

	Scope of Work and Technical Criteria	GENERATION
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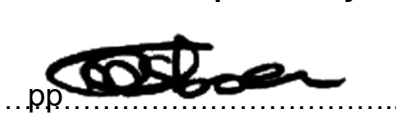
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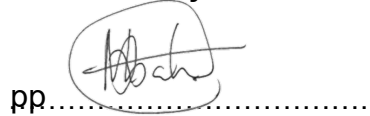
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Date: **29 July 2025**

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Date: **29 July 2025**

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1. Introduction

South Africa is a signatory to the Convention on Biological Diversity (CBD) as of 2 November 1995 and accordingly has committed to the three objectives of the CBD, namely the conservation of biological diversity, the use of the components of biological diversity in a sustainable manner, and the fair and equitable sharing of the benefits of biological diversity.

The major pressures on South Africa's biodiversity are the loss and degradation of natural habitat in terrestrial and aquatic ecosystems; over-harvesting of species, especially in the marine environment; over-abstraction of water, especially for irrigation; invasive alien species and climate change. Eskom, as a state-owned enterprise, has an important role to play, in addition to the supply of electricity. As a good corporate citizen we also support South Africa's growth and development policies as well as its commitment to the CBD's Strategic Plan to achieve by 2010 a significant reduction of the current rate of biodiversity loss at global, regional and national level as a contribution to poverty alleviation and the benefit of all life on earth.

The Ingula Pumped Storage Scheme (IPSS) is situated approximately 25km northeast of Van Reenen, straddling the escarpment of the Low Berg on the boundary of the Free State and Kwa-Zulu Natal. The Environmental Impact Assessment (EIA) for the IPSS commenced in early 1998, resulting in the Minister of Environmental Affairs and Tourism authorising the scheme in December 2002. Construction of the scheme was initiated in mid-2005. Prior to construction, as per the requirement contained within the Record of Decision issued by the Department of Environmental Affairs, Eskom entered into negotiations with the opposing NGOs, BirdLife South Africa and the Middelpunt Wetland Trust to ensure that no sensitive habitat would be destroyed, further enhancing avifaunal survival. The Ingula Partnership was formed between Eskom, BirdLife South Africa and Middelpunt Wetland Trust in 2003, and a steering committee was established to ensure that the objectives of the partnership are achieved. These objectives included ensuring that the long-term integrity of the conservation area is improved through appropriate decisions and management practices.

Eskom's policy is to ensure alignment with South Africa's national biodiversity strategy. Eskom has so far recognised the importance of managing its impacts on biodiversity and acknowledges that this can be effectively achieved through adherence to various standards and procedures as well as the effective use of partnerships to optimise skills.

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Due to the nature and extent of our operations, Eskom has an impact on the environment, requiring a systematic approach to environmental management. Our environmental commitment continues to be based on the efficient use of natural resources while controlling any of our activities that impact the environment. To this extent, the Ingula Nature Reserve was formally declared as per the National Environmental Management Protected Areas Act, Act 57 of 2003. The declaration ensures the long-term conservation protection of critical biodiversity, inclusive of habitats and species

2. Supporting Clauses

2.1 Scope

To support Eskom Generation in the execution of operational and strategic compliance, related to Biodiversity activities.

2.1.1 Purpose

The purpose of the document is to define the scope of work for the provision of strategic and operational guidance on ecosystem and biodiversity-related matters.

2.1.2 Applicability

This document shall apply throughout Generation.

2.1.3 Effective date

This document shall be effective once authorised.

2.2 Normative/Informative References

Parties using this document shall apply the most recent edition of the documents listed in the following paragraphs.

2.2.1 Normative

- [1] ISO14001 Environmental Management Systems – Requirements with Guidance for Use
- [2] ISO 45001 Occupational Health and Safety Management Systems – Requirements with Guidance for Use

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[3] National Environmental Management Act (Act No. 107 of 1998) as amended

2.2.2 Informative

[4] ISO 9000 Quality management systems – Fundamentals and vocabulary

[5] SO 9002 Quality management systems – Guidelines for the application of ISO
9001:2015

[6] ISO 28000 Supply Chain Security Management System Standard

[7] ISO 31000 Risk Management - Principles and guidelines

[8] ISO 9004 Quality Management System – Quality of an organisation - Guidance to achieve
sustained success

[9] 32-1034 Eskom Procurement and Supply Chain Management Procedure

2.3 Definitions

All definitions related to the Management Systems are defined in ISO9000 for Fundamentals
and Vocabulary as well as ISO14001.

2.4 Abbreviations

Abbreviation	Explanation
BCE	Biodiversity Centre of Excellence
DFFE	Department of Forestry, Fisheries and the Environment
Gx	Generation
NGO	Non-Governmental Organization
OSH	Occupational Health and Safety
SHEQ	Safety Health Environment and Quality

2.5 Roles and Responsibilities

The deliverables which the *Consultant* is responsible for includes, but are not limited to the
following:

- I. Providing adequate resources including provision of equipment for required *works*.
- II. Managing cost and a scheduled time frame of work.
- III. Ensuring that the scope is carried out in full.
- IV. Providing regular weekly and monthly feedback on the status of the *works*.

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- V. Ensuring that prior to any fieldwork, all parties working on site have familiarized themselves with the Employers safety requirements and the Occupational Health and Safety (OSH) Regulations Act (85 of 1993).
- VI. Providing professional service to the Biodiversity Centre of Excellence.
- VII. Attendance of weekly and/or ad-hoc meetings with the core site team.
- VIII. Weekly and monthly reports.
- IX. All work shall be conducted in accordance with the requirements of the Occupational Health and Safety Act (Act 85 of 1993) as amended.
- X. Continuously present the findings to the Eskom BCoE project team for review, challenge, recommendations, and approval.
- XI. Ensure that the work is to be done with no impact on the station's performance.
- XII. Provide envisaged program/schedules for the above phase of the scope of work.
- XIII. The appointed NGO shall undertake the project work with Eskom's employees to assist in transferring of skills.

The consultant will be required to be a legally registered Non-Governmental Organisation. The independent consultant shall perform as per the Client's Terms of Reference (TOR) and/or Scope of Work (SOW). The Consultant must be appropriately accredited to undertake all activities.

3. DELIVERABLES

The proposed project will run for five (5) years during which time the following deliverables will be provided:

- Monthly reports on the status of the project and work done to date.
- Quarterly progress report on the status of the project and work done to date.
- Annual report (inclusive of methodology, results, and appropriate recommendations and raw data).
- All reports submitted must be in electronic format (PDF), as agreed with the Client. The number and format of reports and other deliverables in this regard will be discussed once the consultant is appointed.

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- All mapping must be completed using ArcView GIS software or a suitably compatible package. All shapefiles are to be submitted with relevant reports. Mapping to be completed to geographic reference WGS 84.
- There must be quality assurance and control consistently throughout the contract. This includes aspects relating to report writing, timeous submission of draft and final site-specific and summary reports, timeous submission of correct invoices and the general auditing process. The timing of the submission of all reports will be agreed between Eskom and the consultant

2.6 Process for Monitoring

The NGO submits reports for inspection and audit compliance and shall exercise strict and adequate quality control during all phases of the work..

3. Scope of Work

The project aims to provide the necessary information through biodiversity and avifaunal specialist studies that would enable Eskom to effectively manage the Ingula Nature Reserve during the operation of the Ingula Pumped Storage Scheme.

Further the understanding of the cumulative impacts of the Ingula Pumped Storage Scheme post-construction, construction and operational activities on the documented avifaunal habitats and avifaunal species identified to ensure compliance to the Record of Decision.

- Continue an evaluation of the conservation importance, management and significance of the threatened avifaunal species habitat and nesting sites located on the Ingula Nature Reserve, adding to an existing database.
- Continuation of studies on all threatened and non-threatened avifaunal species on site as determined through quantitative surveys for the seasonal diversity of avifaunal species for the various habitats, and also noting key elements of habitats relevant to avifaunal conservation, adding to the non-disclosed database.
- Map the distribution of all threatened avifaunal species identified against habitat requirements, with associated remote sensing techniques developed for avifaunal.
- Conduct powerline surveys at an appropriate frequency to evaluate avifaunal mortalities.

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- Provide project and strategic oversight support on the execution of specific projects identified as relevant to Ingula.

Provide guidance, strategic and operational support for the assessment, evaluation, enhancement and protection of all eco-logical habitats at Ingula.

- Complete habitat assessments and recommendations for sustainable grassland management to benefit threatened species occurring at Ingula.
- Recommendations on the management and restoration of Grade 1-5 erosion gullies.
- Provide management guidelines on the restoration and sustainable management of wetlands in accordance with acknowledged Wetland Management Guidelines.
- Development of a fire burning / firebreak regime for Ingula.
- Complete comprehensive vegetation assessments for the Ingula Nature Reserve.

Develop a comprehensive eco-tourism programme for Ingula Nature Reserve

- Design of a trail network to areas of interest at Ingula Nature Reserve.

Provide specialist input and management advice into existing avifaunal research projects in Important Bird Areas.

- Provide specialist research into the following important bird species as associated with Eskom: White-winged Flufftail; Ludwigs Bustard; Southern Banded Snake Eagle; Black Stork; Southern Bald Ibis; Rudd's Lark; Yellow Breasted Pipit; Secretary Bird; Hooded Vulture; White-Headed Vulture; Saddle Billed Stork.
- Provide specialist research input into the protection of Botha's Lark.

Provide stewardship oversight and integration of surrounding landowner properties of the Ingula Nature Reserve through an acknowledged Stewardship Programme.

- Undertake a tax assessment with National Treasury in line with the National Environmental Management Protected Areas Act, Act 57 of 2003 to obtain tax benefits for the Ingula Nature Reserve.
- Facilitate the 'Wilge Stewardship' project of incorporating Ingula Nature Reserve neighbouring landowner properties in the Wilge region into the Free State Biosphere through protected areas.

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Facilitate and co-ordinate networking opportunities for access to international advisory forums, green funding and regional conservation forums.

- Guidance on the requirements of Ramsar for Ingula Nature Reserve and representation on National Ramsar Committee.
- Facilitate access, networking and collaboration with relevant international and regional interest groups; Conservation of Migratory Species (CMS); African-Eurasian Migratory Wetland Agreement (AEWA); etc.

Biodiversity and Wetland Offsets.

- Develop, co-ordinate the provision of wetland areas for inclusion into Eskom's offset programme.
- Facilitate opportunities for collaboration of regional protected area expansion programmes with Eskom's biodiversity Offset programme.

Provide guidance support and training on the development of Eskom's Renewable Energy projects.

- Training on the development and execution of screening tools.
- Training, guidance and support for best practices on the project management and development of renewable energy projects.

Education, Communication and Awareness

- Development of Environmental Education programs for the schools surrounding Ingula and further Eskom Power Stations.
- Development of community awareness programs focusing on environmental awareness and conservation.
- Development of community awareness programs for economic benefit.

Vocational training of certified avifaunal guides.

- Enhancement of life-skills training for 6-8 certified avifaunal guides.
- Training and upskilling related to Birdlasser / Citizen Science projects / SABAB 2 / sound recording and business training.

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Project Administration

- Production of monthly/quarterly and annual reports
- Attendance, participation and influence in Ingula Reserve Management and Committee meetings.

4. Acceptance

This document has been seen and accepted by:

Name	Designation
Deidre Herbst	Generation Environmental Manager
Warren Funston	Middle Manager: Biodiversity and Waste CoE

5. Revisions

Date	Rev.	Compiler	Remarks
July 2025	1	Atella Els	New document

6. Development Team

The following people were involved in the development of this document:

- Atella Els
- Warren Funston

7. Acknowledgements

- N/A

8. List of Appendices

Appendix 1 – Technical Evaluation Criteria

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Appendix 1: Technical Criteria

Technical Criteria for the provision of biodiversity ancilliary services for the Eskom Generation Division.			
In addition to the commercial evaluation, tenderers will be assessed based on their technical proposal, the description and results of similar previously undertaken projects, their proposed approach, and well qualifications of key team members. Each technical proposal will be evaluated against each of the numbered paragraphs in this scope of work, to establish the capability and capacity of the tenderer to execute the scope of work.			
Criteria			Weight
Business Solutions	1	Provide a gant chart highlighting the frequency of monitoring that will be undertaken by the NGO on the Ingula site over the contract period. Scoring Once Daily (20); Once Weekly (15); Once Monthly (10); Once Quarterly (5); Monitoring Once Less frequent than every 3 months (0). A project programme with timelines for deliverables within the scope of work, must be provided for within the proposal.	20 %
	2	Provide evidence to support a training program run by your NGO in matters relating to the certification of avifaunal guides. The evidence could be in the form of presentations, booklets, posters or manuals.	20%

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		Please provide evidence (certificate for e.g.) if the training results in an accreditation. Scoring Certificate of accreditation and evidence of a training module (7) Evidence showcasing avifaunal training but not accredited (5); No evidence showcasing training (0).	
	3	Provide a spatial image characterising natural features (vegetation and water) on the ground of the Ingula Important Bird Area, utilising Remote Sensing or GIS. Scoring Remote Sensing Image (5); GIS Image (3); No image (0).	10%
Company/Employee Profiles	4	Experience of the NGO coordinating the study and experience of the contracts manager, project manager and assistants: What projects has the NGO completed that are similar in nature to this project? This, must be clearly detailed in the CV/proposal provided. (Stature of individual; individual experience; experiences with previous projects. The proposal must demonstrate completion of projects within time, costs and scope). If either the company, the project manager or the project leader are considered incompetent or inadequately experienced, a score of 0 is to be assigned	20%
	5	Specific experience skill and exposure: The contact will call for certain specialised approaches and as such; a preference will be given to NGO's with formal experience in the following: 1) Renewable Energy projects - specifically mitigation of wind turbine collisions (10%) 2) Community outreach programs (10%)	30%

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		3) Management of wetlands (10%)	
		NGO's are encouraged to submit any evidence they may have relating to 1), 2) or 3) above.	
		Grand Total	100%
		Minimum Threshold	80%

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