

EAST AFRICAN CRUDE OIL PIPELINE

COMMUNITY NEWSLETTER

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MESSAGE FROM THE CHAIRPERSON



**UGANDA HUMAN
RIGHTS COMMISSION**
Human Rights: The key to Development

It is anticipated that oil will contribute an average net present value of 2 billion US dollars i.e. 10% of Uganda's GDP for at least 26 years. The Government anticipates that oil and gas will serve as an important building block to realising the long term aspirations and objectives of Uganda's vision 2040 of "a transformed Ugandan society from a peasant to a modern and prosperous country within 30 years".

It therefore gives us great joy as the National Human Rights Institution of Uganda, established under article 51 of the Constitution of the Republic of Uganda, to observe the economic development that Uganda is already beginning to enjoy as a result of the discovery of oil and gas. Even before first oil, anticipated by 2025, infrastructure in the Albertine region has significantly improved, including our second international airport; Kabalega International Airport. The region boasts of an impressive road network, improved housing, as well as job opportunities created.

Observance of human rights is at the center of sustainable development because it enables people and communities to enjoy a better quality of life. Basic socio-economic needs are better provided, thus ensuring a better quality of life.



MS. MARIAM WANGADYA

Chairperson

Uganda Human Rights Commission

In accordance with our mandate under article 53 of the Constitution, UHRC continues to contribute to this process through monitoring developments in the oil and gas sector. In 2022, we visited the Albertine region and engaged with the leadership and communities in relation to human rights concerns, such as land compensation, resettlement, infrastructure development and opportunities within the oil and gas sector. Following this monitoring, the UHRC published its findings in its 25th Annual Report on the State of Human Rights and Freedoms in Uganda. The recommendations were aimed at ensuring that all Ugandans maximally benefit from these developments, including EACOP.

We continue to engage with our stakeholders in the oil and gas sector, including the Petroleum



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Course View Towers, Plot 21, Yusuf Lule Road
P.O.Box 34867, Kampala - Uganda

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Authority of Uganda and EACOP Uganda to appreciate the interventions in place to address any possible human rights concerns.

The right to development belongs to everyone, individually and collectively. According to the Universal Declaration of Human Rights (UDHR), everyone is “entitled to participate, contribute, and enjoy economic, social, cultural and political development, in which all human rights and fundamental freedoms can be fully realised.” The key elements of the right to development include: People-centered development, a human rights based approach, participation, equity, non-discrimination and self-determination.

The core principles that underpin human rights are that they are interrelated, inalienable and universal. This is why we speak of sustainable development; development which does not unnecessarily hinder the enjoyment of other human rights.

Responsible businesses contribute to stability, sound institutions and the smooth functioning of justice. Sustainable development and public confidence in the prospects for personal safety exists on a larger scale. These interlocking elements can only be generated when human rights are upheld. Development, which embodies the human rights principles of equality, non-discrimination, participation, transparency and accountability, can therefore guide our responses to a series of contemporary issues and challenges, including the achievement of the Sustainable Development Goals.

The Commission commends EACOP for establishing a Human Rights Policy (www.eacop.com), which prioritises the respect of the law and human rights. EACOP’s Human Rights Policy requires the company to:

1. Respect human rights in the conduct of its business activities
2. Create a dedicated Human Rights Department to ensure focused attention on these crucial issues
3. Establish a Human Rights Governance with a Human Rights Policy, a Human Rights Action Plan, and a Human Rights Steering Committee accessible to the public on the EACOP website (www.eacop.com), encouraging transparency and accountability
4. Undertake regular Human Rights Due Diligence and monitor company activities to ensure compliance (Report 2022 available on website @www.eacop.com)
5. Prioritise the protection of workers’ rights by developing an internal grievance mechanism and require suppliers and contractors to implement their own workers grievance mechanism
6. Implement a stakeholder engagement process which includes information sharing and dialogue with stakeholders
7. Be gender-sensitive and actively promote the participation of women in business activities

This integration of human rights into EACOP’s internal processes is commendable because it demonstrates a commitment , respect, protection, and remedy in business and human rights. We note their collaboration with the Ministry of Gender, Labour, and Social Development, to combat gender-based violence (GBV) during the 16DOA and create a safer environment for all. EACOP has also established a Gender Inclusion Coordinator position, whose role is to promote gender equality within the organisation. This is commendable and a step in the right direction.

The oil and gas sector presents a great opportunity to propel Uganda to middle-income status in accordance with Uganda’s vision 2040. We call on all Ugandans to embrace the developments in the oil and gas sector.

Ms. Mariam Wangadya
Chairperson
Uganda Human Rights Commission



UGANDA HUMAN RIGHTS COMMISSION
Human Rights: The key to Development



INTERVIEW

NATHALIE BOU

HUMAN RIGHTS & PROJECT INDUCED IN-MIGRATION
MANAGER TANZANIA & UGANDA

Introduction

Before joining EACOP, Nathalie Bou was responsible for human rights in Mozambique and beforehand, spent 11 years involved in social activities in Europe and in Africa. She has 30 years of experience in the oil and gas sector.

To start off, could you tell us about your role as the Human Rights Manager for EACOP?

NB: Of course. As the Human Rights Manager, my primary responsibility is to ensure that the EACOP project respects and upholds human rights throughout its lifecycle. This involves implementing policies and procedures that respect human rights, conducting Human Rights Impact Assessments, and working closely with local communities, stakeholders, and government agencies to address any potential human rights issues.

That sounds essential and challenging. Can you elaborate on the steps taken to safeguard human rights during the EACOP project?

NB: Certainly. Respect for human rights is integral to the EACOP project. First, we conducted a thorough Human Rights Impact Assessment (HRIA) before the project commenced. This helped us identify potential risks and opportunities to promote human rights in the affected areas. The first HRIA was updated in 2022 via a Human Rights Due Diligence, to

complete it with a description of EACOP Human Rights governance (Human Rights Policy, Human Rights Action Plan and Human Rights Steering Committee), and explanation on management system to monitor all the mitigation actions already implemented or to be implemented to prevent any adverse human rights impacts.

All of this has been built based on the results of extensive consultations with local communities, vulnerable groups, and other stakeholders to understand their concerns and ensure their voices have been heard. We work diligently to address any grievances that arise, striving to find mutually beneficial solutions.

Furthermore, we finalised our management systems to monitor and evaluate our operations, especially during the construction phase with the arrival of key contractors with numerous workforces. It's the only way to ensure human rights are respected throughout the project. If issues are identified, we take prompt corrective actions.

That sounds like a comprehensive approach. How do you handle potential conflicts that may arise between the project and the local communities?

NB: Conflict resolution is a key part of our work. We prioritise dialogue and open communication with all stakeholders, especially the affected communities. We encourage them to voice their concerns and



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grievances freely and provide accessible channels for feedback. Documents and explanations on our grievance mechanism are regularly distributed at the local level. You can also find the process description on our EACOP website of course.

To foster understanding and cooperation, we engage in capacity-building initiatives, where we work with all workers (direct and indirect) to enhance their knowledge of their rights and responsibilities. We also facilitate dialogue between various stakeholders to find common ground and collaborative solutions.

Should conflicts persist, we may involve external mediators/stakeholders to ensure a fair and impartial resolution.

It's clear that you're committed to addressing human rights issues thoroughly. Finally, can you tell us about the measures in place to promote safe and good working conditions for workers on the EACOP project?

NB: Absolutely. Employee safety is of paramount importance. We implement stringent health and safety protocols that adhere to international standards and local regulations. All workers receive comprehensive training on safety procedures and

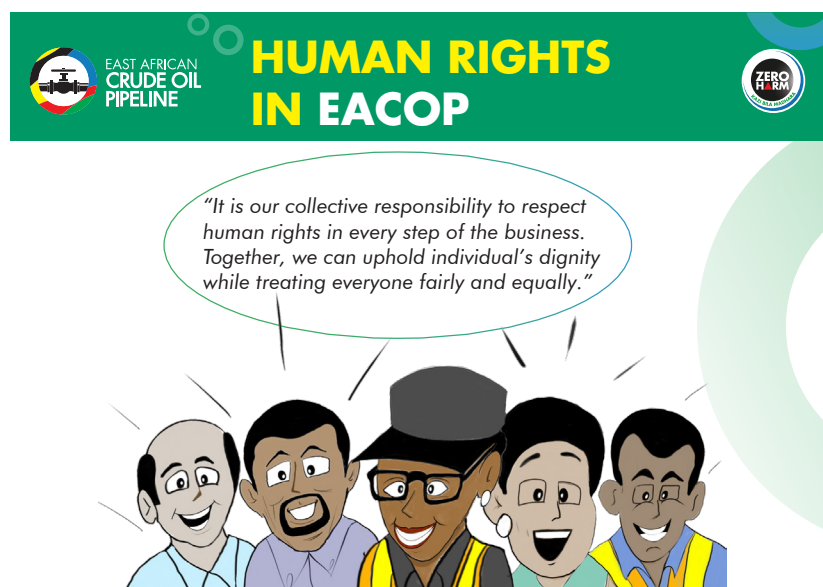
are provided with appropriate personal protective equipment.

Regular inspections and audits are conducted to identify and rectify potential hazards. In case of any accidents or incidents, we have well-established emergency response plans in place to ensure immediate and effective action is taken to mitigate harm.

Furthermore, we encourage a culture of safety and responsibility among all workers and subcontractors, emphasising that everyone has a role to play in ensuring a safe working environment.

Would you like to add something?

NB: In large-scale projects like EACOP, it is really critical to monitor human rights. Our commitment to upholding human rights remains unwavering, and we'll continue to work diligently towards that goal. A key message that I would like to share again today is that it is a collective responsibility to respect human rights in every step of our activities: direct/indirect workers, all our suppliers/contractors. Together, we can uphold individual dignity, while treating everyone fairly and equally.



COMMUNITY GRIEVANCE MECHANISM

HUMAN RIGHTS AND EACOP COMMUNITY GRIEVANCE MECHANISM (GM)

The East African Crude Oil Pipeline (EACOP) project in Uganda raises important concerns regarding human rights, particularly in relation to the local communities affected by the pipeline's construction and operation. A crucial aspect of addressing these concerns is the establishment of an effective community grievance mechanism that allows affected individuals and communities to raise complaints, seek remedies, and ensure accountability.

This is the reason EACOP is committed in all of its activities to implement a community grievance mechanism aligned with the United Nations Guiding Principles Effectiveness Criteria (*see table), providing access to remedies for impacted stakeholders as described in The EACOP Human Rights Policy.

KEY PRINCIPLES IN THE EACOP COMMUNITY GRIEVANCE PROCEDURE

- Accessibility and Transparency
- Independence and Impartiality
- Adequate resources and Capacity
- Accessibility to Affected Communities
- Timely Response and Remedies
- Monitoring and Reporting

Indeed, the GM Management has been one of the main focuses in order to address all potential

complaints or grievances from community members since the beginning of the project. GM, launched in 2017, is reviewed on a regular basis to reflect local dispute resolution processes and stakeholders at the governmental and community levels. Ongoing monitoring, evaluation, and collaboration with human rights experts and relevant stakeholders, including local communities and civil society organisations, are part of the EACOP process to assess the effectiveness of the GM and make necessary improvements to respect human rights. In addition, an internal cross-functional grievance committee, including relevant functional managers from key departments, has been established for the governance and oversight of the GM. To date, the resolution of more than **98%** of raised complaints demonstrates its overall effectiveness.

A new phase is to start for the EACOP Project. The land acquisition and resettlement phase is to be completed and the Early Civil Works are to start and then the pipeline construction. In doing so, EACOP remains vigilant regarding the evolution of the GM, and ensures that its promotion continues via the field team, government representatives, community leaders, traditional leaders, and also via specific meetings with women, youth and elders. In addition, EACOP trains all its staff and its contractors on this key tool to maintain the trust-based relationships developed with stakeholders and especially with local communities throughout the project's lifecycle.

✉ grievance.ug@eacop.com

☎ **0800 216 000**

EACOP'S HUMAN RIGHTS TRAININGS AND INDUCTION SESSIONS

EXTERNAL TRAININGS

TRAININGS WITH CONTRACTORS AND SUPPLIERS

EACOP is not just an infrastructure project; it's a commitment to uphold human rights and ethical standards throughout its operations. One crucial aspect of this commitment is the rigorous human rights inductions and training provided

to all new contractors before they venture into the field. These programs equip contractors with a comprehensive understanding of EACOP's human rights commitments, ensuring that every aspect of the project is carried out with respect for human dignity and well-being.



Human Rights Induction with Tilting Contractors

INCLUSIVE ENGAGEMENT WITH STAKEHOLDERS

EACOP recognises that its operations can impact a wide range of external stakeholders, including local communities, regional and national stakeholders, and more. Engaging with these diverse stakeholders is integral to ensuring that the project aligns with human rights principles

and meets the needs and expectations of the communities it serves.

EACOP uses these sessions to provide stakeholders with transparent and up-to-date information about the project's progress, milestones, and any potential impacts on the community. This ensures that stakeholders are well informed about the project's status.



Human Rights Induction with Tilting Contractors. Presentation of Human Rights Due Diligence (HRDD) Report to Civil Society Coalition and Sharing of Human Rights Updates.



Raising Human Rights Awareness with Bunyoro Kitara Kingdom



Human Rights Team and the Host Government Security Committee

SECURITY AND HUMAN RIGHTS

EACOP remains steadfast in its commitment to human rights, extending its efforts beyond contractors and stakeholders to include its engagement with the Host Government Security Committee. In a proactive move to integrate human rights into security practices, the EACOP Human Rights Coordinator conducted an awareness raising session that emphasised the importance of the Voluntary Principles on Security and Human Rights (VPSHR), reinforcing the project's commitment to upholding human rights in all aspects of its operation. By emphasising the VPSHR, EACOP demonstrates its commitment to safeguarding

both the project's security and the dignity and rights of individuals and communities impacted by its operations. To mitigate the risks linked to the use of force or abuse during protests by community members, specific training of field officers on this topic has been held, and to date, 174 Government Security Forces from the Uganda Oil and Gas Police, Tourism Police and Uganda Wildlife Authority Rangers, have received this training, as well as 1,340 Private Security Guards working on the project sites.

This proactive approach sets a standard for ethical and responsible project management, where security and human rights go hand in hand.

INTERNAL TRAININGS

LUNCH & LEARN SESSIONS ON HUMAN RIGHTS

EACOP's commitment to human rights extends to its Uganda staff, who play a vital role in the project's success. To empower its employees and foster a culture of respect for human rights, the

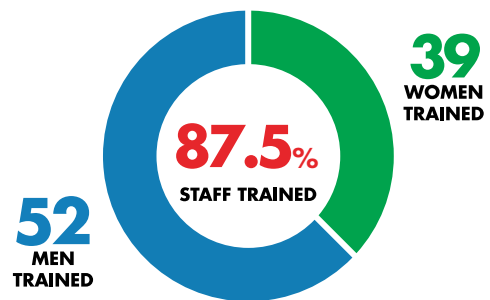
Human Rights Team conducted two Lunch and Learn sessions in June and August 2023. These sessions offer valuable insights into human rights within the workplace and the communities where EACOP operates, ensuring that staff members are well informed and engaged in ethical practices.

APPROPRIATE BEHAVIOR AT THE WORKPLACE

EACOP recognises that fostering a culture of respect and ethical behavior is essential when dealing with colleagues, contractors, and community members. In November 2023, the company conducted comprehensive awareness raising and training sessions for its Land and Social Team. These sessions focused on acceptable and appropriate behavior, ensuring that team members are equipped to interact with professionalism, empathy, and respect in all aspects of their roles within the communities

they serve.

TRAINING SUCCESS



EACOP HUMAN RIGHTS CONTACTS



BARBARA NAKAYENZE
Human Rights & Project Induced
In Migration Coordinator
Uganda
+256 776 888 421
barbara.nakayenze@eacop.com



NATHALIE BOU
Human Rights & Project Induced
In Migration Manager
Tanzania & Uganda
+256 699 807 119
nathalie.bou@eacop.com