning and Design Compliance Deliverables (Section 6.1) and Environmental Assessment & Permitting Deliverables (Section 6.2) into a series of Work Method Statements (WMS) or Standard Operating Procedures (SOPs) for Execution.

WMS and SOPs shall be provided in both English and Arabic to ensure the workforce understand and fully implement all applicable requirements.

The CONSULTANT or CONTRACTOR shall submit all WMS and SOPs for EMPLOYER approval, which may be withheld by the EMPLOYER in its absolute discretion, no later than 14 calendar days after the Commencement Date.

The CONSULTANT or CONTRACTOR shall keep on Site hard copies of such WMS, SOPs and related documentation and records and make these available to the Employer upon written or verbal request.

7.2 Competency Management



The CONSULTANT or CONTRACTOR shall implement a Competency Management Program during the Works, as set out in the ESMP that includes, but is not limited to the following activities:

- a) job specific roles and responsibilities for the environmental manager and any other key positions
- b) competency assessment criteria for key positions
- c) schedule and particulars for implementing the NEOM environmental stewardship training program
- d) implementation and recordkeeping for the site environmental and social induction
- e) publication, display and dissemination of environmental awareness communications

The CONSULTANT or CONTRACTOR shall ensure that the following personnel undertake position specific training as set out in, but not limited to, the ***Environmental & Social Risk Management Training & Awareness Program (NEOM-NEV-TRP-801)***, prior to commencing work at the Site, undertake:

- a) Project Director
- b) Construction Manager
- c) Sustainability Manager
- d) Environmental Manager
- e) all other Environmental Personnel

The CONSULTANT or CONTRACTOR shall ensure that all personnel undertake the site environmental & social induction, delivered by the Contractor Environmental Manager, within seven (7) calendar days of mobilization to the Site. Failure to do so shall require that the CONSULTANT or CONTRACTOR reassign the tasks that can be undertaken by the personnel such that the tasks do not present an unacceptable environmental risk as assessed by the EMPLOYER.

The CONSULTANT or CONTRACTOR shall retain up-to-date and detailed records of all personnel this on Site at all times and be available for review by EMPLOYER when requested.

The CONSULTANT or CONTRACTOR shall develop and provide Environmental & Social Awareness Communications at the Site with the aim of improving workforce awareness and fluency on Environmental & Social matters.

The Environmental Awareness Communications shall include but not be limited to:

- a) environmental signage and posters displayed at appropriate locations around Works sites.
- b) environmental information materials including brochures, videos, presentations and toolbox talk discussions.
- c) incentives aimed at improving workforce behaviours and environmental awareness.

The CONSULTANT or CONTRACTOR shall ensure all personnel and visitors to the Site sign the ***NEOM Environmental Code of Conduct (NEOM-NEV-GGD-801)*** and commit to abiding by its requirements in the execution of their duties whilst on Site.

7.3 Mobilization & Construction



Prior to commencement of the Works at any part of the Site the CONSULTANT or CONTRACTOR shall undertake a Site walk-over with the Employer's Representative and an agreement signed by both parties shall document the condition of the site in accordance with the **NEOM Site Handover And Acceptance Procedure (NEOM-NEV-PRC-701)**.

The CONSULTANT or CONTRACTOR shall comply with the NEOM Regulatory Approved CESMP at all times during execution of the Works.

The CONSULTANT or CONTRACTOR shall not undertake any activities at the Site that are not described in the NEOM Regulatory Approved CESMP or otherwise approved by the EMPLOYER.

The CONSULTANT or CONTRACTOR shall not undertake any activities outside the Site that are not described in the NEOM Regulatory Approved CESMP or relevant Contractor Work Method Statements and approved by the EMPLOYER.

Should the CONSULTANT or CONTRACTOR fail to comply with the requirements of the NEOM Regulatory Approved CESMP or relevant Contractor Method Statements the EMPLOYER may, at its own discretion, issue a notice to the CONSULTANT or CONTRACTOR (a Stop Work Notice).

Following receipt of a Stop Work Notice from the EMPLOYER, the CONSULTANT or CONTRACTOR shall:

- a) cease the part of the Works subject to the Stop Works Notice immediately, providing it is safe to do so, but not later than 24 hours following receipt of a Stop Works Notice
- b) implement all corrective actions required by the Stop Works Notice to the satisfaction of the EMPLOYER
- c) not recommence the part of the Works subject to the Stop Works Notice, until after the Stop Works Notice has been removed by the EMPLOYER.

Should the CONSULTANT or CONTRACTOR be required to undertake a part of the Works not detailed in the NEOM Regulatory Approved CESMP or relevant Contractor Method Statements, or otherwise revise the NEOM Regulatory Approved CESMP or relevant Contractor Method Statements ESMP following a Stop Works notice from the EMPLOYER, it shall not commence the relevant part of the Works until the NEOM Regulatory Approved CESMP or relevant Contractor Method Statements ESMP have been revised and approved by the EMPLOYER.

The CONSULTANT or CONTRACTOR shall ensure to the satisfaction of the EMPLOYER that all Environmental Controls listed in the Environmental Management Program are implemented in full at the Site and all *Associated Facilities* (defined below) and according to the specifications set out in the NEOM Regulatory Approved CESMP or relevant Contractor Method Statements.

Associated Facilities are defined by IFC Performance Standards as facilities that are not financed as part of the project and that would not have been constructed or expanded if the project did not exist and without which the project would not be viable.

During execution of the Works, the CONSULTANT OR CONTRACTOR shall ensure all precautions are taken as may be reasonably necessary to avoid pollution of the atmosphere, land on and around the Site as well as any water course, by release, escape, discharge or other exposure to any substance that under applicable Law is considered to be hazardous or toxic or is or may be required to be remediated, however if contamination does occur full removal and/or remediation of the contamination must be carried out to the satisfaction of the Employer.

Should any environmental impacts be identified arising from the Works the CONSULTANT or CONTRACTOR shall rectify the impact immediately and to the satisfaction of the Employer or otherwise develop for Employer approval, which may be withheld by the EMPLOYER in its absolute discretion, a



rehabilitation or offset plan that demonstrates how the CONSULTANT or CONTRACTOR shall fully rehabilitate or offset the impacted area.

7.4 Commissioning, Close-out and Handover

The CONSULTANT or CONTRACTOR shall not demobilize from the Site until all environmental matters associated with the Works have been addressed to the satisfaction of the EMPLOYER.

Prior to demobilization from the Site, the CONSULTANT or CONTRACTOR shall demonstrate to the satisfaction of EMPLOYER, that all:

- a) infrastructure and buildings for the Works are constructed in with approved sustainability requirements, plans and designs;
- b) dedicated systems are operating as designed and within environmental & social performance criteria
- c) temporarily disturbed locations are rehabilitated and restored to a natural condition;
- d) minor environmental issues such as contamination from minor spills and general housekeeping issues have been rectified.
- e) environmental non-compliances have been rectified.

Upon demobilization from the Site the CONSULTANT or CONTRACTOR shall undertake a Site walk-over with the EMPLOYER'S Representative and an agreement signed by both parties shall document the condition of the site in accordance with the **NEOM Site Handover and Acceptance Procedure (NEOM-NEV-PRC-701)**.

The CONSULTANT or CONTRACTOR shall prepare a handover procedure consistent with the requirements of the NEOM Sustainability requirements for the Built Environment standard and procedure (**NEOM-NEV-STD-501 and NEOM-NEV-PRC-501**) and brief the EMPLOYER's team and their appointed facility operations and maintenance contractors (s) on the requirements of the Handover Procedure.

7.5 Operations

The CONSULTANT or CONTRACTOR shall review the **NEOM Sustainability Procedure for the Built Environment (NEOM-NEV-PRC-501)** and comply with all requirements associated, including:

- a) Following 12 months of operations and data collection for water, waste and energy provide the third-party sustainability rating system for net Zero Award, Operations and maintenance Award Certificate and PSS Report. (Where applicable), or;
- b) Following 12 months of operations and data collection for water, waste and energy provide the net Zero Carbon Report and the PSS Report to receive the NEOM sustainability certificate of compliance.

Prior to commencement of the Operations at any part of the Facility the CONSULTANT or CONTRACTOR shall undertake a Facility walk-over with the Employer's Representative and an agreement signed by both parties shall document the condition of the Facility in accordance with the **NEOM Site Handover and Acceptance Procedure (NEOM-NEV-PRC-701)**. Following receipt of a Stop Work Notice from the EMPLOYER, the CONSULTANT or CONTRACTOR shall:

- a) cease the part of Operations subject to the Stop Work Notice immediately, providing it is safe to do so, but not later than 24 hours following receipt of a Stop Work Notice



- b) implement all corrective actions required by the Stop Work Notice to the satisfaction of the EMPLOYER
- c) not recommence the part of Operations subject to the Stop Work Notice, until after the Stop Work Notice has been removed by the EMPLOYER.

Upon demobilization from the Facility the CONSULTANT or CONTRACTOR shall undertake a Facility walk-over with the EMPLOYER'S Representative and an agreement signed by both parties shall document the condition of the Facility in accordance with the **NEOM Site Handover and Acceptance Procedure (NEOM-NEV-PRC-701)**. Shall demonstrate to the satisfaction of EMPLOYER, that all:

- a) infrastructure and buildings for Operations remain in a condition consistent with approved requirements, plans and designs.
- b) dedicated systems are operating as designed and within environmental & social performance criteria
- c) temporarily disturbed locations are rehabilitated and restored to a natural condition.
- d) minor environmental issues such as contamination from minor spills and general housekeeping issues have been rectified.
- e) environmental non-compliances have been rectified.

7.6 Compliance Management

The CONSULTANT or CONTRACTOR shall implement a Compliance Management Program as set out in the ESMP that includes, but is not limited to the following activities:

- a) daily routine site inspections
- b) monthly system audits that covers all regenerative development documentation and records for the Works
- c) environmental & social performance management actions, to ensure workers comply with the environmental management program
- d) an incident Identification, Investigation and Reporting Protocol to be used where incidents occur arising from the Works

The CONSULTANT or CONTRACTOR shall use the **NEOM Environmental & Social Compliance Assurance Standard (NEOM-NEV-TGD-701)** to record observations and actions arising from the Compliance Management Program.

The CONSULTANT or CONTRACTOR shall use the **NEOM Environmental and Social Incident Identification, Investigation and Reporting Procedure (NEOM-NEV-PRC-704)** to identify, investigate and report to the EMPLOYER all environmental and social incidents during execution of the Works.

Should a non-conformance, non-compliance or incident occur, the CONSULTANT or CONTRACTOR shall:

- a) inform the employer of the non-conformance, non-compliance or incident within the timeframes set out in the NEOM incident identification, investigation and reporting procedure
- b) implement corrective actions to rectify the non-conformance, non-compliance or incident within a timeframe to be agreed by the Employer.



The CONSULTANT or CONTRACTOR shall ensure improvement or corrective actions arising from the Compliance Management Program are implemented to the satisfaction of the EMPLOYER, using the **NEOM Environmental & Social Compliance Assurance Standard (NEOM-NEV-TGD-701)** and within the time frames agreed with the EMPLOYER.

7.7 Management of Change

Should the CONSULTANT or CONTRACTOR intend to undertake an activity not described in the NEOM approved project specific documents (refer Section, or should conditions change such that a described activity cannot be executed as approved by the EMPLOYER, the CONSULTANT or CONTRACTOR shall issue a Change Management Request (CMR), in accordance with **Environmental Management of Change Procedure (NEOM-NEV-PRC-702)** for EMPLOYER approval prior to undertaking the work.

The CMR will describe the new or changed activity and identify changes to the relevant environmental & social risks and associated management controls. The CONSULTANT or CONTRACTOR shall then update and resubmit relevant Contractor Work Method Statements to include the information in the CMR approved by the EMPLOYER.

8 Environmental & Social Emergency Response

In the event of any observed Emergency the CONSULTANT or CONTRACTOR shall:

- a) immediately notify the EMPLOYER using the reporting protocol in the ESERP;
- b) deploy all relevant emergency personnel and equipment needed to respond to the emergency, as soon as it is safe to do so.
- c) once it is safe to do so, secure the area immediately surrounding the emergency event and prohibit access and clean-up or removal of any items from the site until a full incident investigation involving the EMPLOYER has been concluded

The EMPLOYER reserves the right to assume control of emergency response activities including those designated within the approved ESERP. Under such circumstances the CONSULTANT or CONTRACTOR shall make available all resources, plant, equipment and personnel available to it, and as requested by the EMPLOYER.

9 Environmental & Sustainability Reporting

The CONSULTANT or CONTRACTOR shall report on a Monthly basis to the EMPLOYER using the formats and reporting tools set out in the **Environmental & Social Reporting Procedure (NEOM-NEV-PRC-801)**.

The reporting requirements shall not relieve CONSULTANT or CONTRACTOR of its obligations to promptly report to the EMPLOYER any matters that significantly affect the environment or completion of the Works.