

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN REPORT for “EXISTING HOTEL OPERATIONS & REFURBISHMENT”



SHERATON ADDIS, A LUXURY COLLECTION HOTEL

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July, 2026



DECLARATION OF AGREEMENT

DECLARATION OF HOTEL'S OWNER

I, Solomon Zewdu hotel owner, promised to minimize and protect impacts caused by the hotel on the Environment issues around the hotel area. If I couldn't be able to minimize or avoid the impact, I promise to pay compensation based on key Environmental and Social proclamations, regulations and directives. Further, I promised to give environmental protection plan, obligations, performance quality report and time plan within one month to the responsible authority.

If the violation of the above obligations is confirmed by the concerned environmental authority, I promised to pay the sanction based on key Environmental and Social proclamations, regulations and directives. In case the hotel imposes significant impact on the environment and the society around the hotel or away from it. I agreed to pay compensation based on proclamations, regulations and directives. In addition, if the impact of our hotel on the environment and the society is very high and confirmed by the responsible body, I understand to stop the hotel work. I confirm my commitments to implement the above agreement with my signature below.

Name, Signature and Date:

Name

Solomon Zewdu

Signature:

Date:

July 24/2026

DECLARATION OF THE CONSULTING COMPANY

I, Biniyam Alem, confirm that this report is prepared by a team of 7 professional experts who have the legal license to do such ESMP report and take full responsibility to correct and improve the report if there are any corrections by any responsible body. I assure my declaration with my signature below.

Name, Signature and Date:

Name

Biniyam Alem

Signature:

Date:

July 24/2026



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ABBREVIATIONS AND ACRONYMS

AAEPA	Addis Ababa Environmental Protection Authority
CBD	Convention on Biological Diversity
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora
CO ₂	Carbon Dioxide
CSR	Corporate Social Responsibility
CSA	Central Statistical Agency
EDGE	Excellence in Design for Greater Efficiencies
Eg	For Example
E&S	Environmental and Social
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
ESF	Environmental and Social Framework (World Bank)
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ETB	Ethiopian Birr
FDRE	Federal Democratic Republic of Ethiopia
F&B	Food and Beverage
GHG	Greenhouse Gas
GIIP	Good International Industry Practice
GRM	Grievance Redress Mechanism
GPS	Global Positioning System
HSE	Health, Safety, and Environment
HVAC	Heating, Ventilation and Air Conditioning
IFC	International Finance Corporation
ISO	International Organization for Standardization
kWh	Kilowatt-hour



LEED	Leadership in Energy and Environmental Design
LLC	Limited Liability Company
LMP	Labor Management Procedures
MEAs	Multilateral Environmental Agreements
MoH	Ministry of Health
MSDS	Material Safety Data Sheet
ODS	Ozone Depleting Substances
OHS	Occupational Health and Safety
PLC	Private Limited Company
PPE	Personal Protective Equipment
SEP	Stakeholder Engagement Plan
SOPs	Standard Operating Procedures
TRIR	Total Recordable Incident Rate
UNFCCC	United Nations Framework Convention on Climate Change
WHO	World Health Organization
WBG	World Bank Group



EXECUTIVE SUMMARY

This Environmental and Social Management Plan (ESMP) has been prepared for Sheraton Addis, a Luxury Collection Hotel, an existing five-star hospitality facility located in Kirkos Sub-City, Addis Ababa. The ESMP provides a comprehensive management framework for addressing the environmental, social, occupational health and safety, and community-related aspects associated with the hotel's ongoing operations and planned refurbishment activities.

The primary purpose of this ESMP is to ensure that hotel operations and refurbishment works are undertaken in a manner that complies with Ethiopia's environmental, public health, labor, and social legislation, while preventing, minimizing, and controlling adverse environmental and social impacts. The ESMP translates the findings of the environmental and social assessment into practical mitigation measures, monitoring requirements, institutional responsibilities, reporting procedures, and budget allocations that can be effectively implemented by hotel management and contractors.

Project Context and Scope

Sheraton Addis is a well-established luxury hotel occupying approximately 76,000m² within a fully developed urban environment. The hotel provides accommodation, food and beverage services, conference and event facilities, recreational and wellness services, and a range of support and utility functions. It serves international guests, diplomatic missions, business travelers, and hosts major national and international events.

This ESMP applies exclusively to existing hotel operations and periodic refurbishment or upgrade activities. It does not involve new construction, expansion beyond the existing footprint, land acquisition, involuntary resettlement, or physical displacement. As a result, the environmental and social risks associated with the project are operational in nature, localized, predictable, and manageable when appropriate management measures are applied.

Regulatory Basis

The ESMP has been prepared in accordance with Environmental and Social Impact Assessment Proclamation No. 1317/2025, the Environmental and Social Management Plan Guidelines issued by the Environmental Protection Authority (EPA) in 2022, and relevant sectoral proclamations governing waste management, hazardous substances, water resources, labor conditions, and public health. The ESMP also reflects applicable city-level environmental assessment and management requirements administered by the Addis Ababa Environmental Protection Authority.



The plan fulfills the legal requirement for operational facilities to maintain an approved ESMP proportionate to the scale and nature of their environmental and social impacts, and serves as the primary compliance instrument during operation and refurbishment.

Key Environmental and Social Issues

The assessment identified a range of environmental and social aspects typical of luxury hotels. Key issues include:

- High demand for water and energy associated with luxury hospitality services;
- Generation of wastewater from guest rooms, kitchens, laundry, spa, and swimming pool facilities;
- Solid waste generation from food services, housekeeping, landscaping, and maintenance activities;
- Limited generation of hazardous waste from chemicals, fuels, oils, batteries, and electronic equipment;
- Occupational health and safety risks related to machinery, electrical systems, chemical handling, fire hazards, and maintenance works; and
- Potential community nuisance impacts such as noise, traffic congestion, and disturbance during large events or refurbishment activities.

These impacts are site-specific, largely reversible, and controllable, provided that mitigation and monitoring measures are implemented consistently.

ESMP Structure and Management Framework

The ESMP establishes a structured environmental and social management system integrated into routine hotel operations. Key components include:

- Clearly defined institutional arrangements, including designation of environmental, health, and safety responsibilities within hotel management;
- Detailed Environmental and Social Management Plan Matrix addressing operational-phase impacts, mitigation measures, responsibilities, monitoring indicators, frequency, and budgets;
- A comprehensive Environmental and Social Monitoring Plan, including compliance and performance monitoring;
- Occupational health and safety management measures covering training, personal protective equipment, emergency preparedness, and incident reporting;
- Grievance redress mechanisms for workers and the surrounding community;
- Documentation, reporting, corrective action, and audit procedures to support regulatory oversight.



The ESMP is designed as a living document, subject to periodic review and updating in response to monitoring results, operational changes, or regulatory directives.

Budget Allocation

To ensure effective implementation, the ESMP provides for a consolidated annual budget of approximately ETB 2,150,000 covering environmental and social management measures, occupational health and safety provisions, monitoring activities, training, audits, documentation, and contingency for corrective actions. This budget level reflects the scale of operations, workforce size, and regulatory requirements applicable to a large luxury hotel operating in Addis Ababa.

Overall Findings

The ESMP concludes that Sheraton Addis can continue to operate and undertake refurbishment activities without significant adverse environmental or social impacts, provided that the mitigation and monitoring measures outlined in the plan are fully implemented and adequately resourced. The hotel's positive contributions—including employment generation, support to local economic activities, tax revenue, tourism promotion, and community engagement—outweigh the manageable environmental and social risks identified.

With full implementation of this ESMP, Sheraton Addis will maintain compliance with applicable environmental and social regulations and ensure responsible management of its operational impacts within the urban context of Addis Ababa.



1 INTRODUCTION

This ESMP has been prepared for the Sheraton Addis Hotel, a flagship luxury hospitality facility located in Addis Ababa, Ethiopia. The ESMP provides a structured framework for identifying, managing, and monitoring environmental, social, occupational health and safety (OHS), and community-related risks and impacts associated with the hotel's ongoing operation and planned renovation activities.

The primary objective of this ESMP is to ensure that hotel operations and refurbishment works are carried out in an environmentally sound, socially responsible, and legally compliant manner, consistent with Ethiopian regulatory requirements and relevant international good practice. The ESMP translates identified risks and impacts into practical mitigation, monitoring, institutional, and reporting measures that can be effectively implemented by hotel management and contractors.

This ESMP has been prepared in accordance with the Ethiopian ESIA Proclamation No. 1317/2025, the Environmental and Social Management Plan Guidelines issued by the Environmental Protection Authority (EPA), 2022, and relevant sectoral directives. In addition, the ESMP is aligned, where applicable, with international standards and best practices such as the IFC Performance Standards, IFC Environmental, Health and Safety (EHS) Guidelines, and internationally accepted hotel and tourism sustainability practices.

The Sheraton Addis Hotel is an established, fully operational luxury hotel providing accommodation, conference facilities, food and beverage services, recreational amenities, and ancillary services. The facility plays a significant role in Ethiopia's hospitality and tourism sector, serving international guests, diplomatic missions, business travelers, and high-level events.

The current ESMP is prepared in the context of ongoing operations and planned renovation/refurbishment activities, rather than new construction. The renovation works are intended to upgrade existing facilities, improve service quality, ensure compliance with evolving safety and environmental standards, and enhance the hotel's operational efficiency and sustainability performance. As such, potential impacts are expected to be localized, temporary, and largely manageable through the application of good housekeeping practices, effective OHS measures, waste and resource management, and robust stakeholder engagement.

Given the hotel's location within an urban setting and its interaction with employees, guests, service providers, and the surrounding community, the ESMP places particular emphasis on:

- Occupational health and safety of workers and contractors;
- Environmental management of wastes, wastewater, energy, and water use.



- Community health, safety, and security;
- Labor and working conditions, including contractor management;
- Emergency preparedness and response; and
- Compliance with national regulations and international good practice.

1.1 Regulatory Applicability and ESMP Trigger

This ESMP has been prepared to fulfill the requirements of the ESIA No. 1317/2025 and the ESMP Guidelines issued by the Federal EPA in 2022.

In accordance with the proclamation and guidelines, operational facilities and refurbishment activities that generate ongoing environmental and social impacts are required to prepare and implement an ESMP proportionate to the nature and scale of their risks.

Sheraton Addis is an existing, fully operational luxury hotel undertaking periodic refurbishment and upgrade activities within its established footprint. The project does not involve new construction, land acquisition, involuntary resettlement, or physical displacement. Accordingly, a full ESIA is not required; however, a comprehensive ESMP is mandatory to manage operational and refurbishment-related environmental, social, occupational health and safety, and community risks.

1.2 Intended Users of the ESMP

This ESMP is intended for use by Sheraton Addis Hotel management, departmental heads, contractors, service providers, and regulatory authorities. It serves as a binding operational document guiding daily environmental and social management, monitoring, reporting, corrective action, and regulatory compliance throughout the hotel's operational lifecycle.



2 APPROACH AND METHODOLOGY

2.1 Objective

The overall objective of this ESMP is to establish a comprehensive and practical management framework that ensures the environmental and social sustainability of Sheraton Addis Hotel throughout its operational lifecycle. The ESMP integrates environmental, social, occupational health and safety, and community considerations into day-to-day hotel operations and planned renovation activities, in compliance with national regulatory requirements and recognized international good practice.

The specific objectives of the ESMP are to:

- Describe the environmental and social setting of the hotel and its immediate surroundings;
- Identify and assess actual and potential environmental and social impacts associated with hotel operations and refurbishment activities;
- Review existing environmental management practices and historical environmental performance of the hotel;
- Propose feasible mitigation, control, and enhancement measures to prevent, minimize, or manage identified impacts; and
- Define institutional arrangements, monitoring indicators, and reporting mechanisms necessary for effective implementation and continuous improvement of environmental and social performance.

Methodological Scoping Rationale

The methodology applied for this ESMP was intentionally scoped to reflect the operational nature of the project and its urban context. Given that the project involves existing hotel operations and refurbishment activities within an established footprint, the assessment emphasizes operational risk identification, management effectiveness, and compliance verification rather than predictive construction-phase impact modeling.

2.2 Methodology

The ESMP was prepared to support regulatory compliance and informed decision-making, in line with the requirements of Ethiopia's ESIA Proclamation and the EPA ESMP Guidelines. The methodology adopted is commensurate with the scale and nature of the project, which involves ongoing hotel operations and renovation works, rather than new construction.



The study applied a combination of desk-based review, site investigations, stakeholder engagement, and professional judgment.

Key methodological steps included site inspections, visual assessments, structured checklists, consultations with hotel management and relevant stakeholders, and evaluation of existing operational practices. These methods enabled the identification of key environmental and social risks and the formulation of practical and implementable mitigation measures.

The ESMP preparation was undertaken in three interrelated phases, as described below.

Phase I: Desktop Review and Scoping

The first phase focused on the collection and review of secondary data and relevant documentation. This included:

- Review of hotel operational documents, renovation plans, and environmental records;
- Collection of location, layout, and site-specific information relevant to environmental and social management;
- Review of applicable national policies, laws, regulations, and guidelines, including sector-specific environmental and social requirements; and
- Review of relevant international standards and good practice applicable to hotel operations.

Based on the desktop review, sector-specific checklists and assessment tools were developed to guide subsequent field investigations and data collection. This phase also helped define the scope of potential environmental and social risks relevant to the hotel's operational context.

Phase II: Site Assessment and Data Collection

During the second phase, field-based assessments were conducted using the prepared checklists. The consultant team undertook site visits to observe operational activities, renovation areas, waste handling practices, utility systems, occupational health and safety conditions, and interaction with surrounding land uses.

Primary and secondary information describing the biophysical and socio-economic setting of the hotel was collected through direct observation, discussions with hotel management and staff, and review of information obtained from relevant institutions where applicable. Particular attention was given to aspects with direct environmental and social relevance, such as waste management, wastewater handling, energy and water use, worker safety, and community health and safety considerations.



Phase III: Impact Analysis and ESMP Development

The final phase involved synthesis and analysis of the collected information in reference to applicable legal requirements, standards, and guidelines. This enabled the identification and evaluation of potential environmental and social impacts associated with hotel operations and renovation activities.

Based on this analysis, mitigation and enhancement measures were developed to avoid, minimize, or manage identified impacts. The ESMP further defines monitoring indicators, responsibilities, reporting procedures, and corrective action mechanisms to ensure effective implementation throughout the operational life of the hotel. Provisions were also included to address unforeseen impacts through adaptive management and continuous monitoring.

The methodology was designed to produce an ESMP that is inspection-ready, with clear management matrices, monitoring indicators, responsibilities, documentation requirements, and budget allocations aligned with EPA inspection and audit practices for hospitality facilities.

2.3 Approach to Stakeholder Engagement and Consultation

Formal public consultation was not undertaken for this ESMP, as the hotel is an existing facility located within a fully developed urban environment and does not involve new construction, land acquisition, or changes to surrounding land use.

In line with EPA ESMP Guidelines, stakeholder engagement was therefore focused on targeted internal consultations with hotel management and operational staff, and on establishing structured engagement and grievance mechanisms applicable to workers, service providers, nearby institutions, and regulators during implementation.

2.4 Methodological Limitations

The applied methodology relied primarily on-site inspections, operational records, and professional judgment rather than extended quantitative baseline measurements. This limitation is appropriate for an operational ESMP and is addressed through the incorporation of robust monitoring, adaptive management, and corrective action mechanisms within the ESMP.

2.5 Study Team

This study from its nature requires professions of multi-disciplines as impacts of environmental and social components are potentially diverse. Accordingly, to conduct the ESMP, a team of consultants comprising multi-disciplinary professions providing sufficient expertise to undertake the study.



3 ASSUMPTION AND GAPS OF INFORMATION

3.1 Information Gaps and Data Uncertainties

In accordance with the Environmental and Social Management Plan (ESMP) Guidelines issued by the Environmental Protection Authority (EPA, 2022), this ESMP transparently discloses all material information gaps and uncertainties identified during the preparation of the study. The identification of such gaps does not invalidate the ESMP; rather, it provides the basis for adaptive management, precautionary mitigation, and continuous improvement during implementation.

The ESMP for Sheraton Addis has been prepared primarily for existing hotel operations and planned refurbishment activities within a fully developed urban setting. Baseline information was obtained through site inspections, review of available operational records, consultations with hotel management, and reference to applicable regulations and industry practice. Notwithstanding these efforts, the following key information gaps were identified:

a) Technical and Operational Data Gaps

Detailed, system-level technical documentation for certain existing infrastructure such as legacy wastewater conveyance components, internal plumbing layouts, energy efficiency performance of older HVAC systems, and historical maintenance records was partially unavailable or fragmented. As a result, some mitigation and improvement measures are based on professional judgment, visual inspection, and applicable standards rather than quantitative performance benchmarks for each system.

b) Environmental Monitoring Baseline Data

Comprehensive baseline measurements for selected environmental parameters (e.g., ambient noise levels at property boundaries, indoor air quality indicators, and historical trends in water and energy consumption normalized by occupancy) were not consistently available. Consequently, the ESMP emphasizes operational monitoring and trend analysis during implementation to establish performance baselines over time.

c) Waste Characterization and Quantification

While the main waste streams generated by hotel operations (food waste, recyclables, general waste, and limited hazardous waste) are well understood, detailed quantitative data on waste composition and generation rates by department were limited. Waste management measures were therefore designed conservatively, with provisions for refinement based on future waste audits and monitoring results.

d) Cultural and Heritage Verification



No registered cultural, archaeological, or heritage resources were identified within the hotel compound during the assessment. However, detailed verification through consultation with cultural heritage authorities was limited due to the urban, fully developed nature of the site and the absence of planned deep excavation works. There remains a low-probability risk of encountering undocumented cultural materials during refurbishment activities involving structural modification.

These gaps are considered manageable and low risk, given the operational nature of the project and the urban context, provided that adaptive management measures are applied..

3.2 Key Assumptions Applied

Consistent with EPA ESMP Guidelines (2022), the preparation of this ESMP is based on the following clearly stated assumptions:

- The scale, nature, and footprint of Sheraton Addis Hotel operations will remain broadly consistent with those described in this ESMP, with no major expansion beyond the existing premises;
- Refurbishment activities will be limited to upgrades and improvements within existing structures and will not involve land acquisition, involuntary resettlement, or significant changes to surrounding land use;
- Municipal services (water supply, sewerage, solid waste collection, and emergency response services) will continue to be available at levels comparable to current conditions;
- Information obtained from hotel management and operational staff reasonably represents existing practices, risks, and performance levels;
- Applicable national regulations, city-level directives, and sectoral standards remain substantially unchanged during the ESMP implementation period; and
- Contractors and service providers engaged by the hotel will comply with the ESMP requirements, including occupational health and safety, waste management, and community protection measures.

These assumptions are considered reasonable for an existing luxury hotel operating in a stable urban environment and are explicitly linked to mitigation and monitoring provisions in subsequent ESMP sections.

3.3 Risk-Based Justification and Adaptive Management Measures

In line with EPA ESMP Guidelines, identified information gaps and assumptions have been systematically linked to risk management and adaptive mitigation measures. This risk-based approach ensures that uncertainties do not result in unmanaged environmental or social impacts.



Key adaptive management measures include:

- Progressive system audits and inspections to refine mitigation measures as additional technical or operational data become available;
- Routine environmental and social monitoring, including water and energy consumption tracking, waste management performance, and occupational health and safety indicators, to establish operational baselines and detect emerging issues;
- Corrective and preventive action procedures to address non-compliance, incidents, or performance gaps identified through inspections, audits, or grievances;
- Periodic ESMP review and updating, particularly following refurbishment activities, regulatory changes, or significant operational modifications; and
- Application of the precautionary principle, whereby mitigation measures are implemented conservatively in the absence of complete quantitative data.

This approach ensures that environmental and social risks remain controlled throughout the operational life of the hotel.

3.4 Adaptive Management, Monitoring, and Continuous Improvement

This ESMP is designed as a living management instrument. Sheraton Addis shall apply adaptive management through the integration of ESMP requirements into routine operational procedures, maintenance programs, and staff responsibilities.

Adaptive management will be achieved through:

- Continuous monitoring and internal inspections;
- Periodic environmental and social audits;
- Review of incident reports, grievances, and monitoring results; and
- Timely updating of mitigation measures and operational controls where necessary.

This process supports continuous improvement in environmental, social, and occupational health and safety performance, consistent with regulatory expectations and recognized hospitality sector practice.

3.5 Limitations

The preparation of this ESMP was subject to the following limitations, which are disclosed in accordance with EPA requirements:

- Time and operational constraints associated with assessing a continuously operating hotel facility;
- Reliance on available secondary data and operational records for certain baseline descriptions;



- Limited opportunity for extended quantitative baseline monitoring prior to ESMP approval; and
- Residual risks inherent to hotel operations (e.g., fire, equipment failure, occupational incidents) that cannot be entirely eliminated but can be effectively managed.

These limitations do not undermine the adequacy or validity of the ESMP, provided that the mitigation, monitoring, and adaptive management measures outlined in this report are fully implemented.

Regulatory Compliance Statement

All assumptions, information gaps, uncertainties, and limitations identified during ESMP preparation have been transparently disclosed, and appropriate risk-based mitigation, monitoring, and adaptive management measures have been incorporated in accordance with the EPA ESMP Guidelines (2022) and Environmental and Social Impact Assessment Proclamation No. 1317/2025.



4 POLICY, LEGAL AND ADMINISTRATIVE FRAMEWORK

This section presents the policy, legal, and institutional framework governing the environmental and social management of existing hotel operations and refurbishment activities at Sheraton Addis. It establishes the regulatory basis for ESMP preparation and implementation, and defines the obligations of the proponent, contractors, and relevant authorities.

4.1 The National Policy

4.1.1 The Constitutional Rights and Duty

The Constitution of the Federal Democratic Republic of Ethiopia (1995) provides the supreme legal foundation for environmental protection and sustainable development. The following provisions are directly relevant to this ESMP:

- Article 43 – Right to Development:
Guarantees the right of all peoples to improved living standards and sustainable development, and the right to be consulted on development projects affecting their communities.
- Article 44 – Environmental Rights:
Affirms the right of all persons to live in a clean and healthy environment and to receive compensation for environmental damage or livelihood disruption.
- Article 92 – Environmental Objectives:
Mandates the State to ensure environmentally sound development and guarantees public participation in environmental decision-making.

These constitutional principles underpin mandatory environmental management obligations for hotel operations.

4.1.2 The Environmental Policy of Ethiopia (EPE, 1997)

The Environmental Policy of Ethiopia establishes national principles for sustainable development and environmental management. Key policy directives relevant to hotel operations include:

- Integration of environmental and social considerations into development planning;
- Mandatory application of impact assessment tools and mitigation measures;
- Public and institutional participation in environmental decision-making; and
- Adoption of pollution prevention and precautionary approaches.

The EPE forms the policy basis for ESMP implementation and continuous environmental performance improvement.



4.1.3 Conservation Strategy of Ethiopia (CSE)

The Conservation Strategy of Ethiopia provides a comprehensive framework for integrating environmental considerations into sectoral development. It emphasizes:

- Preventive environmental planning;
- Protection of ecological systems; and
- Institutional coordination for sustainable resource management.

While Sheraton Addis is an urban facility, the CSE is relevant in guiding efficient resource use, waste minimization, and pollution control.

4.1.4 National Policy on Ethiopian Women (1993)

The National Policy on Ethiopian Women promotes gender equality, non-discrimination, and women's participation in economic and social development. *For this ESMP, the policy is relevant to:*

- Equal employment opportunities;
- Prevention of workplace discrimination and harassment; and
- Gender-sensitive labor and OHS measures.

4.2 Legal Framework

4.2.1 Environmental and Social Impact Assessment Proclamation No. 1317/2025

The ESIA Proclamation No. 1317/2025 is the principal legal instrument governing environmental and social assessment and management in Ethiopia. It:

- Expands assessment scope to include social, economic, and cultural impacts;
- Requires ESMPs for operational and refurbishment activities with ongoing impacts;
- Mandates monitoring, reporting, and enforcement mechanisms; and
- Establishes legal accountability for non-compliance.

This ESMP is prepared to fully comply with the proclamation's operational-phase management requirements.

4.2.2 Solid Waste Management and Disposal Proclamation No. 1383/2025

The Solid Waste Management and Disposal Proclamation No. 1383/2025, enacted in 2025, establishes a comprehensive legal framework for the prevention, reduction, reuse, recycling, and environmentally sound disposal of solid waste in Ethiopia. The proclamation aims to minimize adverse environmental and public health impacts of waste while promoting the transformation of solid waste into economically and socially beneficial resources.



Under this proclamation, any person or institution that generates solid waste is legally responsible for ensuring proper waste segregation, storage, reuse, recycling, transport, and final disposal at officially designated and approved facilities. This “polluter responsibility” principle is directly applicable to hotel operations, which generate a range of solid waste streams during daily operations and refurbishment activities.

The proclamation strongly encourages the participation of the private sector and investors in integrated solid waste management systems, including source segregation, material recovery, recycling, and safe disposal of residual waste. It also defines the obligations of urban administrations in planning, coordinating, and supervising solid waste management activities, while promoting public participation and involvement of lower administrative structures in waste management.

Furthermore, the proclamation provides specific regulatory guidance on:

- Management of household and food-related wastes;
- Handling and recycling of packaging materials such as plastics, glass containers, and metal cans;
- Management of used tires and other non-biodegradable wastes;
- Control of construction, renovation, demolition, and excavated wastes; and
- Regulation of inter-regional movement and transport of solid waste.

The proclamation also sets requirements for waste transportation, construction and operation of disposal facilities, and regular inspection and auditing of waste disposal sites. It establishes civil liability, administrative penalties, and enforcement mechanisms for non-compliance, and mandates the issuance of supporting regulations and directives to facilitate effective implementation.

For Sheraton Addis Hotel, this proclamation is particularly relevant to the management of solid waste generated during hotel operations, construction and renovation debris, packaging wastes, and special wastes such as used oils, tires, and maintenance-related residues. Compliance with this proclamation is ensured through the ESMP's waste segregation, licensed collection, recycling, and disposal measures.

4.2.3 Hazardous Waste Management and Disposal Control (Proc. No.1090/2018)

Proclamation No. 1090/2018 is Ethiopia's law for the Hazardous Waste Management and Disposal Control. Enacted in September 2018, it creates a national framework to manage and control the generation, handling, and disposal of hazardous waste to protect human health and the environment. *It is directly applicable to hazardous wastes generated from hotel operations, including chemicals, oils, and maintenance residues.*



4.2.4 Industrial Chemical Registration and Administration Proclamation No. 1075/2018.

This Proclamation provides rules for registration and the handling of industrial chemicals". It has the following objectives: 1/ establishing a national system for registration and administration of industrial chemicals; and 2/ preventing and controlling the adverse effects arising from the mismanagement of chemicals to the human and animals' health as well as environment safety that may occur in the transaction of industrial chemicals. "Industrial chemical" means any chemical that is used for industrial, educational and training, research and transfer purposes, with the exclusion of pharmaceutical and medical, food and food additives, agricultural, chemical weapons and radioactive chemicals.

The proclamation regulates the registration, handling, and use of industrial chemicals and aligns Ethiopia with the Rotterdam and Stockholm Conventions. It supports chemical safety management measures included in this ESMP.

4.2.5 Water Resource Management (Proc. No. 197/2000)

This Proclamation (Proc. No. 197/2000) was issued in March 2000 and provides legal requirements for Ethiopian Water Resources Management, Protection and Utilization. The aim of the proclamation is to ensure that water resources of the country are protected and utilized for the highest social and economic benefits, to follow up and supervise that they are duly conserved, ensure that harmful effects of water use prevented, and that the management of water resources is carried out properly. As stated in the Proclamation, the Supervising Body (the Ministry pertaining to water resources at central level, or any organ delegated by the Ministry) shall be responsible for the planning, management, utilization and protection of water resources. According to Sub-Article 1 of the Article 11, no person shall perform the following activities without a permit from the supervising body without prejudice to the exceptions specified under Article 12: -

- Construct water works.
- Supply water, whether for his own use or for others.
- Transfer water which he/she abstracted from a water resource or received from another supplier.
- Release or discharge waste into water resources unless otherwise provided in the water resource management regulation.

This proclamation regulates water abstraction, use, and wastewater discharge. It prioritizes domestic and environmental uses and requires permits for wastewater discharge, reinforcing the ESMP's wastewater management measures.



4.2.6 Labor Proclamation (Proc. No.1156/2019)

The Labor Proclamation No. 1156/2019 is the principal legal instrument governing employment relations in Ethiopia. It repealed and replaced earlier labor laws, including Proclamations No. 377/2003, 466/2005, 494/2006, and 632/2001, and introduced strengthened protections for workers' rights, occupational health and safety, and gender equality. The proclamation provides enhanced labor protections, including extended maternity leave for female employees. Under the law, female workers are entitled to a total of 120 days of maternity leave, comprising one month of pre-natal leave and three months of post-natal leave. It also revises provisions related to probation periods for newly recruited employees and reinforces the rights of workers and employers to form associations and engage through lawfully elected representatives. Clear procedures are established for the prompt and fair resolution of labor disputes.

The proclamation places explicit obligations on employers, including the requirement to:

- Take all necessary occupational safety and health (OHS) measures and comply with standards, directives, and guidelines issued by competent authorities; and
- Cover the cost of medical examinations for workers when such examinations are required by law or by the relevant authority.

The law further prohibits employers and managerial staff from engaging in a range of unlawful practices, including:

- Restricting workers from exercising their lawful rights or taking retaliatory actions against them;
- Discriminating against workers on the basis of nationality, sex, religion, political opinion, HIV/AIDS status, disability, or any other prohibited grounds;
- Discriminating against female workers in remuneration or employment conditions on the basis of sex;
- Compelling any worker to perform work that poses a serious risk to life or health;
- Unduly delaying or obstructing collective bargaining processes, including by withholding relevant information or acting in bad faith;
- Committing or tolerating sexual harassment or sexual assault in the workplace; and
- Coercing workers to perform work or fulfill obligations through force, threat, or intimidation.

For Sheraton Addis Hotel, compliance with Labor Proclamation No. 1156/2019 is integral to the ESMP and is addressed through provisions on fair labor practices, occupational health and safety management, gender equality, prevention of harassment, worker grievance mechanisms, and regular monitoring of labor conditions.



4.2.7 Rights to Employment of Persons with Disabilities (Proc. No. 568/2008)

The Rights to Employment of Persons with Disabilities Proclamation No. 568/2008 establishes a legal framework to promote equal employment opportunities and prevent discrimination against persons with disabilities. The proclamation affirms the right of persons with disabilities to access employment on an equal basis with others and requires employers to provide reasonable accommodation to enable effective participation in the workplace.

The law further sets out procedural mechanisms that allow persons with disabilities to seek legal redress before competent judicial bodies in cases of discrimination related to recruitment, employment conditions, promotion, or termination. For hotel operations, this proclamation is relevant to inclusive recruitment practices, workplace accessibility, non-discriminatory employment conditions, and the provision of reasonable accommodations where required. *Compliance is reflected in the ESMP through commitments to equal opportunity employment, accessible work environments, and fair labor practices.*

4.2.8 Public Health Proclamation (Proc. No. 200/2000)

The Public Health Proclamation No. 200/2000 provides the overarching legal basis for the protection and promotion of public health in Ethiopia. It assigns responsibility for public health regulation and enforcement to the Ministry of Health at the federal level and to Regional or City Health Bureaus at sub-national levels. The proclamation authorizes these bodies to appoint qualified inspectors to implement and enforce public health laws, standards, and directives.

The proclamation contains specific provisions relevant to hotel operations, including requirements related to:

- Food safety and hygiene, including standards for food preparation, storage, handling, and sale;
- Water quality, prohibiting the supply or distribution of water for consumption unless its quality has been verified by the competent health authority;
- Waste management, including restrictions on the discharge of untreated liquid waste from septic tanks, seepage pits, or industrial activities into water bodies or drainage systems; and
- Control of unwholesome, unsafe, or improperly labelled food and beverages.

Compliance with this proclamation is addressed in the ESMP through measures on food hygiene, water quality monitoring, wastewater management, solid waste handling, and protection of community and occupational health.



4.3 International Conventions and Protocols

In addition to national policies, strategies, and legal instruments, the environmental and social management of the hotel is guided by international environmental conventions and protocols ratified by Ethiopia. These international agreements aim to protect the global environment and, in accordance with Article 9(4) of the Constitution of the Federal Democratic Republic of Ethiopia, form an integral part of the law of the land once ratified.

Among these instruments, the Vienna Convention for the Protection of the Ozone Layer and the Montreal Protocol on Substances that Deplete the Ozone Layer, including their subsequent amendments, are of particular relevance to hotel operations. These agreements establish a global framework for the protection of the ozone layer through the progressive phase-out of ozone-depleting substances (ODS).

The Vienna Convention provides the scientific and policy foundation for international cooperation on ozone layer protection, while the Montreal Protocol sets legally binding controls on the production and consumption of ODS. Controlled substances listed under the Protocol include chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs), which have historically been used as refrigerants in air-conditioning and refrigeration systems commonly found in hotels. Ethiopia became a party to both the Convention and the Protocol in October 1994, committing to the gradual elimination of ODS and the adoption of environmentally safer alternatives.

Compliance with these agreements requires hotel facilities to avoid the use of banned or restricted refrigerants, adopt ozone-friendly technologies, and ensure proper handling, maintenance, and disposal of refrigeration and air-conditioning equipment. These obligations are addressed in the ESMP through provisions on equipment selection, maintenance, and environmental compliance.

Beyond ozone protection, Ethiopia has ratified several other international conventions that are relevant to the environmental and social aspects of hotel operations and refurbishment activities. These include:

- Convention Concerning the Protection of the World Cultural and Natural Heritage (1972);
- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), ratified in 1989;
- Convention on Biological Diversity (CBD), ratified in 1994;
- United Nations Framework Convention on Climate Change (UNFCCC), ratified in 1994;
- African Convention on the Conservation of Nature and Natural Resources;
- Convention on the Control of Transboundary Movements of Hazardous Waste and Their Disposal (Basel Convention);



- Convention on the Conservation of Migratory Species of Wild Animals, ratified in 2009; and
- African-Eurasian Migratory Waterbird Agreement (AEWA), ratified in 2010.

These international commitments reinforce national legal requirements related to biodiversity protection, climate change mitigation, hazardous waste management, and conservation of cultural and natural heritage. The ESMP integrates the principles of these conventions by promoting pollution prevention, resource efficiency, responsible waste management, protection of cultural heritage, and adoption of environmentally sound technologies.

4.4 International Finance Corporation (IFC) Performance Standards

In addition to the national legal framework and ratified international conventions described above, the environmental and social management of Sheraton Addis is also informed by the International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability, which reflect international good practice for the assessment and management of environmental and social risks in private-sector projects. Out of the eight IFC Performance Standards, four are of direct relevance to the operation and refurbishment of Sheraton Addis:

- *Performance Standard 1 – Assessment and Management of Environmental and Social Risks and Impacts: establishes the overarching requirement for a systematic environmental and social assessment and management system, of which this ESMP is the core instrument, including provisions for risk identification, mitigation hierarchy, stakeholder engagement, and grievance redress.*
- *Performance Standard 2 – Labor and Working Conditions: sets requirements for fair treatment, non-discrimination, equal opportunity, and occupational health and safety for workers, including hotel employees and refurbishment contractor personnel, and requires the establishment of a worker grievance mechanism.*
- *Performance Standard 3 – Resource Efficiency and Pollution Prevention: requires the avoidance or minimization of adverse impacts on human health and the environment through resource efficiency and pollution prevention, including the management of water, energy, waste, and hazardous materials associated with both hotel operations and refurbishment activities.*
- *Performance Standard 4 – Community Health, Safety, and Security: requires the assessment and management of risks and impacts to the health and safety of the community, including*



hotel guests, arising from project activities, including risks associated with contractor conduct, site security, and construction-related activities carried out within occupied areas of the hotel.

This ESMP incorporates the requirements of these four Performance Standards throughout its baseline, impact assessment, mitigation, management, and monitoring provisions, including the refurbishment-phase provisions introduced in Sections 5, 7, 8, and 9.

4.5 Institutional and Administrative Framework

4.5.1 Federal Level

The Federal Democratic Republic of Ethiopia (FDRE) operates under a federal administrative system comprising regional states and special city administrations. Environmental protection and management at the national level are guided through coordinated institutional arrangements, including:

- The Environmental Protection Council;
- The Environmental Protection Authority; and
- Inter-ministerial coordination mechanisms involving relevant sector institutions.

Federal Environmental Protection Authority (EPA)

The EPA is the principal federal institution responsible for environmental governance in Ethiopia. It is mandated to ensure the realization of environmental rights, objectives, and principles enshrined in the Constitution of the FDRE and articulated in the Environmental Policy of Ethiopia.

The EPA's core responsibilities include:

- Formulating, initiating, and coordinating national environmental policies, strategies, laws, standards, and procedures;
- Monitoring and enforcing compliance with approved environmental instruments, including ESMPs;
- Coordinating and overseeing the implementation of international and regional multilateral environmental agreements (MEAs) to which Ethiopia is a party, including those related to hazardous chemicals, industrial wastes, and other anthropogenic environmental risks; and
- Establishing systems, programs, and mechanisms to safeguard human health and environmental quality.

The EPA was originally established as an autonomous federal institution by Proclamation No. 9/1995 and operates under the oversight of the federal government. The proclamation also provided for the



establishment of environmental protection organs at regional and city levels to decentralize environmental management and enforcement.

4.5.2 City Level – Addis Ababa

Addis Ababa City Government Environmental Impact Assessment Regulation No. 21/2006

The Addis Ababa City Government Environmental Impact Assessment Regulation No. 21/2006 operationalizes environmental assessment and management requirements at the city level. Key provisions relevant to this ESMP include:

- a) Any project or activity subject to environmental assessment under the regulation shall not commence operation without obtaining the appropriate environmental authorization or certificate from the competent authority; and
- b) Licensing or permitting bodies shall not issue investment, trade, or operational licenses unless environmental authorization has been granted by the environmental authority.

Addis Ababa Environmental Protection Authority (AAEPA)

At the city level, environmental regulation and enforcement within Addis Ababa are undertaken by the Addis Ababa Environmental Protection Authority. The Authority is responsible for administering environmental assessment and management requirements within the city administration.

In relation to the ESIA and ESMP process, the Addis Ababa Environmental Protection Authority is mandated to:

- Review, approve, and register ESMP documents;
- Ensure that project proponents comply with environmental and social management requirements during operation and refurbishment activities;
- Provide technical guidance to proponents throughout the ESMP implementation process;
- Coordinate with relevant sectoral agencies; and
- Conduct inspections, monitoring, and enforcement actions as required.

Accordingly, Sheraton Addis Hotel, as the project proponent, is required to work in close coordination with the Authority and comply with all directives, reporting requirements, and corrective actions issued by the city environmental regulator.



4.6 Relevance of the Framework to the ESMP

This ESMP serves as the formal environmental and social management instrument for the ongoing operation and refurbishment activities of Sheraton Addis Hotel. It provides a clear compliance framework that enables the proponent to:

- Meet national and city-level legal and regulatory requirements;
- Understand and manage environmental and social risks associated with hotel operations; and
- Demonstrate accountability to regulatory authorities through structured mitigation, monitoring, and reporting mechanisms.

Accordingly, the hotel management commits to implementing this ESMP in full compliance with the applicable institutional requirements, thereby supporting sustainable development objectives and regulatory compliance within Addis Ababa.



5 HOTEL DESCRIPTION

5.1 Background and Purpose

Sheraton Addis, a Luxury Collection Hotel, is an existing, fully operational five-star hospitality facility located in Addis Ababa. The ESMP covers ongoing hotel operations and planned refurbishment/renovation activities, not new construction or land acquisition. The purpose of this section is to provide a clear technical and operational description of the hotel, sufficient to support environmental and social impact identification and management.

5.2 Location and Site Setting

The hotel is located in Kirkos Sub-City, Woreda 07, along Taitu Street, Addis Ababa, Ethiopia. The property occupies approximately 76,000m² and is situated on an elevated urban site overlooking central Addis Ababa.

Geographic coordinates:

- Latitude: 9°01'08.40"N – 9°01'19.38"N
- Longitude: 38°45'27.68"E – 38°45'36.71"E

Elevation: Approximately 2,374 meters above sea level

Site boundaries:

- North & East: Public Road network
- West: Private art gallery
- South: Filwuha Aegelglot / Spa Service Enterprise

The hotel is located within a fully developed urban environment, with no residential displacement or land-use change associated with its operation or refurbishment.



5.3 Overview of Hotel Facilities and Operations

Sheraton Addis is a flagship luxury hotel providing accommodation, conferencing, dining, recreational, and ancillary services. It serves international guests, diplomatic missions, conferences, and high-level national and international events.

Key operational components include:

- Guest accommodation and villas
- Food and beverage services (restaurants, bars, kitchens)
- Conference and event facilities
- Recreational and wellness facilities (pools, spa, fitness center)
- Laundry, housekeeping, and maintenance services
- Utilities and support infrastructure

These activities collectively define the hotel's environmental and social footprint, particularly in relation to water use, energy consumption, wastewater generation, solid and hazardous waste, occupational health and safety, and community interactions.

5.4 Accommodation Facilities

The hotel provides approximately 295 guest rooms and suites, in addition to exclusive multi-storey villas.

Accommodation categories include:

- Standard guest rooms (king and twin configurations)
- Executive rooms with lounge access
- Junior, classic, and executive suites
- Luxury villas with private amenities





Figure 5-1: Sheraton Addis Main Gate and Lobby Pictures

5.5 Food, Beverage, and Event Facilities

The hotel operates multiple restaurants, lounges, and bars, offering international and local cuisines. Food and beverage operations involve:

- Commercial kitchens and food preparation areas
- Cold storage and dry storage facilities
- Dishwashing and cleaning operations

The hotel also contains conference halls, meeting rooms, and event spaces with a combined capacity exceeding 1,000 participants, generating periodic peaks in utility demands, waste generation, traffic, and noise.



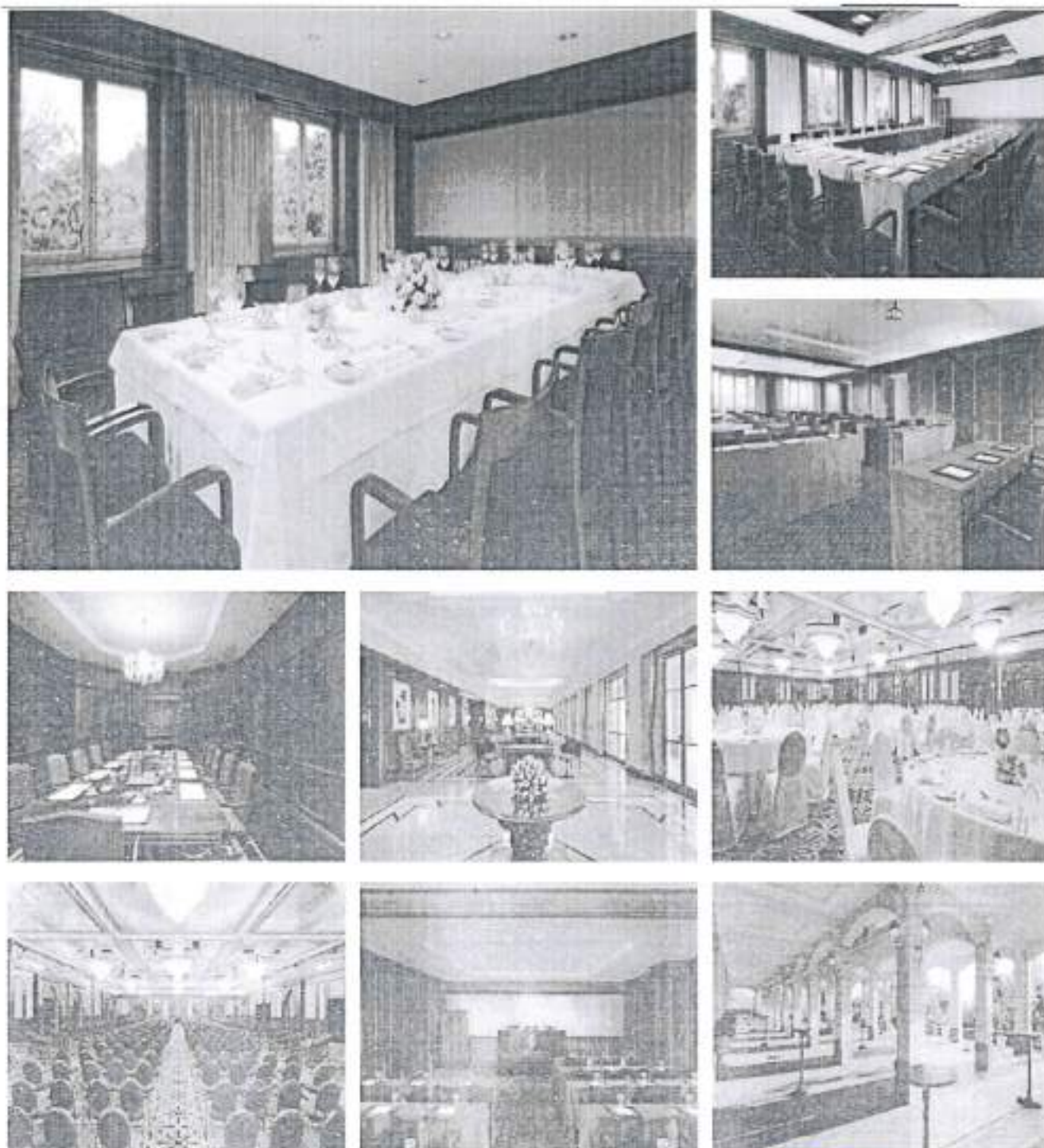


Figure 5-2 : Dinning and Event Facilities



5.6 Recreational, Landscaping, and Wellness Facilities

Recreational facilities include:

- Main outdoor swimming pool and children's pool
- Spa and wellness center (sauna, steam room, massage facilities)
- Fitness center and jogging track
- Landscaped gardens and open green spaces



Figure 5-3: Swimming pool



5.7 Utilities and Support Infrastructure

Hotel operations at Sheraton Addis are supported by a range of utility systems and auxiliary infrastructure that directly influence the facility's environmental and social footprint. These systems are central to impact identification related to water consumption, wastewater generation, energy use, emissions, waste generation, and occupational health and safety.

5.7.1 Water Supply System

Water required for hotel operations is supplied primarily through the municipal water distribution network, supplemented by on-site storage and internal distribution systems to ensure uninterrupted service. Water is consumed across multiple operational units, including:

- Guest rooms, suites, and villas;
- Food preparation areas, restaurants, and bars;
- Laundry and housekeeping services;
- Swimming pools, spa, and wellness facilities;
- Landscape irrigation and general cleaning activities.

High-consumption areas include guest bathrooms, kitchens, laundry operations, swimming pools, and spa facilities. Water quality is required to meet standards set by the relevant public health authorities, particularly for potable uses and food preparation. Storage tanks, internal plumbing, and pressure systems are routinely maintained to minimize leakage, contamination risks, and supply interruptions.

5.7.2 Wastewater and Effluent Management

Wastewater is generated from multiple sources, including guest accommodations, kitchens, dishwashing areas, laundry facilities, swimming pools, spa operations, and staff welfare facilities. Wastewater streams consist primarily of greywater and blackwater, containing detergents, organic matter, food residues, and sanitary waste.

Effluent is conveyed through the hotel's internal sewerage network and discharged into the approved municipal sewer system and/or septic infrastructure, in accordance with regulatory requirements. Particular attention is given to high-load wastewater sources such as kitchens and laundry units, which may contain elevated levels of grease, oils, detergents, and suspended solids.

Wastewater management is a key focus of the ESMP due to its potential impacts on public health, surface and groundwater quality, and downstream treatment systems



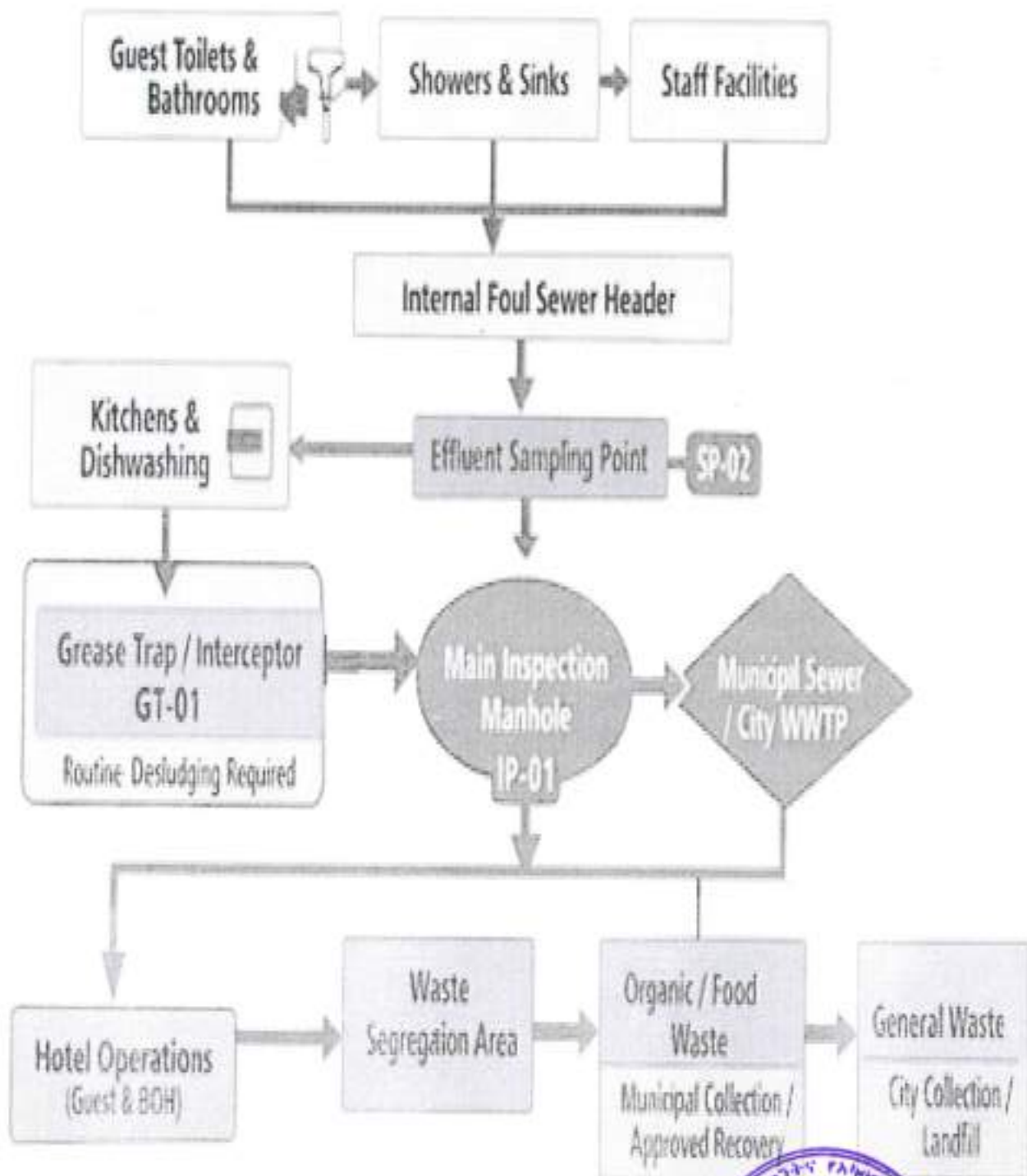


Figure 5-4. Hotel's Waste and Effluent Flow Schematic



5.7.3 Energy Supply and Power Systems

The Sheraton Addis Hotel meets its energy requirements primarily through electricity supplied by the national grid. Grid electricity supports all major hotel functions, including heating, ventilation and air-conditioning (HVAC) systems, lighting, elevators, refrigeration, laundry equipment, office operations, and auxiliary services.

In addition to grid electricity, the hotel utilizes diesel fuel and liquefied petroleum gas (LPG) for specific operational needs. Diesel fuel is used in controlled quantities for designated mechanical or thermal applications where applicable, while LPG is primarily used in food and beverage operations, including commercial kitchens and catering facilities.

The hotel does not operate any on-site electrical or power generators. As such, there are no generator-related impacts such as combustion emissions, generator noise, or power-generation fuel storage risks.

Fuel storage and handling areas associated with diesel and LPG are managed as environmentally sensitive zones, requiring strict adherence to fire safety, spill prevention, ventilation, access control, and occupational health and safety procedures in accordance with applicable regulations and this ESMP.

5.7.4 Solid Waste Management

Solid waste is generated continuously from guest services, kitchens, restaurants, housekeeping, landscaping, offices, and maintenance activities. Waste streams include:

- Food waste and biodegradable materials;
- Packaging waste (plastic, glass, paper, and metal);
- Office waste;
- Garden and landscaping residues; and
- Construction and refurbishment debris generated during renovation works.

Waste is temporarily stored in designated collection areas before being transferred to licensed municipal or private waste service providers. Waste segregation at source is a critical requirement under the ESMP to reduce landfill disposal and promote recycling.

5.7.5 Hazardous Materials and Waste

Limited quantities of hazardous materials are used and stored on-site, including:

- Cleaning chemicals and disinfectants;
- Pool treatment chemicals;
- Fuels and lubricants for maintenance equipment;



- Batteries, fluorescent lamps, and electronic waste;
- Used oils, filters, and maintenance residues.

These materials are stored in controlled areas with secondary containment, appropriate labeling, and restricted access. Improper handling of hazardous substances presents risks to workers, guests, and the environment, and is therefore subject to strict ESMP controls.

5.8 Machinery, Equipment, and Maintenance Activities

Sheraton Addis operates a wide range of mechanical, electrical, and electromechanical equipment essential for daily hotel operations. These systems represent key sources of environmental risk during both routine operation and refurbishment activities.

5.8.1 Major Mechanical and Electrical Systems

The hotel's core operational equipment includes:

- HVAC systems, including chillers, air handling units, ventilation fans, and ducting;
- Refrigeration units serving kitchens, cold storage, and food preservation facilities;
- Boilers and hot-water systems supplying guest rooms, laundry, kitchens, and spa facilities;
- Laundry equipment, including industrial washing machines, dryers, and pressing units;
- Kitchen equipment, such as ovens, stoves, fryers, and exhaust systems;
- Pumps and compressors associated with water supply, wastewater conveyance, and pool circulation; and
- Fuel storage and handling areas (diesel & LPG) and associated fuel systems.

Each of these systems has environmental and safety implications related to energy consumption, emissions, noise, chemical use, heat generation, and waste production.

5.8.2 Routine Maintenance Activities

Routine maintenance activities are undertaken to ensure safe, efficient, and uninterrupted hotel operations.

These activities include:

- Preventive and corrective maintenance of mechanical and electrical equipment;
- Replacement of worn or obsolete components;
- Lubrication, cleaning, and calibration of machinery;
- Inspection and servicing of boilers, HVAC systems, pumps and fuel storage and handling areas (diesel & LPG); and
- Minor civil works such as repainting, tiling, plumbing repairs, and exterior maintenance.



Maintenance works may generate temporary environmental impacts, including noise, dust, solid and hazardous waste, and occupational safety risks. Contractors and in-house maintenance staff are therefore required to comply with ESMP provisions, including use of personal protective equipment (PPE), safe work procedures, and proper waste handling.

5.8.3 Occupational Health and Safety Considerations

Operation, maintenance, and refurbishment activities at Sheraton Addis involve a range of OHS risks arising from the use of machinery, electrical systems, chemicals, fuel, confined spaces, elevated work areas, and interaction with guests and the public. Effective OHS management is therefore a critical component of hotel operations and a core element of this ESMP.

To address the identified hazards, the hotel implements a structured OHS management approach that includes the following measures:

- Clear designation of OHS responsibilities within hotel management and maintenance teams;
- Development and enforcement of standard operating procedures (SOPs) for high-risk activities, including electrical work, machinery maintenance, chemical handling, and confined-space entry;
- Provision and mandatory use of appropriate personal protective equipment (PPE), such as gloves, safety shoes, eye protection, hearing protection, masks, and protective clothing;
- Safe storage, labeling, and handling of chemicals in accordance with material safety data sheets (MSDS);
- Installation of safety signage, warning labels, and access restrictions in hazardous areas; and
- Regular inspection and preventive maintenance of machinery, electrical systems, fire protection equipment, and safety devices.

Emergency Preparedness and Response

The hotel maintains emergency preparedness and response arrangements covering fire, medical emergencies, chemical spills, electrical incidents, and other foreseeable emergencies. These arrangements include:

- Fire detection, alarm, and suppression systems;
- Clearly marked emergency exits and evacuation routes;
- Availability of first-aid facilities and trained first-aid personnel;
- Emergency response teams and coordination procedures; and
- Regular emergency drills and simulations to test preparedness.



5.9 Organizational Structure and Staffing

Hotel operations are managed through a structured organizational system led by senior management. The workforce comprises 790 permanent staff (66.1% of whom are female and 36.7% are youth) supplemented by contractors and service providers as required.

Key ESMP-relevant organizational features include:

- Designated management responsibility for environmental, health, and safety (EHS) issues
- Use of contractors for waste management, maintenance, and specialized services
- Internal procedures for occupational health and safety, emergency response, and service quality

5.10 Refurbishment and Upgrade Activities

Sheraton Addis undertakes periodic refurbishment and upgrade activities to maintain service quality, operational safety, and compliance with applicable environmental, occupational health and safety, and fire-life safety requirements. All refurbishment activities are confined to the existing hotel footprint and do not involve new construction, land acquisition, or expansion beyond approved facilities.

Refurbishment works are planned, phased, and scheduled to minimize disruption to hotel operations, guests, staff, and neighboring institutions. Typical activities include upgrading guest rooms and public areas, replacement or optimization of mechanical and electrical systems (including HVAC, lighting, and plumbing fixtures), modernization of kitchens and laundry facilities, upgrading of fire detection and suppression systems, and interior finishing works.

Refurbishment works are undertaken using distinct implementation approaches, selected according to the nature of the works and their location within the operating hotel:

- *Segregated (sectioned-off) works: refurbishment of guest rooms and room blocks is undertaken on a floor-by-floor or room-block basis, with the relevant rooms and corridors fully sectioned off using solid hoarding or lockable partitions, dedicated (non-guest) access and egress routes, and entry restricted to authorized contractor personnel. These areas are physically and operationally isolated from occupied guest floors for the duration of works.*
- *Closed-off area works: refurbishment of public areas, back-of-house spaces, and other facilities that can be taken fully out of service (e.g., specific restaurants, meeting rooms, spa zones, or plant rooms) is undertaken by temporarily closing the relevant area to guests and hotel*



operations, erecting hoarding or barriers around the work zone, and completing works before the area is reinstated and reopened.

- *Works in shared or occupied areas: certain works — such as connections to shared mechanical, electrical, and plumbing risers, corridor ceiling or wall works adjacent to occupied rooms, or short-duration interventions in active circulation areas — cannot be fully segregated from the operating hotel. These works are subject to enhanced controls, including scheduling outside peak guest hours or overnight where feasible, use of acoustic and dust screens, escorted contractor access, advance notice to affected guests and staff, and close coordination with hotel Front Office, Housekeeping, and Security.*

The applicable approach for each refurbishment package is defined in the relevant contractor method statement and the site-specific Refurbishment (Construction) Phase Environmental and Social Management Plan described in Section 9.9, ensuring that the extent of guest and staff exposure to construction activities is minimized and clearly managed in every case.

5.11 Community Engagement and Corporate Social Responsibility CSR

Sheraton Addis Hotel recognizes that, in addition to regulatory compliance, responsible hospitality operations require active engagement with the surrounding community and meaningful contributions to social, cultural, and environmental sustainability. As part of its operational philosophy, the hotel implements a range of voluntary community engagement and CSR initiatives that complement, but do not substitute for, the environmental and social management measures defined in this ESMP.

5.11.1 Community and Cultural Engagement

The hotel actively supports the promotion of Ethiopian culture, creativity, and local enterprise by hosting and facilitating community-oriented cultural events and exhibitions. These initiatives provide platforms for local artists, designers, and cultural practitioners to showcase their work to national and international audiences, thereby contributing to cultural preservation and economic empowerment.

Among the recurring initiatives hosted by the hotel is the Annual Bag Show, organized in collaboration with Prologue and Cactus. This event serves as a fundraising and promotional platform for local Ethiopian bag designers and manufacturers, with particular emphasis on women-led enterprises and locally produced leather goods. Selected designers are provided with opportunities to present their collections during the event and to market their products through pop-up retail outlets within the hotel



premises. Proceeds from the event contribute to charitable causes, reinforcing the social dimension of the initiative.

In addition to the Annual Bag Show, the hotel hosts and supports cultural programs such as Art of Ethiopia, Addis Foto Fest, and other exhibitions and events that highlight Ethiopian art, design, and creative expression. These activities enhance the cultural profile of Addis Ababa and support the hotel's objective of promoting Ethiopia's cultural identity on a global platform.

5.11.2 Social Responsibility and Community Support

As part of its broader community outreach efforts, Sheraton Addis engages in charitable partnerships aimed at supporting vulnerable groups. Notably, the hotel supports Our Father's Kitchen, a children's feeding program dedicated to improving the well-being of disadvantaged children, including orphans and children living with HIV/AIDS. The program provides regular meals to underprivileged children, contributing to improved nutrition, health, and quality of life.

Community service and social contribution are recognized by the hotel as core institutional values. These initiatives are implemented on a voluntary basis and are aligned with national development priorities related to social inclusion, women's empowerment, and support to vulnerable populations.

5.12 Sustainability Performance and Resource Footprint

In addition to social and cultural engagement, the hotel monitors selected sustainability performance indicators related to resource use and environmental footprint. These indicators provide an internal benchmark for operational efficiency and support continuous improvement in resource management.

Based on operational performance data, the hotel's current sustainability indicators include:

Carbon footprint: approximately 41.69 kg CO₂ equivalent per room night; and

Water footprint: approximately 2,799.64 liters per room night.

These indicators reflect the resource-intensive nature of luxury hospitality operations and are used by hotel management to inform operational decisions, efficiency measures, and future improvement initiatives.



6 BASELINE ENVIRONMENTAL AND SOCIAL CONDITIONS

6.1 Purpose and Scope of the Baseline

This section describes the existing environmental and social baseline conditions within and around Sheraton Addis Hotel. The baseline provides the reference point against which potential operational and refurbishment-related impacts are identified, assessed, and managed under this ESMP. The scope of the baseline is proportionate to the nature of the project, which involves ongoing hotel operations and limited refurbishment activities, rather than new construction or land acquisition.

Baseline information was compiled through site inspections, review of secondary data, consultations with hotel management, and professional judgment, in accordance with EPA ESMP Guidelines (2022).

6.2 Physical Environment

6.2.1 Location, Topography, and Land Use

Sheraton Addis Hotel is located in Kirkos Sub-City, Woreda 07, along Taitu Street in Addis Ababa. The hotel occupies approximately 76,000m² and is situated on an elevated urban site overlooking central Addis Ababa. The terrain is gently sloping, with landscaped open areas integrated into the hotel grounds.

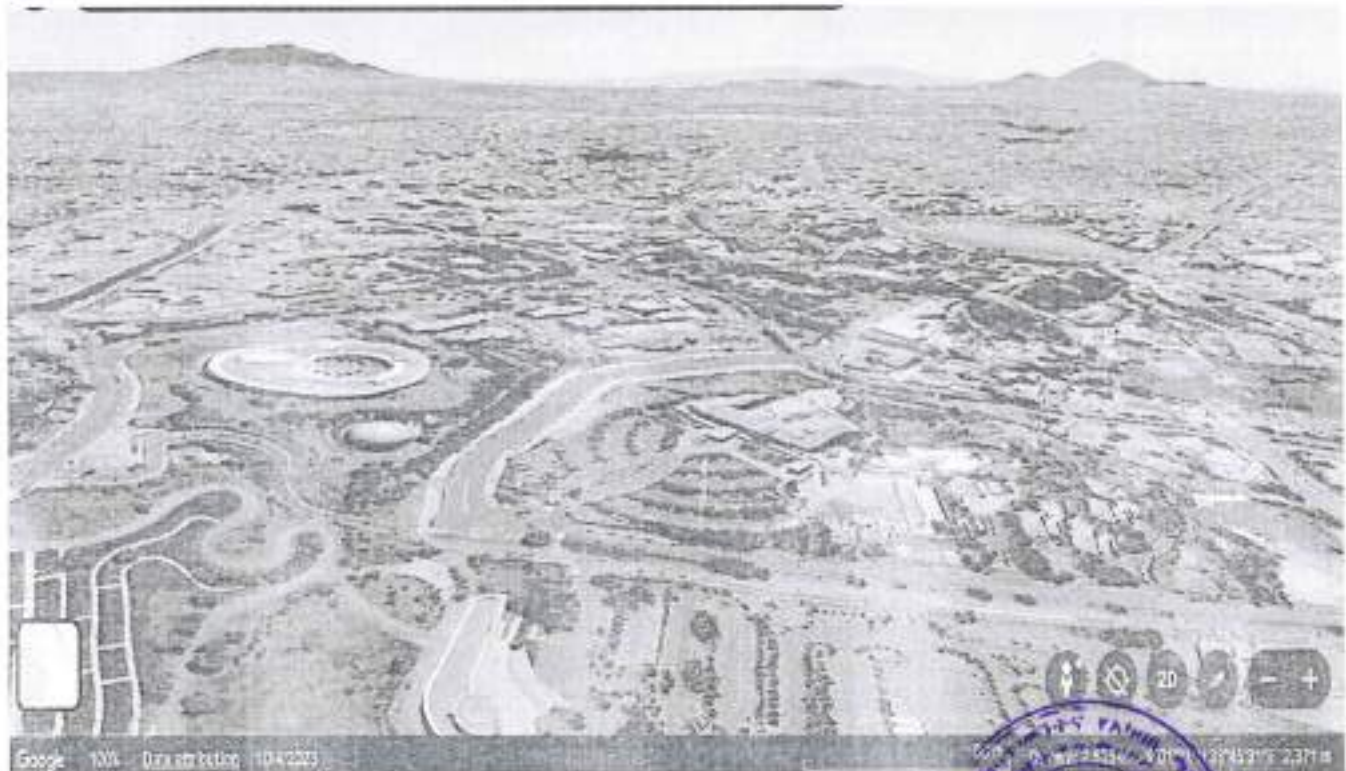


Figure 6-1: Satellite map of the relative hotel location (Source: Google Earth, 2025)



The surrounding land use is predominantly urban and institutional, consisting of road infrastructure, government facilities, service enterprises, and private commercial establishments. The area is fully developed, and no natural habitats or undeveloped land are present within the immediate vicinity of the hotel.

6.2.2 Climate and Meteorological Conditions

Addis Ababa experiences a mild highland subtropical climate, characterized by moderate temperatures throughout the year. Average temperatures generally range between 10°C and 25°C, with cooler conditions during the dry season and warmer temperatures prior to the rainy season.

Rainfall follows a bimodal pattern, with the main rainy season occurring between June and September and a shorter rainy period between February and April. These climatic conditions influence hotel operations primarily through water demand, stormwater management, and energy consumption for heating and cooling.

6.2.3 Air quality and Noise Environment

Baseline air quality in the project area reflects typical urban conditions influenced by traffic emissions, nearby commercial activities, and citywide sources. There are no significant industrial emission sources in the immediate vicinity of the hotel.

Ambient noise levels are characteristic of an urban setting and are influenced by road traffic, nearby institutional activities, and occasional event-related activities within the hotel. Existing noise levels are generally acceptable for commercial and hospitality use but require management during refurbishment works and large events to minimize disturbance to surrounding receptors.

6.2.4 Water resources and Drainage

Water for hotel operations is supplied primarily through the municipal water supply system, supplemented by on-site storage facilities. There are no surface water bodies within the hotel compound. Drainage is managed through the city's stormwater and sewer infrastructure.

Wastewater generated from hotel operations is conveyed through internal sewer networks and discharged to approved municipal systems. Proper wastewater management is essential to prevent public health risks and downstream environmental impacts.



6.3 Biological Environment

The biological environment within the hotel compound consists primarily of landscaped gardens, lawns, and ornamental plants. These green spaces provide aesthetic value and micro-climatic benefits but do not constitute natural habitats.

There are no known protected areas, critical habitats, or populations of threatened flora or fauna within or adjacent to the hotel site. Biodiversity considerations are therefore limited to routine landscaping management, avoidance of invasive species, and responsible use of water and chemicals in garden maintenance.

6.4 Socio-Economic Environment

6.4.1 Population and Settlement

The hotel is located within a densely populated urban area of Addis Ababa. The surrounding area is characterized by mixed institutional, commercial, and service-oriented land uses rather than residential settlements directly adjacent to the hotel.

No physical displacement, land acquisition, or resettlement is associated with the operation or refurbishment of the hotel.

6.4.2 Livelihoods and Economic Activities

The local economy around the hotel is dominated by service-based activities, including hospitality, tourism, transportation, retail trade, and government-related services. The hotel contributes to the local economy through employment generation, procurement of goods and services, and attraction of international visitors and events.

6.4.3 Employment and Workforce

Sheraton Addis Hotel employs a mix of permanent staff and contracted workers across hospitality, administration, maintenance, and support services. Employment opportunities provided by the hotel contribute to income generation, skills development, and capacity building, including opportunities for women and youth.

Labor conditions are governed by national labor legislation and internal hotel policies, with particular relevance to occupational health and safety, working conditions, and employee welfare.



6.5 Community Health, Safety, and Security

Given its urban location, the hotel interacts regularly with guests, service providers, suppliers, and the general public. Baseline community health and safety conditions are influenced by traffic movements, waste management practices, food safety standards, and emergency preparedness arrangements.

Potential community risks relate mainly to noise, traffic congestion during major events, waste handling, and emergency incidents such as fire. These risks are considered manageable through proper operational controls and coordination with city authorities.

6.6 Cultural and Heritage Context

The hotel is located in a historically significant part of Addis Ababa; however, no known registered cultural or archaeological heritage sites are located within the hotel compound. The existing buildings and infrastructure have been in place for many years.

Despite the low likelihood of encountering cultural heritage resources, refurbishment activities involving excavation or structural modification may carry a residual risk of accidental discovery.

6.7 Vulnerable Groups and Gender Considerations

Baseline socio-economic conditions indicate the presence of women, youth, and persons with disabilities within the hotel workforce and service chain. Gender equity, non-discrimination, and inclusion are therefore relevant considerations for hotel operations.

No vulnerable communities are directly affected by the hotel's physical footprint; however, internal workforce-related vulnerabilities are addressed through labor management, OHS measures, and grievance mechanisms.

Hotel guests also constitute a relevant vulnerable group for the purposes of this ESMP, including children accompanying adult guests, elderly guests, and guests with mobility, health, or other access-related limitations. While children present at the hotel remain the responsibility of the accompanying adult(s), the hotel's operational and refurbishment-related management measures in particular those addressing construction site segregation and access control, circulation area safety, and continuity of fire and life-safety systems (see Sections 8.2.7 and 9.9) take into account the presence of these vulnerable groups within guest and public areas.



6.8 Summary of Baseline Sensitivities

Overall, the baseline environmental and social setting of Sheraton Addis Hotel is characterized by:

- A fully developed urban environment with no natural habitats or sensitive ecological receptors;
- Moderate baseline air quality and noise levels typical of central Addis Ababa;
- Reliance on municipal water, wastewater, and waste management systems; and
- A socio-economic context dominated by service-sector activities and institutional functions.

These baseline conditions indicate that potential impacts from hotel operations and refurbishment activities are localized, manageable, and largely reversible, provided that the mitigation and monitoring measures outlined in subsequent ESMP sections are effectively implemented.



7 IMPACT IDENTIFICATION AND ASSESSMENT

7.1 Methodological Approach to Impact Assessment

This section presents a systematic assessment of the environmental and social impacts associated with the ongoing operation and planned refurbishment activities of Sheraton Addis, a Luxury Collection Hotel. The assessment has been undertaken in compliance with Ethiopia's ESIA Proclamation No. 1317/2025 and the EPA Environmental and Social Management Plan (ESMP) Guidelines (2022).

Given that the hotel is an existing, fully operational facility located within a densely developed urban environment, the assessment focuses primarily on operational-phase impacts, with secondary consideration of impacts that may arise during future refurbishment or eventual decommissioning activities. No new land acquisition, greenfield development, or population displacement is associated with the project.

The impact assessment process followed a risk-based and proportionate approach, appropriate to the scale, nature, and context of luxury hospitality operations. It involved:

- Identification of environmental and social aspects associated with hotel activities, utilities, and services;
- Evaluation of interactions between these activities and baseline environmental and socio-economic conditions;
- Professional judgment informed by sector-specific experience in hospitality and service industries; and
- Reference to national legal requirements and good international industry practice.

Environmental and social impacts are classified as:

1. **Beneficial impacts**, which enhance socio-economic development, employment, and service provision;
2. **Adverse impacts**, which may affect environmental quality, occupational health and safety, or community well-being if not properly managed.

Impacts are further categorized as:

- a) **Direct impacts**, resulting directly from hotel operations (e.g., wastewater generation, energy use); and
- b) **Indirect or induced impacts**, resulting from associated services, supply chains, visitor flows, and supporting economic activities.



7.2 Criteria for Determining Impact Significance

The significance of each identified impact was determined using qualitative criteria consistent with the EPA ESMP Guidelines (2022). The assessment considered the following parameters:

- **Magnitude / Severity:** Degree of change from baseline conditions;
- **Spatial Extent:** On-site, immediate surroundings, or wider urban area;
- **Duration:** Temporary, medium-term, or long-term;
- **Frequency:** Continuous, intermittent, or occasional;
- **Reversibility:** Ability of the environment or society to return to baseline conditions with or without intervention; and
- **Likelihood:** Probability of occurrence under normal operational conditions.

Based on these parameters, impacts were classified into five levels of significance:

Table 7-1: Impacts level of significance

Significance Level	Description
Very High	Irreversible impacts affecting large areas or critical receptors; mitigation not feasible
High	Serious impacts with long-term recovery even with mitigation
Moderate	Noticeable but manageable impacts; reversible with appropriate mitigation
Low	Minor, localized impacts with rapid recovery
Negligible	No measurable or discernible impact

This classification ensures transparency and consistency in evaluating environmental and social risks.

7.3 Impact Significance Evaluation Criteria

Table 7-2: Impact Significance Rating Matrix

Impact Attribute	Low	Moderate	High
Magnitude / Severity	Minor change within acceptable limits; no lasting damage	Noticeable change requiring management	Major change exceeding acceptable limits
Spatial Extent	Site-specific / localized	Local (immediate surroundings)	Widespread / regional
Duration	Short-term	Medium-term	Long-term / permanent
Frequency	Occasional / intermittent	Regular	Continuous
Reversibility	Fully reversible	Partially reversible	Irreversible
Likelihood	Unlikely or predictable	Likely	Certain



Table 7-3: Overall Impact Significance Determination

Combination of Attributes	Overall Significance
Mostly “Low” attributes	Low
Mix of “Low” and “Moderate” attributes	Low–Moderate
Mostly “Moderate” attributes	Moderate
Any “High” attribute	High

7.4 Beneficial Environmental and Social Impacts

The continued operation of Sheraton Addis, a Luxury Collection Hotel, generates substantial and sustained positive environmental, social, and economic impacts at local, city, and national levels. As a flagship hospitality facility located in the capital city, the hotel plays a strategic role in employment creation, service provision, tourism promotion, and broader urban economic development.

7.4.1 Employment Generation and Income Creation

The operation of Sheraton Addis, a Luxury Collection Hotel, constitutes a major source of direct and indirect employment within Addis Ababa. The hotel employs a large workforce across accommodation services, food and beverage operations, conference and event management, administration, engineering and maintenance, security, landscaping, and ancillary support services. These employment opportunities provide stable and regular income for a substantial number of households, contributing to poverty reduction and improved living standards in the city. In addition to direct employment, the hotel stimulates indirect job creation through its demand for goods and services supplied by local businesses, including food producers, transport operators, cleaning service providers, maintenance contractors, artisans, and event service companies. This creates multiplier effects within the local economy and strengthens linkages between the hospitality sector and other urban economic activities.

7.4.2 Livelihood Improvement and Social Well-Being

Income generated through hotel employment plays a critical role in improving household livelihoods and social well-being. Employees’ earnings support access to education, healthcare, housing, and basic services, thereby enhancing overall quality of life. These benefits extend beyond individual employees to their dependents and communities, generating cumulative and long-term social benefits. The presence of a high-profile international hotel also contributes to urban vitality and service provision, reinforcing Addis Ababa’s role as a center for tourism, business travel, diplomacy, and international conferences. This strengthens demand for complementary services and supports broader urban economic growth.



7.4.3 Gender Equity and Inclusive Employment

Sheraton Addis demonstrates a strong commitment to gender equity and inclusive employment practices. Women are well represented across a range of hotel functions, including service, administration, and supervisory roles. The hotel applies principles of equal opportunity, equal pay for equal work, and non-discrimination, in line with national labor legislation and gender policies.

By providing safe working conditions, maternity protection, and career development opportunities, the hotel contributes to reducing gender disparities in employment and income within the hospitality sector. These practices support national objectives related to women's empowerment and inclusive economic development.

7.4.4 Contribution to Government Revenue and Public Services

The hotel contributes significantly to government revenue through the payment of income tax, value-added tax, service charges, licensing fees, and other statutory obligations. These financial contributions support municipal and national budgets, enabling investment in public infrastructure, social services, and urban development programs. As a legally compliant and well-established enterprise, Sheraton Addis also sets a benchmark for responsible corporate conduct within the hospitality industry.

7.4.5 Support to Tourism, Culture, and the Local Economy

As a flagship hospitality facility, Sheraton Addis plays an important role in promoting Ethiopia as an international tourism and conference destination. The hotel regularly hosts high-level meetings, cultural events, exhibitions, and international delegations, contributing to the country's global visibility.

Through these activities, the hotel supports cultural expression, creative industries, and local entrepreneurship, thereby reinforcing national identity while generating economic opportunities for artists, designers, and service providers.

7.5 Potential Adverse Environmental and Social Impacts

While Sheraton Addis is an established and well-managed hospitality facility, its ongoing operation and periodic refurbishment activities inevitably generate certain adverse environmental and social impacts. These impacts are typical of large urban hotels and, if not properly managed, may affect environmental quality, occupational health and safety, and community well-being. However, given the nature of the activities and the urban context, the identified impacts are generally localized, reversible, and manageable through appropriate mitigation measures. Impact significance ratings presented in this section are determined using the criteria and matrix provided in Table above.



7.5.1 Water Consumption and Wastewater Generation

Hotel operations require significant quantities of water for guest accommodation, food preparation, laundry services, swimming pools, spa facilities, landscaping, and general cleaning. These activities generate wastewater containing organic matter, detergents, oils, grease, and suspended solids. If not properly managed, wastewater discharges could place pressure on municipal sewer infrastructure, contribute to downstream water pollution, and pose public health risks. Given the continuous nature of water use and effluent generation in a large hotel, this impact is assessed as moderate in significance. However, it remains localized and reversible through effective wastewater management practices, routine maintenance, and compliance with municipal discharge standards.

Refurbishment activities also generate incremental water demand for dust suppression, equipment cleaning, and finishing works, and produce construction-phase wastewater (e.g., from concrete cutting, painting, and general cleaning) that requires temporary containment and appropriate discharge or disposal to avoid contamination of hotel drainage systems.

7.5.2 Solid Waste Generation

Sheraton Addis generates substantial volumes of solid waste on a daily basis, including food waste, packaging materials, paper, plastics, glass, metal containers, garden waste, and general refuse. Periodic refurbishment activities may also generate construction and demolition debris. Improper segregation, storage, or disposal of waste could result in localized environmental pollution, odor nuisance, pest infestation, and increased burden on municipal waste management systems. This impact is considered moderate in significance due to the volume and continuous nature of waste generation, but it is manageable through integrated solid waste management measures.

Refurbishment works generate additional construction and demolition waste streams (packaging, off-cuts, redundant fixtures, rubble, and finishing materials) that require dedicated segregation, temporary storage, and disposal arrangements distinct from, though coordinated with, routine hotel operational waste management.



7.5.3 Hazardous Materials and Waste

The hotel uses and stores limited quantities of hazardous materials, such as cleaning and disinfecting chemicals, fuels and lubricants, batteries, fluorescent lamps, and electronic equipment. Inadequate handling or disposal of these materials could lead to soil or water contamination and pose risks to workers and maintenance staff. Given the controlled quantities and regulated operational environment, the significance of this impact is assessed as low to moderate, provided that appropriate chemical management, storage, and waste disposal procedures are implemented.

Refurbishment activities may introduce additional hazardous materials and wastes, including paints, solvents, adhesives, sealants, and, where present in the existing building fabric, asbestos-containing materials, which require contractor-specific handling, labeling, and disposal procedures over and above those applied to routine hotel operational hazardous materials.

7.5.4 Energy Use, Air Emissions, and Noise

Hotel operations require substantial energy input, primarily in the form of grid electricity for HVAC systems, lighting, kitchen equipment, laundry operations, and vertical transportation. In addition, diesel fuel and LPG are used for specific operational and thermal purposes.

Energy consumption contributes indirectly to greenhouse gas emissions through upstream electricity generation and fuel combustion associated with diesel and LPG use. Air emissions related to fuel use are localized and controlled through proper equipment operation, fuel quality management, and safety procedures.

Refurbishment activities introduce temporary, localized increases in energy use (for power tools and temporary equipment), air emissions (dust from cutting, demolition, and sanding), and noise, which are distinct in character, intensity, and duration from the steady-state energy use and emissions profile of routine hotel operations.



7.5.5 Occupational Health and Safety (OHS) Risks

Hotel operations and maintenance activities expose workers to a range of occupational health and safety hazards, including electrical and mechanical risks, chemical exposure, hot surfaces, confined spaces, slips and falls, and fire hazards. Without adequate controls, such hazards could result in occupational injuries or illnesses. Considering the size of the workforce and diversity of activities, occupational health and safety impacts are assessed as moderate in significance, with the potential to escalate if mitigation measures are not consistently applied.

Distinct from routine hotel operational OHS risks, refurbishment activities introduce construction specific occupational hazards, including work at height, use of power tools and heavy equipment, manual handling of construction materials, exposure to dust and noise, electrical hazards associated with temporary installations, and hazards linked to demolition, cutting, and hot works. These construction-related OHS risks are managed through contractor-specific Construction OHS Plans, method statements, and risk assessments, as detailed in Section 8.2.7 and Section 9.9, and are distinguished from, though coordinated with, the hotel's operational OHS management system.

7.5.6 Community Health, Safety, and Nuisance Impacts

The hotel's interaction with the surrounding urban environment may give rise to community-related impacts, including noise from large events, increased traffic congestion during peak periods, and potential risks associated with fire or fuel storage. Due to the hotel's location within a fully developed urban area, these impacts are generally confined to the immediate vicinity. With appropriate operational controls, coordination with municipal authorities, and emergency preparedness measures, these impacts are assessed as low to moderate in significance.

7.5.7 Refurbishment and Upgrade-Related Impacts

Refurbishment and upgrade activities associated with Sheraton Addis may result in temporary and localized environmental and social impacts, including short-term noise, dust, vibration, generation of construction and limited hazardous waste, increased material movement, and occupational health and safety risks. These impacts are confined to the hotel premises, occur intermittently during refurbishment periods, and are short-term and fully reversible given the limited scale, proper implementation, and urban operational context of the hotel. The magnitude of impacts is assessed as low to moderate.



Consistent with Sections 7.5.1 to 7.5.5 above, these refurbishment-related impacts specifically comprise: incremental construction-phase water use and wastewater generation; additional construction and demolition solid waste; construction-related hazardous materials and waste (including paints, solvents, and, where applicable, asbestos-containing materials); temporary increases in energy use, dust emissions, and noise; and construction-specific occupational health and safety risks, in addition to hotel operational OHS risks. Because Sheraton Addis remains fully or partially operational throughout refurbishment, these impacts also extend to hotel guests, staff, and, where relevant, neighboring occupants, through shared circulation areas, potential temporary impairment of fire and life-safety systems, guest-contractor interactions, and construction-related traffic and logistics within hotel premises. These specific risks and their corresponding mitigation measures are addressed in detail in Section 8.2.7 (Refurbishment (Construction) Phase Mitigation Measures) and Section 9.9 (Refurbishment (Construction) Phase Environmental and Social Management Plan).



8 MITIGATION AND ENHANCEMENT MEASURES

8.1 Purpose and Approach

This section defines the mitigation and enhancement measures required to avoid, minimize, control, or manage the adverse environmental and social impacts identified in Section 7, while strengthening the positive impacts associated with the operation and refurbishment of Sheraton Addis, a Luxury Collection Hotel. The mitigation measures have been developed in accordance with Ethiopia's ESIA Proclamation No. 1317/2025, the EPA ESMP Guidelines (2022), and relevant sectoral regulations.

Mitigation follows the standard hierarchy of avoidance, minimization, control, and compensation, and is designed to be practical, enforceable, and proportionate to the nature and scale of hotel operations.

Given that the project involves an existing urban hotel with no new construction or land acquisition, mitigation measures focus primarily on operational controls, good housekeeping practices, occupational health and safety management, resource efficiency, and regulatory compliance aligned with international luxury hotel sustainability and EHS best practice.

8.2 Operational Phase Mitigation Measures

8.2.1 Water Use Efficiency and Wastewater Management

Luxury hotel operations are inherently water-intensive due to guest accommodation services, food and beverage operations, laundry, spa and wellness facilities, swimming pools, and landscape irrigation. In line with global best practice for high-end hospitality facilities, Sheraton Addis shall implement an integrated water management approach focused on efficiency, quality control, and protection of public health and downstream environments.

Water use efficiency shall be promoted through systematic monitoring of water consumption across all operational units, including guest rooms, kitchens, laundry facilities, and recreational amenities. Preventive maintenance of plumbing systems shall be conducted routinely to identify and rectify leaks, pressure losses, and faulty fixtures. Water-saving fixtures such as low-flow taps, dual-flush toilets, and efficient showerheads shall be maintained and progressively upgraded where feasible, consistent with luxury service expectations.

Laundry and kitchen operations shall be optimized through batch processing, appropriate load sizing, and use of high-efficiency equipment to minimize unnecessary water consumption. Swimming pools and spa facilities shall be managed through controlled backwashing schedules, water quality monitoring, and reuse of backwash water where technically feasible and safe.



Wastewater generated from hotel operations shall be conveyed exclusively through properly maintained internal sewer networks and discharged only into approved municipal sewerage systems. Kitchen areas shall be equipped with grease traps sized according to operational demand, and these shall be inspected and cleaned regularly to prevent fats, oils, and grease from entering municipal sewers. Drainage systems shall be routinely inspected to prevent blockages, leakages, or overflows that could pose environmental or public health risks.

Wastewater management practices shall be consistent with international hospitality standards, emphasizing prevention of contamination, protection of municipal infrastructure, and compliance with applicable discharge requirements.

8.2.2 Solid Waste Management

As a luxury hospitality facility with diverse service offerings, Sheraton Addis generates a wide range of solid waste streams, including food waste, packaging materials, recyclables, garden waste, and general refuse. To mitigate associated environmental and public health impacts, the hotel shall implement a comprehensive integrated solid waste management system aligned with global best practice.

Waste minimization shall be prioritized at source through responsible procurement, reduction of single-use materials where service quality permits, and engagement with suppliers to reduce excessive packaging. Waste segregation shall be implemented at the point of generation, with clearly identified containers for biodegradable waste, recyclable materials, and residual waste. Segregation practices shall be supported through staff training and clear signage in operational areas.

Food waste shall be managed in a manner that minimizes odor, pest attraction, and hygiene risks. Where feasible, organic waste shall be diverted for composting or other recovery options in coordination with licensed service providers. Recyclable materials such as paper, plastics, glass, and metals shall be stored separately and transferred to licensed recyclers.

Waste storage areas shall be designed and maintained to high hygiene standards consistent with luxury hotel operations. Areas shall be enclosed, well-ventilated, regularly cleaned, and protected from unauthorized access. Residual waste shall be collected by licensed municipal or private waste contractors and disposed of only at approved facilities.

Waste generated during routine maintenance or minor refurbishment activities shall be managed separately and disposed of in compliance with city regulations. Open dumping, burning, or uncontrolled disposal of waste shall be strictly prohibited.



8.2.3 Hazardous Materials and Hazardous Waste Management

Although hazardous materials are used in limited quantities in hotel operations, their improper handling can pose disproportionate risks to workers, guests, and the environment. Sheraton Addis shall therefore apply strict controls consistent with international hotel safety and environmental standards.

All hazardous substances, including cleaning and disinfecting chemicals, pool treatment chemicals, fuels, lubricants, batteries, fluorescent lamps, and electronic waste, shall be stored in designated, secure, and clearly labeled areas. Storage areas shall be equipped with secondary containment where appropriate and protected from heat sources, water ingress, and unauthorized access.

Material Safety Data Sheets (MSDS) shall be maintained for all hazardous substances and made readily accessible to staff. Personnel involved in handling, storage, or disposal of hazardous materials shall receive regular training covering safe handling practices, emergency response procedures, and proper use of personal protective equipment.

Hazardous wastes such as used oils, spent batteries, lamps, and electronic waste shall be segregated from general waste streams and transferred only to licensed hazardous waste handlers or authorized collection facilities. Temporary on-site storage shall be minimized, and waste transfer records shall be maintained to demonstrate regulatory compliance.

Spill prevention and response measures shall be implemented in fuel storage areas, and maintenance workshops. Spill kits shall be readily available, and staff shall be trained in immediate containment, cleanup, and reporting procedures.

8.2.4 Energy Management, Air Emissions, and Noise Control

Energy management at Sheraton Addis focuses on efficient utilization of grid electricity and the safe, controlled use of diesel fuel and LPG. Preventive maintenance and optimization of HVAC systems, lighting, and energy-intensive equipment are implemented to minimize unnecessary energy consumption without compromising guest comfort or service quality.

Diesel fuel and LPG are stored, handled, and used in accordance with fire safety regulations, occupational health and safety requirements, and manufacturer specifications. Storage areas are ventilated, secured, clearly labeled, and equipped with appropriate fire detection and suppression systems.

Air emissions and noise associated with routine hotel operations are limited to normal mechanical and service activities and are controlled through equipment maintenance, operational scheduling, and adherence to permissible noise levels. No generator-related emissions or noise controls are required under the current operational configuration.



As part of long-term energy efficiency and emissions reduction planning, Sheraton Addis shall periodically assess the technical and economic feasibility of integrating solar energy technologies, particularly solar water heating systems for high hot-water-demand operations. Any future implementation shall comply with electrical safety standards, fire safety requirements, structural load limitations, and aesthetic considerations consistent with luxury hotel operations.

8.2.5 Occupational Health and Safety (OHS)

Sheraton Addis shall maintain a structured and proactive OHS management system consistent with international hospitality and workplace safety standards.

Regular occupational risk assessments shall be conducted to identify hazards associated with electrical systems, mechanical equipment, chemical handling, hot work, confined spaces, working at heights, and guest interaction areas. Standard operating procedures shall be developed and enforced for high-risk activities.

All employees and contractors shall receive appropriate safety training relevant to their roles, including induction training, job-specific instruction, and periodic refresher courses. Personal protective equipment shall be provided and its use enforced where required.

Fire safety shall receive particular attention in line with luxury hotel standards. Fire detection, alarm, and suppression systems shall be maintained in operational condition, evacuation routes shall be clearly marked and unobstructed, and regular emergency drills shall be conducted involving staff and, where appropriate, guests.

Incident reporting and investigation procedures shall be implemented to ensure that accidents, near misses, and unsafe conditions are documented, analyzed, and addressed through corrective actions.

8.2.6 Community Health, Safety, and Nuisance Management

Given its location within a dense urban environment, Sheraton Addis shall implement measures to minimize potential impacts on surrounding communities and the general public. Event scheduling, logistics planning, and traffic management shall be coordinated to reduce congestion, noise, and disturbance during peak periods.

Noise from events, entertainment, and mechanical equipment shall be managed through operational controls, sound management practices, and adherence to permissible noise levels. Special attention shall be given to evening and night-time operations.



Emergency preparedness measures shall be maintained to protect guests, staff, and neighboring properties, including coordination with municipal fire, health, and security services. Emergency response plans shall be regularly reviewed and tested.

A functional grievance redress mechanism shall be maintained to allow community members and other stakeholders to raise concerns related to hotel operations. Complaints shall be documented, investigated, and addressed in a timely and transparent manner.

8.2.7 Mitigation Measures for Refurbishment and Decommissioning Activities

Although major decommissioning is not anticipated in the near term, refurbishment and future decommissioning activities shall be managed to minimize temporary environmental and social impacts. Works shall be planned and phased to reduce dust, noise, and disruption to hotel operations and surrounding areas.

Construction and demolition waste shall be segregated and disposed of at approved facilities, and hazardous materials encountered during refurbishment shall be handled in accordance with applicable regulations. Dust suppression measures, safe work practices, and appropriate personal protective equipment shall be applied throughout refurbishment activities.

Any accidental discovery of cultural or archaeological materials during refurbishment works shall be managed in accordance with a chance-find procedure, including immediate cessation of work and notification of the relevant authorities.

8.3 Refurbishment (Construction) Phase Mitigation Measures

Sections 8.1 and 8.2 above address mitigation measures applicable to steady-state hotel operations. This section sets out dedicated mitigation measures for the refurbishment (construction) phase, in direct response to the refurbishment-related impacts identified in Section 7.5.7. These measures apply to AIPS Contracting LLC and any other main contractor or subcontractor engaged in refurbishment works at Sheraton Addis, and are to be read together with the Refurbishment (Construction) Phase Environmental and Social Management Plan set out in Section 9.9.

8.3.1 Construction Worker Health and Safety

Each contractor engaged in refurbishment works shall develop, implement, and maintain a site-specific Construction Environmental, Health and Safety Management Plan (CE/HSMP) prior to mobilization, covering, at a minimum: project and site details; key stakeholder and management structure and appointments (including a designated HSE Manager, HSE Engineer/Officer, and site nurse or equivalent



first-aid provision); site induction, toolbox talks, and competence/training standards; fire and emergency procedures; selection and control of subcontractors and suppliers; first aid and welfare facilities; accident and incident reporting and safety statistics; arrangements for controlling significant site risks, including production and approval of method statements and risk assessments; and permit-to-work systems for high-risk activities (hot works, work at height, lifting operations, confined spaces, and excavation).

A project-specific Risk Assessment Register shall be maintained and kept current for the duration of works, covering activities such as site establishment, excavation, craneage and lifting, temporary electricity, fire, use of power tools, cutting and bending of reinforcement, compressed air use, reinforced concrete works, noise, dust generation, and work in confined spaces, with hazards, applicable controls, and responsible parties clearly identified for each activity.

8.3.2 Contractor Environmental Management and Method Statements

Consistent with IFC good practice, each contractor shall develop an Environmental Management Plan (EMP) commensurate with the environmental risks associated with its specific refurbishment activities. For smaller, lower-risk works, a method statement incorporating equivalent environmental and social provisions is acceptable in place of a full EMP. At a minimum, each contractor EMP or method statement shall address:

- Identification of environmental aspects and impacts associated with the specific scope of works;
- Mitigation measures to be implemented, and specific responsibilities for environmental performance;
- Environmental objectives and targets for the works;
- An emergency environmental response plan;
- Means of communication of environmental issues with hotel management and other contractors;
- Training requirements for site personnel;
- Environmental monitoring, inspection, and audit processes; and
- Review and continuous improvement processes.

Contractor EMPs and method statements shall be submitted to, and approved by, hotel management (Midroc) prior to commencement of the relevant works, and shall be available for inspection by hotel EHS staff and, where applicable, regulatory authorities.



8.3.3 Noise and Vibration Management

Refurbishment activities involving drilling, demolition, cutting, and similar high-noise or high-vibration operations shall be subject to explicit noise and vibration assessment prior to commencement, given their potential to affect guests and staff in occupied areas of the hotel. Vibration-related risks shall be analyzed with specific attention to the protection of the building's structural stability, and applicable protective measures shall be defined in the relevant contractor method statement and, where necessary, in the refurbishment design.

- Noisy or high-vibration activities shall, wherever feasible, be scheduled outside peak guest occupancy periods or during agreed quiet hours, and coordinated in advance with hotel Front Office and Housekeeping;
- Acoustic screening, dust and vibration barriers, and low-vibration tools and techniques shall be used in occupied or adjacent areas where practicable;
- Noise and, where warranted by the nature of works, vibration levels shall be monitored at representative locations, with results recorded and escalated where thresholds are exceeded; and
- Any additional contractor-proposed protective measures (e.g., temporary bracing, isolated cutting methods) shall be captured as specific mitigants in the contractor's method statement and risk assessment for the activity concerned.

8.3.4 Management of Construction Wastes, Hazardous Wastes, and Hazardous Materials

Construction waste, hazardous materials, and the potential for water leaks associated with refurbishment works may create environmental and health risks if not properly managed within an active hospitality setting. Each contractor shall profile the wastes and hazardous materials associated with its specific scope of work and, where applicable, provide a commensurate waste management and/or hazardous materials management plan (not all contractors will require a plan of this nature, depending on the scale and risk profile of their activities). As a minimum, contractor waste management planning shall address:

- Responsibilities for waste management within the contractor's team;
- Waste reduction targets for the works;
- Waste segregation and temporary storage methods, kept separate from routine hotel operational waste streams;
- Waste disposal methods, including details of approved disposal sites and licensed waste carriers;
- Waste tracking and documentation (e.g., transfer notes, hazardous waste manifests) and



- Initiatives for reuse and recycling of construction materials where feasible.

Hazardous materials specific to refurbishment activities (paints, solvents, adhesives, sealants, and, where encountered in the existing building fabric, asbestos-containing materials) shall be accompanied by Material Safety Data Sheets, stored in designated and secured areas separate from hotel hazardous materials storage, and handled by personnel trained in the relevant control measures. Any water leaks arising from construction activity shall be reported and rectified immediately given the potential for water damage and cross-contamination in an occupied building.

8.3.5 Hotel Worker and Guest Health, Safety, and Security during Refurbishment

Because Sheraton Addis remains operational during refurbishment, the ESMP recognizes the mixed-use nature of the site, where hotel guests and staff share circulation spaces with contractor personnel and construction activities. The following measures address the specific risks arising from this interaction.

- Safety of circulation areas and guest interactions: construction zones shall be clearly demarcated, controlled, and, in line with the segregation approach described in Section 5.10, separated from guest and staff circulation routes through hoarding, barriers, signage, and controlled access points. Circulation routes and access points shall be defined and communicated to guests and staff to prevent trips and falls from cables or debris and exposure to falling objects. Access to active construction spaces and construction sites shall be restricted to authorized personnel, and management strategies for construction-related air pollution, noise, and vibration shall assure a clean environment is maintained in adjoining occupied areas.
- Fire and life-safety impairment: any works with the potential to temporarily impair fire alarms, sprinklers, smoke detectors, or other life-safety systems shall be subject to a documented impairment and permit-to-work procedure, coordinated with the hotel's EHS and engineering teams, ensuring continuity of fire detection and suppression coverage, maintained access to firefighting water, and unobstructed emergency egress routes at all times. Contractors and hotel management shall jointly maintain risk registers that include emergency scenarios affecting hotel workers and guests, together with agreed coordination procedures for responding to such emergencies. Disruptions to power, HVAC, or water systems required for works shall be planned, time-limited, and communicated in advance to minimize impacts on guest safety, comfort, and hotel operations, including associated reputational risk.
- Guest-contractor interaction and security risks: contractor access to guest areas shall be controlled through identification badges, sign-in/sign-out procedures, and supervision to prevent



unauthorized interactions between contractor personnel and hotel guests. A grievance redress mechanism, coordinated with the hotel operator, shall be available to capture complaints from hotel workers and guests regarding contractor activities or contractor staff conduct, as further described in Section 9.10.

- Traffic and logistics risks: movement of construction materials, equipment, and waste within hotel premises shall be managed through a contractor traffic and logistics management plan, developed in collaboration with the hotel operator's E&S team, covering designated delivery routes and time windows, vehicle/pedestrian segregation, banksman control of reversing vehicles, and shared-access-area protocols to prevent and minimize accidents. Accident and incident reporting procedures specific to traffic- and logistics-related events shall be established and integrated with the hotel's overall incident reporting system.

8.4 Measures to Enhance Positive Socio-Economic Impacts

In addition to mitigating adverse impacts, Sheraton Addis shall actively enhance its positive socio-economic contributions as part of responsible and sustainable luxury hospitality operations. These measures are designed to reinforce local economic development, social inclusion, and community well-being beyond minimum regulatory compliance.

The hotel shall continue to prioritize local employment and procurement, giving preference to qualified local suppliers, service providers, and contractors wherever feasible. This approach strengthens local value chains, supports small and medium enterprises, and maximizes indirect employment benefits within Addis Ababa.

Capacity building and skills development shall be promoted through structured training programs, mentoring, and on-the-job learning opportunities for employees, particularly women and youth. Career progression pathways within the hotel shall be encouraged to enhance long-term employability and income stability.

The hotel shall sustain and, where possible, expand its community engagement and corporate social responsibility initiatives, including cultural events, creative industry support, and charitable partnerships documented in the Sheraton materials. These initiatives contribute to cultural preservation, social inclusion, and positive community relations, reinforcing the hotel's social license to operate.

Fair labor practices, gender equity, non-discrimination, and workplace dignity shall remain integral to hotel operations, ensuring that economic benefits are distributed equitably and sustainably.





9 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

9.1 Purpose and Scope of the ESMP

This ESMP provides the operational framework through which Sheraton Addis, a Luxury Collection Hotel, will manage, monitor, and continuously improve its environmental, social, occupational health and safety (OHS), and community performance during ongoing operations and refurbishment activities.

The ESMP translates the mitigation and enhancement measures identified in Sections 7 and 8 into clear management actions, assigning responsibilities, defining monitoring indicators, allocating budgets, and establishing reporting mechanisms. The ESMP applies to:

- Routine hotel operations
- Maintenance and utility management
- Refurbishment and upgrade activities
- Contractor and service-provider activities
- Emergency preparedness and response

The ESMP is a binding operational document and shall be fully integrated into hotel management systems, procurement procedures, contractor management, and staff performance responsibilities.

9.2 ESMP Implementation Principles

Implementation of this ESMP is guided by the following principles:

- Regulatory compliance with ESIA Proclamation No. 1317/2025 and Addis Ababa EPA directives
- Pollution prevention and resource efficiency
- Worker and guest health and safety protection
- Community health, safety, and nuisance control
- Continuous improvement through monitoring, auditing, and corrective actions
- Clear accountability and documentation

Environmental and social management shall be mainstreamed into day-to-day hotel operations rather than treated as a standalone activity.

9.3 Institutional Arrangements for ESMP Implementation

9.3.1 Environmental, Health and Safety (EHS) Management Structure

Sheraton Addis shall establish and maintain an internal Environmental, Health and Safety (EHS) Management Function, reporting directly to senior hotel management.



Minimum staffing arrangement:

- EHS Officer / Environmental & Social Coordinator (designated full-time or functionally assigned)
- Health & Safety Officer / Nurse
- Engineering & Maintenance Representative

These staff shall work in coordination with Housekeeping, Food & Beverage, Security, Human Resources, and Procurement departments.

9.3.2 Roles and Responsibilities

Hotel General Manager

- Overall accountability for ESMP compliance and performance
- Approval of budgets, corrective actions, and reporting

EHS Officer

- Day-to-day coordination of ESMP implementation
- Regulatory liaison with Addis Ababa EPA
- Maintenance of ESMP records, monitoring data, and reports
- Coordination of environmental audits and inspections

Engineering & Maintenance Department

- Implementation of mitigation measures related to utilities, equipment, generators, wastewater, and energy
- Preventive maintenance and incident response

Department Heads

- Enforcement of ESMP measures within their operational areas
- Staff awareness and compliance

Contractors and Service Providers

- Mandatory compliance with ESMP requirements, OHS rules, and waste management procedures

9.4 Operational-Phase Environmental and Social Management

The operational phase represents the period of highest and most continuous environmental and social interaction. The objectives of ESMP implementation during this phase are to:

- Prevent pollution and nuisance
- Protect worker, guest, and community health and safety
- Ensure efficient use of water, energy, and materials
- Maintain regulatory compliance
- Improve environmental performance over time



9.5 Environmental and Social Management Plan Matrix (Operational Phase)

Table 9-1 : Environmental and Social Management Plan – Operational Phase

Activity / Aspect	Potential Impact	Mitigation Management Measures	Responsible Entity	Monitoring Indicators	Frequency	Estimated Annual Budget (ETB)
Water supply and consumption	Excessive water use; pressure on municipal supply	• Install and maintain water meters • Routine leak detection and repair • Use of water-efficient fixtures • Staff awareness on water conservation	Engineering Dept. EHS Officer	• Monthly water consumption records • Leak repair logs	Monthly	120,000
Potable water quality	Health risks from unsafe water	• Regular cleaning and disinfection of storage tanks • Periodic water quality testing • Compliance with Public Health standards	Engineering Dept.	• Water quality test results • Tank cleaning records	Semi-annual	80,000
Wastewater collection and discharge	Sewer blockage; environmental contamination	• Proper internal sewerage system maintenance • No discharge of untreated effluent to open areas • Routine inspection of drainage lines	Engineering Dept. EHS Officer	• Absence of leakage/overflow • Maintenance records	Monthly	150,000



Activity / Aspect	Potential Impact	Mitigation / Management Measures	Responsible Entity	Monitoring Indicators	Frequency	Estimated Annual Budget (ETB)
Kitchen effluent and grease	Blockage and odor, sewer contamination	• Install and maintain grease traps • Regular grease trap cleaning schedule • Prohibit oil discharge into drains	F&B Dept. Engineering	• Grease trap cleaning logs • No odor or blockage	Monthly	120,000
Solid waste generation	Odor, pollution, pests,	• Source segregation (organic, recyclable, residual) • Adequate labeled bins in all departments • Staff training on waste segregation	Housekeeping Dept. EHS Officer	• Segregation compliance • Cleanliness of waste areas	Continuous	100,000
Solid waste and storage disposal	Environmental pollution; public health risk	• Designated enclosed waste storage area • Regular collection by licensed operators • No open dumping or burning	Housekeeping Dept. Procurement	• Valid contracts • Collection records	Weekly	120,000
Hazardous waste	Worker exposure; soil/water contamination	• Store chemicals in labeled, ventilated, banded areas • MSDS availability • Restricted access	Engineering Dept. EHS Officer	• Storage condition • MSDS availability	Quarterly	150,000
	Environmental	• Segregate hazardous	EHS Officer	• Waste manifests	Quarterly	150,000



Activity / Aspect	Potential Impact	Mitigation Management Measures /	Responsible Entity	Monitoring Indicators	Frequency	Estimated Annual Budget (ETB)
disposal	contamination	waste • Use licensed hazardous-waste handlers • Maintain manifests and records		• Licensed handler agreements		
Energy consumption	High energy use; indirect emissions	• Preventive maintenance of HVAC systems • Energy-efficient lighting • Monitoring of energy consumption trends	Engineering Dept.	• Monthly energy use records	Monthly	120,000
Air quality and ventilation	Poor indoor air quality	• Routine HVAC maintenance • Adequate ventilation in kitchens and laundry • No visible smoke or strong odors	Engineering Dept.	• Maintenance records • Visual inspection	Semi-annual	100,000
Noise (equipment & events)	Community disturbance	• Equipment mufflers • Event noise control measure	Engineering Dept. Security	• Noise complaints • dB level checks (if required)	As required	100,000
Occupational	Worker injury or	• PPE provision and	EHS Officer	• Incident records	Continuous	500,000



Activity / Aspect	Potential Impact	Mitigation Management Measures	Responsible Entity	Monitoring Indicators	Frequency	Estimated Annual Budget (ETB)
health and safety	illness	- enforcement - OHS training - Safe work procedures - First-aid and emergency equipment	HR Dept.	- PPE usage - Training logs		
Fire and emergency preparedness	Injury, property damage	- Functional fire detection and suppression systems - Emergency exits clearly marked - Regular drills	Security Dept .EHS Officer	- Fire equipment inspection tags - Drill records	Semi-annual	150,000
Community health and safety	Nuisance; traffic congestion	- Traffic control during events - Clear access routes - Coordination with authorities	Security Dept.	- Complaint records - Event plans	As required	90,000
Stakeholder engagement and information disclosure	Community dissatisfaction, misinformation, complaints, reputational risk	- Identify affected and interested stakeholders - Conduct regular engagement with employees, nearby community, service providers, and regulators - Disclose, OHS, and emergency information through	Hotel General Management ESMP Coordinator	Continuous (Operational Phase)	120,000	Stakeholder engagement and information disclosure



Activity / Aspect	Potential Impact	Mitigation Management Measures /	Responsible Entity	Monitoring Indicators	Frequency	Estimated Annual Budget (ETB)
		notice boards and meetings •Maintain engagement records and minutes				
Worker consultation and communication	Labor grievances, reduced morale, OHS non-compliance	•Conduct staff meetings and toolbox talks • Communicate OHS rules, code of conduct, and emergency procedures • Integrate feedback into operational controls	HR Department EHS Unit	Quarterly	80,000	Worker consultation and communication
Establishment and operation of GRM	Unresolved complaints, social conflict, regulatory non-compliance	• Establish a formal GRM applicable to workers and community •Provide multiple grievance channels (verbal, written, logbook, email/phone) •Register, assess, investigate, and resolve grievances within defined	ESMP Coordinator Hotel Management	Continuous	100,000	Establishment and operation of GRM



Activity / Aspect	Potential Impact	Mitigation Management Measures /	Responsible Entity	Monitoring Indicators	Frequency	Estimated Annual Budget (ETB)
		timelines • Ensure confidentiality and non-retaliation				
Grievance documentation and corrective actions	Recurrent issues, weak accountability	• Maintain grievance log and tracking system • Implement corrective and preventive actions • Escalate unresolved cases to senior management or authorities as needed	ESMP Coordinator	Continuous	50,000	Grievance documentation and corrective actions

Total Indicative Annual ESMP Budget: ETB 2,150,000



A detailed disaggregation of the annual ESMP implementation budget is provided in Table below to demonstrate adequacy of financial resources for waste management, OHS, monitoring, training, and emergency preparedness.

Table 9-2: Disaggregated ESMP Implementation Budget (Operational Phase)

ESMP Component	Activity / Cost Item	Description / Scope	Responsible Unit	Estimated Annual Budget (ETB)
Waste Management	Segregated bins & labeling	Color-coded bins for general, recyclable, hazardous, and food waste (guest + back-of-house areas)	Engineering / Housekeeping	120,000
	Hazardous waste handling	Temporary storage containers, spill trays, manifests (oils, chemicals, lamps, batteries)	Engineering / EHS	80,000
	Waste collection & disposal	Licensed third-party collection and disposal fees	Procurement / Engineering	150,000
	Awareness materials	Posters, SOPs, refresher briefings	HR / EHS	25,000
Subtotal – Waste Management				375,000
OHS & PPE	PPE procurement	Gloves, masks, goggles, helmets, safety shoes (housekeeping, maintenance, kitchen)	HR / EHS	180,000
	OHS signage & barricading	Warning signs, restricted-area markings	Engineering / EHS	45,000
	Health surveillance	Periodic medical checks for high-risk staff	HR	90,000
Subtotal – OHS & PPE				315,000



Monitoring & Laboratory Testing	Water quality testing	Potable water, wastewater effluent (physico-chemical + microbiological)	Engineering / EHS	140,000
	Noise monitoring	Periodic indoor/outdoor noise measurements	Engineering / EHS	60,000
	Indoor air quality checks	Kitchens, boiler rooms, enclosed spaces	Engineering / EHS	50,000
Subtotal – Monitoring & Lab Testing				
Training & Capacity Building	OHS & emergency training	Fire safety, evacuation, first aid, incident reporting (bi-annual)	HR / EHS	120,000
	Environmental awareness	Waste segregation, chemical handling, water/energy efficiency	HR / EHS	60,000
Subtotal – Training				
Emergency Preparedness & Response	Firefighting equipment	Extinguishers, hose reels, inspection & refilling	Engineering / Security	130,000
	Emergency drills	Fire, evacuation, spill response (annual drills)	Security / EHS	50,000
	First-aid equipment	Kits replenishment, AED servicing	HR / Security	40,000
Subtotal – Emergency Preparedness				
				220,000



9.6 Management of Refurbishment and Decommissioning Activities

Although large-scale decommissioning is not anticipated, refurbishment and future dismantling activities shall be managed to ensure:

- Dust and noise suppression
- Safe handling and disposal of construction and demolition waste
- Protection of workers and guests
- Prevention of accidental damage to utilities or heritage features

A site-specific refurbishment management plan shall be prepared for major renovation works, consistent with this ESMP.

9.7 Refurbishment (Construction) Phase Environmental and Social Management Plan

In response to the refurbishment-related risks identified in Sections 7.5.7 and 8.2.7, this section sets out a dedicated Refurbishment (Construction) Phase Environmental and Social Management Plan (ESMP), separate from the operational-phase ESMP described in Sections 9.1 to 9.8. This refurbishment-phase ESMP applies for the duration of refurbishment works at Sheraton Addis and clearly distinguishes the responsibilities of the refurbishment contractor(s) (currently AIPS Contracting LLC) from those of Midroc Ethiopia PLC, as client, and Sheraton Addis hotel management, as operator.

9.7.1 Institutional Arrangements and Responsibilities during Refurbishment

Midroc Ethiopia PLC (Client) and Sheraton Addis Hotel Management responsibilities:

- Overall accountability for compliance of the refurbishment works with this ESMP and applicable Ethiopian regulatory requirements;
- Review and approval of contractor Construction Environmental Health and Safety Management Plans (CEHSMP), Environmental Management Plans, and method statements prior to mobilization or commencement of specific works;
- Coordination of contractor access, site security, and vehicle passes with hotel Security, and integration of the contractor's site layout and logistics plan with hotel operations;
- Coordination with the contractor on the continuity of fire and life-safety systems, utilities, and emergency response arrangements affecting occupied areas;
- Operation of the hotel-level Grievance Redress Mechanism (Section 9.10) in a manner that captures and addresses complaints from guests and staff relating to contractor activities; and



- Periodic review, together with the contractor's HSE Manager, of refurbishment progress, incidents, and E&S performance through joint coordination meetings.

Contractor (e.g., AIPS Contracting LLC) responsibilities:

- Preparation, implementation, and maintenance of a site-specific Construction Environmental Health and Safety Management Plan (CEHSMP), approved by the Project Director and submitted to Midroc/hotel management prior to mobilization;
- Appointment of a dedicated site HSE management structure, including at minimum an HSE Manager, HSE Engineer/Officer(s), and site nurse or equivalent first-aid provision, together with a designated Project Director and Project Manager accountable for E&S performance;
- Development and maintenance of a project-specific Risk Assessment Register and method statements for significant site activities, updated as work activities change;
- Development of a contractor Environmental Management Plan and/or waste and hazardous materials management plan commensurate with the risks of its specific scope of works, as described in Section 8.2.7;
- Management of construction traffic, site logistics, workforce transport, and site security in accordance with the hotel's site security plan and access control procedures;
- Delivery of site inductions, toolbox talks, and task-specific training to all contractor and subcontractor personnel, with attendance records maintained and available for audit;
- Investigation and reporting of incidents, accidents, and environmental events in accordance with the contractor's own procedures and the hotel's incident reporting requirements; and
- Participation in joint coordination meetings with hotel management and, where relevant, other contractors, to manage interface risks in an occupied hotel environment.

9.7.2 Coordination and Communication Mechanisms

Effective management of refurbishment-related environmental and social risks in an operating hotel depends on structured coordination between the contractor and hotel management. The following mechanisms shall be maintained for the duration of works:

- Weekly HSE coordination meetings between the contractor's HSE Manager and hotel EHS/Engineering representatives, to review upcoming works, access requirements, and any planned utility or fire/life-safety system impairments;



- Advance notification (minimum 48 hours, or as otherwise agreed) to hotel Front Office, Housekeeping, and Security of works affecting occupied or guest-facing areas, noisy or high-vibration activities, or temporary impairment of building systems;
- Shared incident and near-miss reporting, with contractor incidents affecting guests, staff, or hotel operations reported to hotel management without delay; and
- Joint review, at least quarterly, of contractor E&S performance, outstanding corrective actions, and any grievances received relating to contractor activities.

This Refurbishment (Construction) Phase ESMP shall remain in effect for the duration of active refurbishment works and shall be reviewed and updated to reflect subsequent phases of works, changes in contractor scope, or the engagement of additional contractors.

9.8 Stakeholder Engagement and Information Disclosure

Stakeholder engagement and information disclosure are integral elements of the Environmental and Social Management Plan. This process ensures that affected and interested parties are appropriately informed, consulted, and engaged throughout the operation and renovation activities of the project. The approach supports transparency, accountability, regulatory compliance, and effective management of environmental and social risks

9.8.1 Stakeholder Identification and Engagement Approach

Stakeholders have been identified based on their level of interest, influence, regulatory mandate, and potential exposure to environmental and social impacts associated with the project. The engagement approach is proportionate to the nature of project activities and focuses on continuous, inclusive, and context-appropriate communication.

The main stakeholder categories include:

- **Affected stakeholders:** hotel employees, contract workers, nearby residents, and neighboring establishments;
- **Interested stakeholders:** service providers, suppliers, guests, visitors, and local community representatives; and
- **Institutional and regulatory stakeholders:** relevant federal and city-level authorities, including the Environmental Protection Authority, Addis Ababa City environmental offices, public health authorities, and emergency and fire prevention services.

Engagement activities are designed to ensure that stakeholders have access to relevant information, opportunities to raise concerns, and mechanisms to provide feedback on the project's environmental and social performance.



Table 9-3: Stakeholder Identification and Engagement Matrix

Stakeholder Group	Key Interests / Concerns	Engagement Method	Frequency	Responsible Unit
Hotel Management	Regulatory compliance, reputational risk, cost control, operational continuity	Management meetings, ESMP performance reports, audits	Quarterly	General Manager / EHS
Workers & Contractors	OHS, fair working conditions, grievance handling, job security	Toolbox talks, trainings, notice boards, GRM channels	Monthly / As needed	HR / EHS
Nearby Institutions & Community (embassies, offices, neighbors)	Noise, traffic, waste handling, emergency incidents	Information notices, focal-point communication, GRM	As needed	Front Office / Management
Regulators (EPA, City Administration, Fire Authority)	Legal compliance, monitoring results, incident reporting	Inspections, formal reports, official correspondence	As required	Management / EHS

9.8.2 Stakeholder Engagement Methods and Disclosure

Stakeholder engagement will be undertaken using a range of methods appropriate to each stakeholder group and level of interaction. These include staff meetings, occupational health and safety briefings, consultations with nearby communities, coordination meetings with regulatory bodies, and routine communication with service providers.

Information disclosure will focus on key environmental and social aspects, including occupational health and safety requirements, waste and wastewater management practices, emergency preparedness measures, and the grievance redress mechanism. Disclosure will be carried out through notice boards,



staff induction sessions, internal circulars, meetings, and other appropriate communication channels. Information will be presented in a clear, accessible, and understandable manner.

9.8.3 Documentation and Reporting

All stakeholder engagement activities will be systematically documented. Records will include dates, participants, issues raised, responses provided, and agreed follow-up actions. Documentation will be maintained by the ESMP Coordinator and relevant departments.

Summary information on stakeholder engagement activities will be included in periodic environmental and social monitoring reports. These records will be made available for review by regulatory authorities as part of routine inspections and compliance monitoring.

9.9 Grievance Redress Mechanism (GRM)

9.9.1 Objective and Scope

The objective of the GRM is to ensure that grievances from workers, nearby communities, service providers, and other stakeholders are addressed promptly and effectively. The mechanism covers grievances related to, but not limited to, occupational health and safety, labor and working conditions, environmental nuisance (such as noise, waste, and sanitation), community safety, and compliance with environmental and social management measures. The grievance redress mechanism applies to all stakeholder groups identified in Table 9-X, including workers, nearby institutions, and regulatory bodies.

During refurbishment periods, the GRM is extended, in coordination with the refurbishment contractor(s), to capture complaints from hotel workers and hotel guests regarding contractor activities or contractor staff conduct, consistent with Section 9.9. Such grievances are logged, investigated, and resolved using the same procedure described below, with the relevant contractor's HSE Manager engaged as required to implement corrective actions.

9.9.2 Grievance Uptake Channels

To ensure accessibility, multiple grievance uptake channels will be made available. These include written complaints submitted to hotel management, verbal complaints reported to supervisors or the ESMP Coordinator, a designated grievance logbook, and electronic or telephone-based communication channels. Anonymous grievances will be accepted and addressed to the extent possible. Information on grievance submission procedures will be disclosed to workers, service providers, and external stakeholders through notice boards and internal communication mechanisms.



9.9.3 Grievance Handling Procedure

All grievances will be recorded in a grievance register upon receipt, including the date, nature of the complaint, and reference number. The ESMP Coordinator will conduct an initial screening to determine the type and severity of the grievance.

Appropriate corrective actions will be identified in consultation with relevant departments. Simple grievances will be resolved within a defined timeframe, while more complex cases may require additional investigation and extended resolution periods. The complainant will be informed of the proposed resolution and progress, where contact details are available.

Once resolved, grievances will be formally closed and documented. Unresolved or recurrent grievances may be escalated to senior management or referred to relevant authorities, as appropriate.

9.9.4 Monitoring, Reporting, and Escalation

The performance of the GRM will be monitored using indicators such as the number of grievances received, resolution timeframes, and recurrence of similar issues. Periodic summaries will be prepared and integrated into ESMP monitoring reports. The GRM will be implemented in a manner that ensures confidentiality and non-retaliation. Lessons learned from grievance trends will be used to improve environmental and social management practices and prevent future occurrences.

9.10 Capacity Building and Training

All employees and contractors shall receive:

- Environmental and OHS induction training
- Task-specific safety training
- Emergency preparedness training

Training records shall be maintained by the EHS Officer and reviewed during audits.

9.11 Documentation, Reporting, and Corrective Action

Sheraton Addis shall maintain records on:

- Monitoring and inspection results
- Waste transfer and hazardous waste manifests
- Incident and accident reports
- Training and induction logs
- Environmental audits and regulatory inspections

Reporting requirements:

- Internal EHS performance reports: quarterly



- Environmental audit report to Addis Ababa EPA: annually
- Incident reporting: immediate notification where required

Corrective actions shall be documented, assigned, tracked, and closed within defined timelines.

9.12 ESMP Review and Updating

This ESMP shall be reviewed:

- Annually as part of environmental auditing; or
- When operational changes occur (major refurbishment, process changes); or
- Upon regulatory request.

Revisions shall be approved by hotel management and submitted to the Addis Ababa Environmental Protection Authority where required.



Table 9-4: Environmental and Social Management Plan –Inspection Checklist (Operational Phase)

A. Environmental Management Compliance Checklist

No.	Environmental Aspect	Inspection Requirement	Compliance Indicators / Evidence	Inspection Method	Responsible Unit	Compliance Status (✓/X/NA)	Corrective Action Required	Target Date
1	Water Supply & Consumption	Efficient use of water; prevention of leakage and wastage	• Water meters installed and functional • Records of monthly water consumption • Leak detection and repair logs	Document review; site observation	Engineering / EHS			
2	Potable Water Quality	Safe water for human consumption (Public Health Proc. 200/2000)	• Water quality test results • Tank cleaning records • Chlorination/quality control procedures	Document review; interview	Engineering			
3	Wastewater & Sewerage	No discharge of untreated effluent to environment	• Functional internal sewer network • Grease traps installed and cleaned • No visible leakage/overflow	Site inspection	Engineering / EHS			
4	Kitchen Effluent Management	Control of oil, grease, and food residues	• Grease trap maintenance records • Cleaning schedule • Absence of odors/blockages	Observation; records	F&B Engineering			



No.	Environmental Aspect	Inspection Requirement	Compliance Indicators / Evidence	Inspection Method	Responsible Unit	Compliance Status (✓/X/NA)	Corrective Action Required	Target Date
5	Solid Waste Segregation	Source segregation as per Solid Waste Proc. 1383/2025	• Color-coded bins • Segregation signage • Staff awareness	Observation; interview	Housekeeping / EHS			
6	Solid Waste Storage	Hygienic, enclosed, pest-free storage	• Designated waste storage area • No overflow, odor, or scavenging	Site inspection	Housekeeping			
7	Waste Collection & Disposal	Disposal only through licensed operators	• Valid contracts with waste collectors • Collection frequency records	Document review	Procurement / EHS			
8	Hazardous Chemicals Storage	Safe, labeled, bundled storage	• MSDS available • Secondary containment • Access control	Site inspection	Engineering / EHS			
9	Hazardous Waste Handling	Licensed transport and disposal (Proc. 1090/2018)	• Waste manifests • Licensed handler agreements	Document review	EHS			
10	Energy Use & Efficiency	Efficient and safe energy management	• Energy consumption records • Preventive maintenance logs	Records review	Engineering			



No.	Environmental Aspect	Inspection Requirement	Compliance Indicators / Evidence	Inspection Method	Responsible Unit	Compliance Status (✓/X/NA)	Corrective Action Required	Target Date
11	Fuel storage and handling areas (diesel & LPG)	Controlled emissions, noise, and fuel safety	- Bunded fuel tanks - Spill kits available - Maintenance records	Inspection	Engineering / EHS			
12	Air Quality (Indoor & Outdoor)	Adequate ventilation; no harmful emissions	- HVAC maintenance records - No excessive odors or smoke	Observation	Engineering			
13	Noise Control	Compliance with permissible noise levels	- Equipment mufflers - Noise complaints log - Event controls	Observation; records	Security / Engineering			

B. Occupational Health and Safety (OHS) Compliance Checklist

No.	OHS Aspect	Labor Requirement	Compliance Indicators	Inspection Method	Responsible Unit	Status	Corrective Action	Deadline
14	OHS Policy & Strategy	Clear OHS responsibility (Labor Proc. 1156/2019)	- Appointed EHS Officer - Written OHS procedures	Document review	Management			
15	PPE Availability & Usage	Mandatory PPE for risk areas	- PPE inventory - Workers wearing PPE	Observation	EHS / Supervisors			
16	Fire Safety Systems	Functional alarms, extinguishers, exits	Fire equipment inspection tags	Inspection	Engineering / Security			



17	Emergency Preparedness	Fire, medical, spill response readiness	• Clear exits • Emergency plans • Drill records	Records review	EHS			
18	Incident & Accident Recording	Mandatory reporting and follow-up	• Incident register • Corrective actions documented	Records review	EHS / HR			
19	Training & Induction	OHS training for staff & contractors	• Training attendance lists • Induction records	Records review	HR / EHS			

C. Social, Labor, and Community Compliance Checklist

No.	Social Aspect	Regulatory Requirement	Compliance Indicators	Inspection Method	Responsible Unit	Status	Corrective Action	Deadline
20	Labor Conditions	Fair employment, non-discrimination	• Contracts • Working hours compliance	Records review	HR			
21	Gender Equity	Equal opportunity & protection	• Female participation • Harassment policy	Interview, records	HR			
22	Worker Grievance Mechanism	Accessible and functional GRM	• GRM logbook • Response records	Records review	HR / EHS			
23	Community Grievance Mechanism	Complaint handling for neighbors	• Complaint register • Resolution	Records review	Management			



		actions				
24	Traffic & Event Management	Minimize community disturbance	• Event plans • Security coordination	Observation	Security	

D. Management, Monitoring, and Reporting

No.	Management Aspect	EPA Requirement	Evidence	Inspection Method	Responsible Unit	Status	Action	Deadline
25	ESMP Integration	ESMP applied across departments	• Department SOPs reference ESMP	Records review	Management			
26	Environmental Monitoring	Routine monitoring implemented	• Monitoring reports	Records review	EHS			
27	Environmental Audits	Annual audit submission	• Audit reports • EPA feedback	Records review	Management			
28	Corrective Actions	Non-compliance addressed promptly	• Corrective action register	Records review	EHS			
29	Budget Allocation	Adequate ESMP funding	• Budget records (~2,150,000 ETB/year)	Records review	Finance			



10 ENVIRONMENTAL AND SOCIAL MONITORING PLAN

10.1 Purpose and Objectives of Monitoring

Environmental and social monitoring is a critical component of the ESMP, providing the mechanism through which Sheraton Addis verifies compliance with approved mitigation measures, legal requirements, and operational standards.

The primary objectives of the Environmental and Social Monitoring Plan are to:

- Verify that mitigation and enhancement measures identified in the ESMP are effectively implemented;
- Ensure compliance with national environmental, public health, and labor regulations;
- Detect unanticipated environmental or social impacts at an early stage;
- Assess the effectiveness of mitigation measures and identify the need for corrective actions;
- Provide documented evidence for AAEPa inspections and audits; and
- Support continuous improvement in environmental and social performance.

Monitoring activities shall be proportionate to the scale and risk profile of hotel operations and refurbishment activities and shall focus primarily on operational-phase impacts, which represent the most significant and continuous interaction with the environment and society.

Implementation of the monitoring program shall be supported by a dedicated annual budget allocated under the ESMP, ensuring adequate resources for sampling, inspections, reporting, and corrective actions.

10.2 Types of Monitoring

In accordance with EPA ESMP Guidelines (2022), monitoring under this ESMP shall be conducted through two complementary approaches:

10.2.1 Compliance Monitoring

Compliance monitoring verifies whether the hotel has implemented the prescribed mitigation measures and management controls set out in the ESMP. This form of monitoring focuses on:

- Adherence to approved procedures and operational controls;
- Compliance with permit conditions, regulations, and standards;
- Availability and condition of environmental and safety infrastructure (e.g., fire traps, waste storage areas, fire equipment);
- Proper use of licensed waste handlers and service providers.



Compliance monitoring is largely based on site inspections, document reviews, and interviews with staff and contractors.

10.2.2 Effects (Performance) Monitoring

Effects monitoring evaluates the actual environmental and social outcomes of hotel operations by measuring selected parameters or indicators. This includes:

- Trends in water and energy consumption;
- Waste generation and management performance;
- Occurrence of occupational incidents or complaints;
- Environmental quality indicators where relevant.

Effects monitoring provides feedback on whether mitigation measures are achieving their intended outcomes and supports adaptive management.

10.3 Institutional Responsibilities for Monitoring

Responsibility for environmental and social monitoring rests with the hotel proponent (Sheraton Addis). Monitoring activities shall be coordinated through the internal EHS function, with support from relevant departments.

Key responsibilities include:

EHS Officer

- Coordinate implementation of the monitoring plan;
- Maintain monitoring records and compliance documentation;
- Prepare periodic monitoring reports;
- Serve as the focal point for Addis Ababa EPA inspections.

Engineering and Maintenance Department

- Monitor utilities, wastewater systems, generators, and equipment;
- Maintain inspection and maintenance logs.

Housekeeping and Food & Beverage Departments

- Monitor waste segregation, hygiene, and grease management practices.

Human Resources and Security Departments

- Monitor occupational health and safety, training, incident records, and emergency preparedness.

10.4 Environmental and Social Monitoring Parameters

Monitoring parameters have been selected based on:



- Identified significant impacts (Section 7);
- Mitigation measures defined in Sections 8 and 9;
- Legal and regulatory requirements;
- EPA inspection focus areas for hospitality facilities.

Monitoring shall focus on the following thematic areas:

- Water supply and wastewater management;
- Solid and hazardous waste management;
- Energy use, generators, air emissions, and noise;
- Occupational health and safety;
- Community health, safety, and grievance management.



10.5 Environmental and Social Monitoring Plan Matrix

Table 10-1: Environmental and Social Monitoring Plan

Aspect Monitored	Mitigation Measure	Monitoring Parameters / Indicators	Location	Method	Frequency	Responsible Unit	Estimated Annual Budget (ETB)
Water consumption efficiency	Leak prevention; water-efficient fixtures; conservation SOPs	Monthly consumption (m ³); consumption per occupied room; leak incidents closed	Whole hotel / metered points	Meter reading; trend analysis; maintenance log review	Monthly	Engineering + EHS	18,000
Potable water quality	Tank hygiene; safe supply; corrective treatment if needed	Residual chlorine (where applicable), turbidity (basic), microbial indicators (as per lab scope); tank cleaning compliance	Storage tanks; key outlets (kitchens/staff canteen)	Sampling + accredited lab test; tank inspection checklist	Semi-annual (minimum) and after complaints	Engineering	55,000
Wastewater system performance	Sewer maintenance; no uncontrolled discharge	Evidence of overflow/leakage; manhole condition; drain blockage frequency	Sewer lines; plant manholes; rooms	Routine inspection; maintenance records	Monthly	Engineering + EHS	24,000
Kitchen grease performance	Grease trap installation & maintenance	Grease trap cleaning frequency; visible oil/grease carryover; odor/complaints; blockages	Main kitchens; dishwashing areas	Inspection + cleaning logs; spot checks	Monthly	F&B Engineering	32,000
Solid segregation effectiveness	Source segregation; storage hygiene	Segregation compliance score; contamination rate (spot checks); waste storage cleanliness	Waste rooms; back-of-house; public areas	Visual inspection; housekeeping checklist; photo records	Weekly	Housekeeping + EHS	20,000



Aspect Monitored	Mitigation Measure	Monitoring Parameters / Indicators	Location	Method	Frequency	Responsible Unit	Estimated Annual Budget (ETB)
Waste collection and licensed disposal verification	Licensed service providers; proper documentation	Valid collection contracts; schedule adherence; receipts/transfer notes	Procurement/EHS files	Document review; contractor verification	Quarterly	Procurement + EHS	12,000
Hazardous materials storage compliance	Bundled storage; MSDS; labeling; restricted access	MSDS availability; labeling completeness; bund integrity; incompatible storage absence	Chemical stores; workshops	Inspection checklist; corrective action log	Monthly	Engineering + EHS	18,000
Hazardous waste tracking & disposal	Segregation; licensed handlers; manifests	Waste manifest completeness; storage time limits; licensed transporter certificates	Hazardous waste holding area	Records review; inspection; verification with handler	Quarterly	EHS	35,000
Energy consumption performance	Efficiency measures; preventive maintenance	kWh/month; kWh per occupied room; major equipment run-time trends	Utility meters; engineering logs	Meter reading; energy log review	Monthly	Engineering	15,000
Emission handling	Preventive maintenance; spill prevention; bunding	Diesel & LPG consumption records Run hours; maintenance compliance; visible smoke; spill/near-miss records	Fuel storage	Fuel storage inspection; maintenance logs; spill register	Quarterly + after outages	Engineering + EHS	28,000
Noise and vibration (operations/events)	Noise controls; event management plan	Complaints register; boundary noise checks during events (as needed)	Property boundary; venues	Complaint review; spot dB measurement	As required (events) + quarterly review	Security + EHS	20,000



Aspect Monitored	Mitigation Measure	Monitoring Parameters / Indicators	Location	Method	Frequency	Responsible Unit	Estimated Annual Budget (ETB)
Indoor air quality proxies	HVAC maintenance; ventilation adequacy	HVAC filter change compliance; odor complaints; ventilation function in kitchens/laundry	Kitchens; laundry; plant rooms	(third-party when needed) Inspection; maintenance logs; complaint review	Quarterly	Engineering	16,000
Occupational health & safety performance	PPE; training; SOPs; incident prevention	TRIR/incident rate; lost-time cases; PPE compliance; training coverage	All departments	Incident register review; inspections; training record audit	Monthly	EHS + HR	40,000
Fire safety & emergency preparedness	Fire systems upkeep; drills	Extinguisher/alarms inspection tags; drill frequency; evacuation time; corrective actions	Hotel-wide	Drill reports; equipment inspection checklist	Semi-annual drills; monthly equipment checks	Security + EHS + Engineering	22,000
Worker community grievances	Operational with GRM procedures and touchpoints	Number of grievances received and resolved Percentage resolved within agreed timeframe Average closure time Recurrence of similar grievances	HR / Front Office / EHS	GRM log review; corrective action tracking; interviews	Monthly summary and quarterly trend analysis	Hotel Management / ESMP Coordinator	30,000
Stakeholder engagement	Implementation of SEP	Number of engagement meetings	Hotel premises	Record review,	Semi-annual	ESMP Coordinator	40,000



Aspect Monitored	Mitigation Measure	Monitoring Parameters / Indicators	Location	Method	Frequency	Responsible Unit	Estimated Annual Budget (ETB)
effectiveness		- conducted - Attendance records available - Issues raised and addressed		interviews			
Worker engagement and communication	Staff consultations and OHS briefings	- Number of staff meetings/toolbox talks - Participation rate	Hotel premises	Attendance review	Quarterly	HR & EHS Unit	30,000
GRM functionality	Operation of grievance mechanism	- Number of grievances received % grievances resolved within timeline - Average resolution time	Hotel & surrounding area	GRM review log	Quarterly	ESMP Coordinator	40,000
Recurrence of grievances	Corrective action effectiveness	- Repeat grievances on same issue - Corrective actions implemented	Hotel premises	Trend analysis	Annual	Hotel Management	20,000

Total Annual Monitoring Budget: ETB 515,000



10.6 Monitoring Records and Reporting

The hotel shall maintain comprehensive monitoring records, including:

- Inspection and monitoring reports;
- Water, energy, and waste records;
- Incident and accident registers;
- Training and induction records;
- Complaints and grievance logs;
- Corrective action records.

Reporting requirements include:

- Quarterly internal EHS monitoring reports to hotel management;
- Annual environmental monitoring and audit reports submitted to Addis Ababa EPA;
- Immediate notification to authorities in the event of significant incidents.

10.7 Non-Compliance, Corrective Action, and Adaptive Management

Any non-compliance identified through monitoring, inspection, audits, or complaints shall be addressed through a formal corrective action process, including:

- Identification of root causes;
- Assignment of responsibility;
- Definition of corrective and preventive actions;
- Tracking of implementation and closure.

Where monitoring results indicate that mitigation measures are ineffective or insufficient, the ESMP shall be updated accordingly, applying adaptive management principles.

10.8 Review and Continuous Improvement

The Environmental and Social Monitoring Plan shall be reviewed;

- Annually as part of environmental auditing;
- Following significant operational changes or refurbishment works; or
- Upon request by the Addis Ababa Environmental Protection Authority.

The monitoring system is intended not only to ensure compliance but also to support continuous improvement in environmental and social performance, consistent with best practices for luxury hospitality operations.



11 CONCLUSION AND RECOMENDATION

11.1 Conclusion

This Environmental and Social Management Plan (ESMP) has been prepared to provide a comprehensive, practical, and enforceable framework for managing the environmental, social, occupational health and safety, and community-related aspects of the ongoing operations and refurbishment activities of Sheraton Addis, a Luxury Collection Hotel.

The assessment confirms that the hotel is an existing, well-established luxury hospitality facility operating within a fully developed urban environment, and that no new construction, land acquisition, or physical displacement is associated with its current or planned activities. Consequently, the environmental and social risks identified are site-specific, operational in nature, largely predictable, and manageable, provided that appropriate mitigation, monitoring, and management measures are consistently implemented.

The key potential adverse impacts identified relate primarily to:

- High water and energy consumption typical of luxury hospitality operations;
- Wastewater generation and grease management from kitchens and laundry facilities;
- Solid and hazardous waste generation;
- Occupational health and safety risks associated with a large and diverse workforce;
- Air emissions and noise from any sources and major events; and
- Community nuisance risks, including traffic congestion and noise during peak events.

These impacts are not unique to Sheraton Addis and are consistent with those observed in comparable international luxury hotels. Importantly, the ESMP demonstrates that all identified impacts are reversible and controllable through the application of Good International Industry Practice (GIIP), national regulatory requirements, and structured management systems.

The ESMP integrates mitigation, monitoring, institutional arrangements, grievance mechanisms, emergency preparedness, and corrective action procedures into a coherent management system, ensuring that environmental and social considerations are embedded in day-to-day hotel operations rather than treated as standalone compliance obligations.

A key strength of this ESMP is the adoption of a risk-based and benchmark-aligned approach, including:

- Clear allocation of institutional responsibilities;
- EPA-inspection-ready management and monitoring matrices;
- Realistic, non-uniform budget allocations based on risk and effort; and



- Alignment with international standards such as the World Bank Group/IFC Environmental, Health and Safety Guidelines for Tourism and Hospitality.

The allocation of an annual consolidated ESMP and monitoring budget of approximately ETB 2,150,000 reflects the scale of operations, workforce size, and regulatory expectations applicable to a flagship hotel of national and international importance. This budget level ensures that mitigation measures, monitoring activities, training, audits, and corrective actions can be implemented effectively and sustainably over time.

Overall, the ESMP confirms that the positive socio-economic contributions of Sheraton Addis—particularly employment generation, skills development, government revenue, tourism promotion, and community engagement—significantly outweigh the potential adverse environmental and social impacts, provided that the ESMP is fully implemented and regularly reviewed.

11.2 Recommendation

Based on the findings of the environmental and social assessment and the provisions set out in this ESMP, the following recommendations are made to ensure sustained compliance, risk management, and continuous improvement:

First, Sheraton Addis should formally adopt this ESMP as a binding operational document, integrating its requirements into hotel policies, standard operating procedures, contractor management arrangements, and departmental responsibilities. Environmental and social management should be treated as an integral component of service quality, risk management, and corporate governance.

Second, the hotel should maintain a dedicated internal Environmental, Health and Safety (EHS) function with clearly defined authority and resources to coordinate ESMP implementation, monitoring, reporting, and liaison with the Addis Ababa Environmental Protection Authority. Adequate staffing and managerial support are essential to ensure consistent application across all operational areas.

Third, the hotel should allocate and maintain the benchmark-based annual ESMP and monitoring budget of approximately ETB 2,150,000, subject to annual review. This allocation should cover environmental management measures, occupational health and safety provisions, environmental and social monitoring, staff training, audits, documentation, and contingency for corrective actions. Budget adequacy should be reviewed annually in light of monitoring results, audit findings, operational changes, and regulatory feedback.

Fourth, Sheraton Addis should implement the Environmental and Social Monitoring Plan rigorously, ensuring that monitoring data are systematically collected, documented, analyzed, and reported. Quarterly



internal monitoring reports and annual environmental performance reports should be prepared and submitted to the Addis Ababa Environmental Protection Authority in accordance with regulatory requirements.

Fifth, the hotel should strengthen continuous improvement mechanisms, including internal inspections, environmental audits, emergency drills, and corrective action tracking. Lessons learned from incidents, complaints, and audits should be used to update procedures, training programs, and mitigation measures as necessary.

Finally, it is recommended that the Addis Ababa Environmental Protection Authority grant continued operational authorization for Sheraton Addis, subject to the full and effective implementation of this ESMP and compliance with all applicable environmental, public health, and labor regulations.

With sustained commitment, adequate resourcing, and effective implementation of this ESMP, Sheraton Addis is well positioned to operate as an environmentally responsible, socially inclusive, and internationally compliant luxury hospitality facility, supporting Addis Ababa's economic development while safeguarding environmental quality and public well-being.



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BUSINESS LICENSES

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THE FEDERAL DEMOCRATIC REPUBLIC OF
ETHIOPIA Ministry of Trade and Regional
Integration



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የንግድ ምዝገባ ቁጥር _____ 980/2008
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Business License No. _____
ቀደም ተሰጠበት ቀን _____ 24/12/1991
Previous Date of issuance _____
የተሰጠበት ቀን _____ 21/02/2016
Date of issuance _____
የታዘበበት ቀን _____ 23/4/2016
Renewal Date _____

Business License

Issued Under Commercial Registration and Business
license proc.No 980/2016

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5. የንግድ ድርጅት አድራሻ
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ፋክስ _____ ኢ-ሜይል _____
6. የንግድ ሥራ መስክ _____ በ/ር/ ነግሱ ማሙከር

1. Owner/Company Name _____ MIDROC ET-HOPIA PLC
2. Nationality _____ Registered in Ethiopia
3. Trade Name _____
4. General Manager Name _____ Mr. NETEMET MAMUJE KOSA
5. Business Address
Region _____ Addis Ababa _____ Zone/Sub City _____ Bulebo
Woreda _____ 07 _____ Kebele _____
House No. _____ 54/1 _____ Tel.No _____ 0115548949
Fax _____ E-mail _____
6. Field of Business _____ በ/ር/ ነግሱ ማሙከር

7. ንግድ ወጪ በኢት ብር _____ 6,366,540,000.00
ይህ የንግድ ፈቃድ ላይ _____ 24/12/2016 በ/ር/ ነግሱ ማሙከር
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7. Capital in ETB _____ 6,366,540,000.00
This Business License is issued by _____ Federal _____
1/2/2016

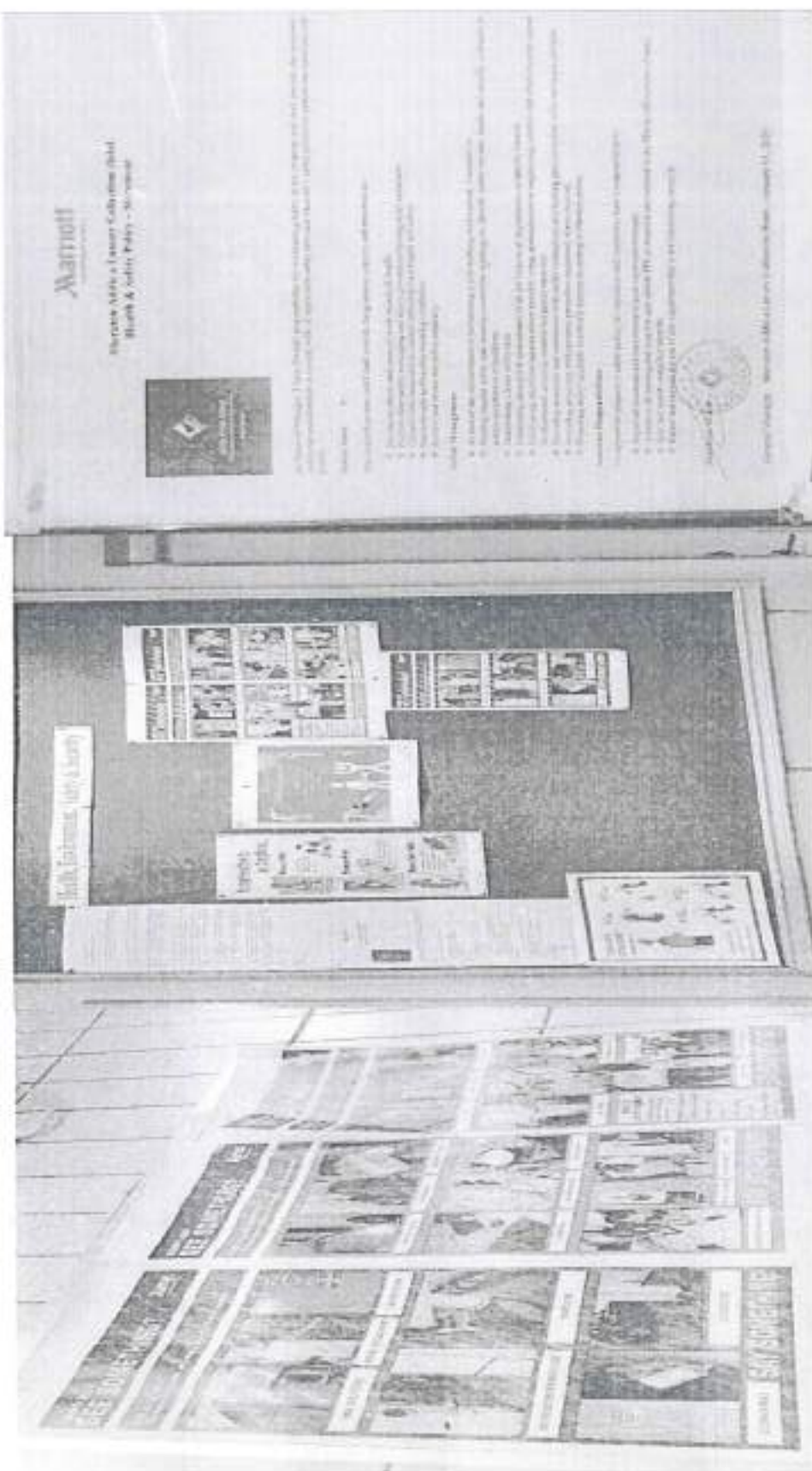
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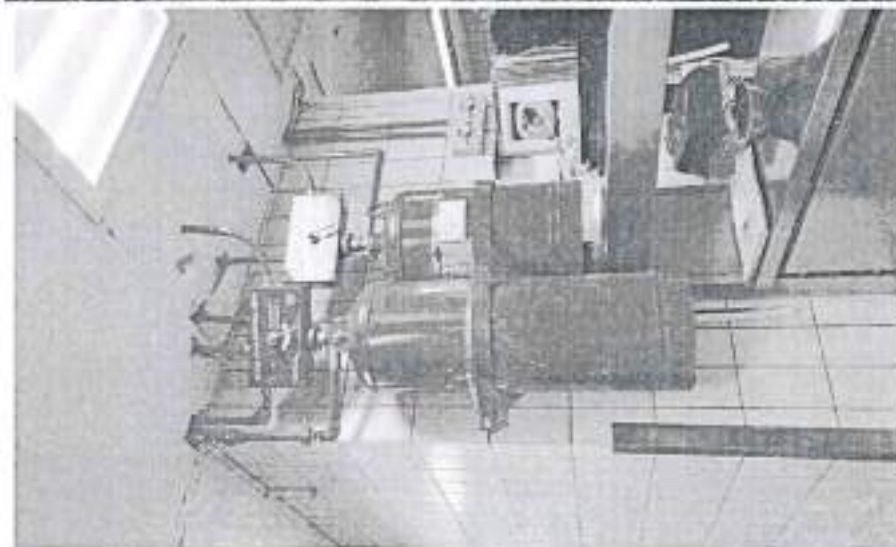
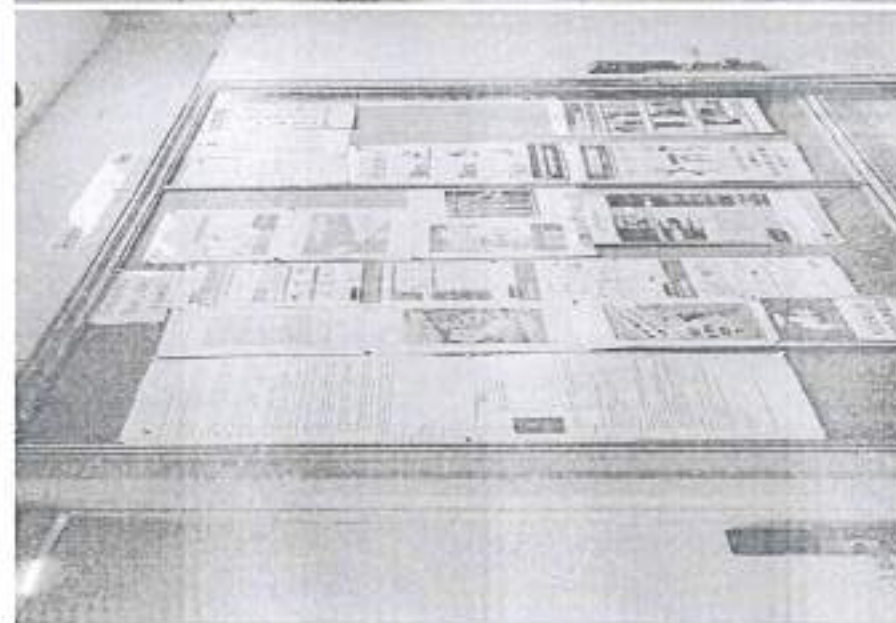
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PICTURES TAKEN DURING SITE VISIT AND CONSULTATION







DETAILED ESMP CHECKLIST & QUESTIONNAIRE

Sheraton Hotel – Addis Ababa

Aligned with FDRE ESMP Guidelines and IFC Performance Standards (PS1-PS8)

1. PROJECT DESCRIPTION & CONTEXT

IFC PS Note: PS1: Requires clear project description, context, and area of influence identification.

Checklist Question	Yes/No	Remarks	Evidence
a) Is the project location clearly described with GPS coordinates?	☐ Yes ☐ No		
b) Are all hotel facilities (rooms, kitchen, generator, HVAC, laundry, landscaping) described?	☐ Yes ☐ No		
c) Are project phases (construction/operation/renovation) included?	☐ Yes ☐ No		
d) Are sensitive receptors identified (schools, residences, hospitals)?	☐ Yes ☐ No		
e) Is a map included showing the project influence area?	☐ Yes ☐ No		



2. BASELINE ENVIRONMENTAL CONDITIONS

IFC PS Note: PS 1 & PS3: Requires baseline on air, water, noise, climate risks.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Air quality baseline measurement conducted?	☐ Yes ☐ No		
b) Noise measurement at boundary points conducted?	☐ Yes ☐ No		
c) Water sources, supply, and consumption assessed?	☐ Yes ☐ No		
d) Wastewater discharge pathways mapped?	☐ Yes ☐ No		
e) Stormwater drainage and flood risks assessed?	☐ Yes ☐ No		
f) Energy consumption baseline conducted?	☐ Yes ☐ No		
g) Climate risks screened (heatwaves, rainfall variability, flooding)?	☐ Yes ☐ No		



3. SOCIO-ECONOMIC BASELINE

IFC PS Note: PS1 & PS4: Requires baseline on communities, workers, safety, socio-economic data.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Is workforce demographic data provided?	☐ Yes ☐ No		
b) Are community health & safety conditions analyzed?	☐ Yes ☐ No		
c) Are vulnerable groups considered?	☐ Yes ☐ No		
d) Are local businesses, traffic flows, and street vendors assessed?	☐ Yes ☐ No		
e) Is cultural heritage screening done?	☐ Yes ☐ No		



4. RESOURCE EFFICIENCY & POLLUTION PREVENTION

IFC PS Note: PS3: Requires water, energy, waste, and emissions management.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Water footprint analysis conducted?	☐ Yes ☐ No		
b) Energy efficiency and GHG reduction options analyzed?	☐ Yes ☐ No		
c) Kitchen grease traps inspected?	☐ Yes ☐ No		
d) Waste segregation documented?	☐ Yes ☐ No		
e) Hazardous waste handled safely?	☐ Yes ☐ No		
f) Laundry and housekeeping chemical management included?	☐ Yes ☐ No		



5. COMMUNITY HEALTH, SAFETY & SECURITY

IFC PS Note: PS4: Requires risk minimization for communities and proper security management.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Traffic risks assessed near hotel entrance?	☐ Yes ☐ No		
b) Risks of pests, odors, noise controlled?	☐ Yes ☐ No		
c) Fire detection & suppression system inspected?	☐ Yes ☐ No		
d) Security personnel trained in human rights?	☐ Yes ☐ No		
e) Contractor traffic and waste vehicles assessed?	☐ Yes ☐ No		

6. LABOR & WORKING CONDITIONS

IFC PS Note: PS2: Requires fair labor conditions, OHS, and equal opportunity.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) HR policy aligned with Ethiopian labor law?	☐ Yes ☐ No		
b) Occupational hazard risk assessment conducted?	☐ Yes ☐ No		
c) PPE provided and enforced?	☐ Yes ☐ No		
d) Regular OHS training conducted?	☐ Yes ☐ No		
e) Worker accommodation assessed (if applicable)?	☐ Yes ☐ No		

7. BIODIVERSITY



IFC PS Note: PS6: Avoid impacts on habitats even in urban settings.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Is landscaping using native species?	☐ Yes ☐ No		
b) No habitat disturbance observed?	☐ Yes ☐ No		
c) Bird-safe lighting assessed?	☐ Yes ☐ No		
d) Any invasive species identified?	☐ Yes ☐ No		

8. CULTURAL HERITAGE

IFC PS Note: PS8: Requires protection of cultural sites and Chance-Find procedures.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Chance-Find Procedure developed?	☐ Yes ☐ No		
b) Cultural heritage sites screened?	☐ Yes ☐ No		
c) Community cultural values identified?	☐ Yes ☐ No		



9. ESMS / INSTITUTIONAL SETUP

IFC PS Note: PS1: Requires organizational capacity, procedures, and monitoring systems.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Is EHS organizational structure defined?	☐ Yes ☐ No		
b) Are roles assigned (EHS officer, security, fire marshal)?	☐ Yes ☐ No		
c) Are E&S operational procedures available?	☐ Yes ☐ No		
d) Incident reporting system defined?	☐ Yes ☐ No		
e) Contractor E&S management procedures included?	☐ Yes ☐ No		



10. STAKEHOLDER ENGAGEMENT & GRM

IFC PS Note: PS1: Requires SEP, disclosure, consultation, and grievances systems.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Is stakeholder mapping completed?	☐ Yes ☐ No		
b) Are consultation meetings documented?	☐ Yes ☐ No		
c) Is a Worker GRM established?	☐ Yes ☐ No		
d) Is a Community GRM established?	☐ Yes ☐ No		
e) Is engagement documentation included?	☐ Yes ☐ No		



6. ENVIRONMENTAL MITIGATION MEASURES

IFC PS Note: PS3: Requires pollution prevention, resource efficiency, and mitigation hierarchy.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Air emission controls designed for generator/HVAC?	☐ Yes ☐ No		
b) Noise reduction measures proposed?	☐ Yes ☐ No		
c) Energy efficiency options (LED, HVAC optimization) included?	☐ Yes ☐ No		
d) Water conservation methods proposed?	☐ Yes ☐ No		
e) Waste management plan covering segregation and recycling?	☐ Yes ☐ No		
f) Hazardous waste protocols included?	☐ Yes ☐ No		



7. SOCIAL MITIGATION MEASURES

IFC PS Note: PS2 & PS4: Requires labor protection, OHS, and community safety management.

Checklist Question	Yes/No	Remarks	Photo/Evidence Placeholder
a) Labor Management Procedures (LMP) developed?	☐ Yes ☐ No		
b) OHS plan aligned with national & IFC standards?	☐ Yes ☐ No		
c) Emergency preparedness plan prepared?	☐ Yes ☐ No		
d) Fire safety compliance verified?	☐ Yes ☐ No		
e) Security personnel management aligned with PS4?	☐ Yes ☐ No		
f) Community engagement methods defined?	☐ Yes ☐ No		





ቁጥር/Ref.No 24/11/2017

ቀን/Date 24/11/2017

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FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA
ENVIRONMENTAL PROTECTION AUTHORITY

የብቃት ማረጋገጫ ምስክር ወረቀት
CERTIFICATE OF COMPETENCE

የታደሰበት ቀን 24/11/2017 ዓ.ም
የሚያበቃበት ቀን 23/11/2019 ዓ.ም

Renewal date: 07/31/2025 G.C
Expire date: 07/20/2027 G.C

የአካባቢ ጥበቃ ባለስልጣን በአዋጅ ቁጥር
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ምስክር ወረቀት:-

ENVIRONMENTAL PROTECTION AUTHORITY,
BY PROCLAMATION NO. 299/2002 AND
DIRECTIVE NO. 1005/2024, HAS ISSUED THIS
ENVIRONMENTAL AND SOCIAL IMPACT
ASSESSMENT STUDIES CONSULTANCY
CERTIFICATE OF COMPETENCE.

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የብቃት ደረጃ፡ I ተሰጥቷል።

TO: G-TWO INVESTMENT AND
ENVIRONMENTAL CONSULTING PLC

COMPETENCE LEVEL: I

WITH REGARDS,

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የአካባቢ ጥበቃ ባለስልጣን መሪ
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አይላ ማይኒያ ተረፈ
Ayele Mindaye Tefera
Environmental Protection Authority MESOB
Center Back Office & Coordinator



አይላ ማይኒያ ተረፈ
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Ayele Mindaye Tefera
Environmental Protection Authority MESOB
Center Back Office & Coordinator



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ቁጥር/Ref.No 11/1.1/2412/14

ቀን/Date 23/10/2017

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FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA
ENVIRONMENTAL PROTECTION AUTHORITY

የባለሙያ የብቃት ሚረጋገጫ ሚዛኑ ክር ወረቀት
EXPERT COMPETENCY CERTIFICATE

የተሰጠበት ቀን: 18/10/2017 ዓ/ም

Issue date: 25/6/2025 GC

የሚያበቃበት ቀን: 17/10/2020 ዓ/ም

Expire date: 24/6/2028 GC

የአካባቢ ጥበቃ ባለስልጣን በአጥጅ ቁጥር 299/1995 እና መመሪያ ቁጥር 1005/2016 መሠረት የአካባቢ እና ማዘዘራጃ ተልእኮ ጥምጥም የጥግግር አገልግሎት ሳይኖሩ ማረጋገጫ ያስከር ወረቀት፡-

ENVIRONMENTAL PROTECTION AUTHORITY. BY PROCLAMATION NO. 299/2002 AND DIRECTIVE NO 1005/2014, HAS ISSUED THIS ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT CONSULTANCY CERTIFICATE OF COMPETENCE

ለ፡ አቶ ተርፋሳ ደሳለኝ

TO: Mr. Terfesa Fite Bayissa
FIELD: Water and Energy Use Analyst [WE-0264]
And Biodiversity and Ecosystem Analyst [BE-0265]

የሙያ ዘርፍ፡ የውሃ እና የኃይል አጠቃቀም ተጋታኝ

ባለሙያ [WE-0264]

እና የብዝሃነት ሕይወት እና የቦርግተ ያህላር ተጋታኝ

ባለሙያ [BE-0265]

COMPETENCE LEVEL: Senior

የብቃት ደረጃ፡ ከፍተኛ ተስተካክሏል።

WITH REGARDS

አጠቃላይ ጋር



የፈጸመ
Prepared by

Environmental Licensing service desk head

የፈጸመ
Checked by





በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ
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FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA
ENVIRONMENTAL PROTECTION AUTHORITY

የባለሙያ የብቃት ማረጋገጫ ምስክር ወረቀት
EXPERT COMPETENCY CERTIFICATE

ቁጥር/Ref.No 11/1.1/2086/17

ቀን/Date 04/10/2017

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የታደሰበት ቀን: 02/10/2017 ዓ/ም

የሚያበቃበት ቀን: 01/10/2020 ዓ/ም

Renewal date: 09/6/2025 GC

Expire date: 08/6/2028 GC

የአካባቢ ጥበቃ ባለስልጣን በላዋጅ ቁጥር 299/1995 እና መመሪያ ቁጥር 1005/2016 መሠረት የአካባቢ እና ማህበራዊ ተፅዕኖ ግምገማ የማሳሰቢያ አገልግሎት ብቃት ማረጋገጫ ምስክር ወረቀት፡-

ለ: አቶ ተስፋዬ ረጋባ ጉርሚሳ

የሙያ ዘርፍ: የአካባቢ ብክለት ተጋታኝ ባለሙያ [EP-011] እና የብዝሃ ሕይወት እና የስርዓተ ምህዳር ተጋታኝ ባለሙያ [BE-011]

የብቃት ደረጃ: ከፍተኛ ተሰጥቷል፡፡

ENVIRONMENTAL PROTECTION AUTHORITY, BY PROCLAMATION NO. 299/2002 AND DIRECTIVE NO. 1005/2024, HAS ISSUED THIS ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT CONSULTANCY CERTIFICATE OF COMPETENCE

TO: Mr Tesfave Regassa Gurmessa

FIELD: Environmental Pollution Analyst [EP-011] And Biodiversity and Ecosystem Analyst [BE-011]

COMPETENCY LEVEL: Senior

ከሙሉምታ ጋር

WITH REGARDS

MELEW NEGANH
Environmental and Social Impact Assessment and
Environmental Licensing Head Executive

Kassahun Wakayu
Environmental Licensing Service Desk Head



[Signature]
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Prepared by

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Approved by

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ቁጥር፡ 0911117956/2023/2027
ቀን፡24/11/2027.....

ለጃቱ የኢንቨስትመንትና የአካባቢ የማማከር ኃ/የተ/የግ/ማህበር በአካባቢ እና ማህበራዊ ተፅዕኖ ገምግማ ጥናት ዘርፍ የአማካሪ ድርጅት የባለሙያዎች ዝርዝር

ተ/ቁ	የባለሙያዎች ስም	ድረጃ	የሚያማከሩበት ሙያ	ቋሚነት	ስልክ
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3.	አቶ አበበ ገርማ አረጋ	ዘፍተኛ	የአካባቢ ጤና ተንታኝ ባለሙያ		0911048269
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5.	ወ/ሮ ማሪ መንግስቱ አስፈ-ት	ዘፍተኛ	የማህበራዊ ጉዳዮች ተንታኝ ባለሙያ		0911177639
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