

HUMAN RIGHTS IMPACT ASSESSMENT (HRIA)



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## 1. Human Rights Screening

### 1.1. Contextual Human Rights Risk

Few potential human rights concerns, including security forces' abuses, corruption, forced displacement, environmental impact, labor violations, and discrimination, have been analyzed based on previous United Nations reports and NGO assessments.

The contextual human rights risks are identified using several available sources to quantify the risk associated to:

- Social and community risks related to land tenure and human development;
- Civic space risks;
- Workers' risks;
- Gender risks related to equal opportunity, protecting women against violence, and legal status and property rights; and
- Environmental risks.

For each of these risks, indicators have been identified, various sources of information have been used to assess the risk related to each indicator.

The table below include links to the sources used for the different part of the assessment.

Three levels of risks have been used in the risk screening of contextual risk (**high**, **medium**, **low**). The risk level is based on thresholds set by the index or resources used as described below, or by the score that Angola holds compared to rest of the world for specific indicators. Particular attention should be given in the project risk assessment to aspect related to indicators assessed to be related with a medium or high human right risk level in the contextual assessment.

Table 1: Country reliability risks

Indicator	Information on indicator	Risk level	Comment
Stability of the country	<p>The Fund for Peace, Fragile States Index (FSI) has been used to assess the risk related to instability in Angola. The index is based on a conflict assessment framework assessing the vulnerability of states to collapse. The methodology uses both qualitative and quantitative indicators, relies on public source data, and produces quantifiable results. Twelve conflict risk indicators are used to measure the condition of a state at any given moment. The index generates an annual ranking list. Maximum score 120 = Fragile; Minimum score 0 = Stable: The higher the score, the higher the risk.</p> <p>Link: <a href="#">Fragile State Index</a></p>	High risk	<p>Angola has a FSI Score in 2022 of 88.1 (max. 120) and ranks 35 (out of 179 countries) in the FSI Rank.</p> <p>This places Angola in the high risk category.</p> <p>Over the past five years the points change has been -3.00 indicating a positive change.</p>
Governance quality	<p>The Worldwide Governance Indicators (WGI) project reports aggregate and individual governance indicators for the period 1996–2021, for six dimensions of governance. For assessing the risk in Angola, the following dimensions has been included: 1) Government Effectiveness 2) Regulatory Quality 3) Rule of Law 4) Control of Corruption. The higher the score, the lower the risk.</p> <p>Link: Governance Quality Index</p>	Medium risk	<p>The score of the Angola is higher than regional average, and therefore places Angola in the Medium-risk category.</p> <p>In 2021, the assessment of Angola across four dimensions reveals that while the country performs well in terms of controlling corruption, its score in the rule of law dimension is below the regional average:</p> <p>1) Government Effectiveness: 12.98 (Regional: 26.66)                  2) Regulatory Quality: 27.40 (Regional: 27.23)                  3) Rule of Law: 17.31 (Regional: 29.08)                  4) Control of Corruption: 27.88 (Regional: 32.28)</p>

Table 2: Social and community risks

Indicator	Information on indicator	Risk level	Comment
Land tenure security	To assess land tenure security in Angola, the Global Property Rights Index, has been used. The index is a collaborative initiative between Global Land Alliance and the ODI that aims to develop and roll out the first global measurement of peoples' perceptions of their property rights. Tenure insecurity is expressed in %: 1 = highest, 100 = lowest. Link: <a href="#">Global Property Rights Index</a>	Not known	Data not available for Angola.
Human development	Human development in Angola has been assessed using the human development index. The HDI is a composite index measuring average achievement in three basic dimensions of human development 1) long and healthy life, 2) knowledge 3) decent standard of living. The index generates an annual ranking list of 189 countries. 1= maximum; 0= lowest. Link: <a href="#">Human Development Index</a>	Medium risk	The 2021 Human Development Index shows a score of 0.586 placing Angola in the medium human development category and therefore considered to be at medium risk in this human rights screening. Angola ranks 148 out of 1991 countries, with an annual HDI growth of 1.1 % over the past ten years.
Indigenous people	The Indigenous World gives a comprehensive yearly overview of the developments indigenous peoples have experienced, providing 62 country reports. The report has been used to check 1) if there are Indigenous People in the country of interest, 2) if the ILO 169 has been ratified there and 3) if FPIC or an equivalent is known in the local law. Link: <a href="#">The Indigenous World 2022</a>	Medium risk	The Indigenous World 2022 does not provide any information on indigenous people in Angola. According to IWGIA The San, the Himba and their related groups constitute the indigenous peoples of Angola. Although the government of Angola has adopted the UN Declaration on the Rights of Indigenous Peoples, the San, the Himba and other Indigenous Peoples continue to face challenges in terms of lack of social and economic inclusion, and a number of core human rights remain unrealised to them.  Angola voted in favour of the UN Declaration on the Rights of Indigenous Peoples on 13 September 2007. In 1976, the Government of Angola ratified the Indigenous and Tribal Populations Convention of 1957 (ILO 107). However, the last information presented to the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) was in 2010.

Indicator	Information on indicator	Risk level	Comment
			<p>The Government of Angola does not recognise the concept of Indigenous Peoples as affirmed in international law, and there are no specific references to Indigenous Peoples or minorities in the Constitution, nor in other domestic law. Thus, a number of core human rights remain unrealised to the country's Indigenous Peoples. Medu.</p>

Table 3: Human rights risks

Indicator	Information on indicator	Risk level	Comment
Attacks on human rights defenders	The index by Protectdefenders.eu provides statistics on attacks and threats against human right defenders by country. The degree of the risk is defined based on the number of events and the intensity (harassment vs killing) and nature of risks by investigating defenders' field of actions (e.g., labour rights, indigenous rights vs religious or political). Link: <a href="#">Index of attacks and threats against Human Rights Defenders</a>	Not known	Data not available for Angola.
Civic space rights	The CIVICUS Space Index has been used to assess the risk in Angola. The index combines data from a range of sources. Civic space is defined as 1) the respect in law and practice for the freedoms of association, 2) peaceful assembly and 3) expression. Built into each of the three core freedoms is the understanding that a state has a duty to protect civil society and must go beyond simply refraining from interfering in citizens' enjoyment of their rights. It provides a 5-scale ranking of countries. Link: <a href="#">Civic Space Index</a>	High risk	According to the Index Angola is rated as Repressed, meaning that there are serious restrictions to fundamental freedoms. Controversial and disputed presidential elections, held on 24 August 2022. The political climate was reported to be very unfavorable and not conducive to a free and fair election. The elections were preceded with intimidations and an increase feeling of oppression. The ruling party was declared the winner with the lowest percentage of votes in history, 51 per cent.
Human rights treaties ratification	The number of Human Rights treaties ratified gives an insight on the country human rights protection and commitment. Link: <a href="#">Ratification of 18 Human Rights Treaties</a>	Low risk	All 13 International Human Rights Treaties has been ratified in Angola.

Table 4: Workers's righth risks

Indicator	Information on indicator	Risk level	Comment
Guarantee of workers' rights	<p>The ITUC Global Rights Index depicts the world's worst countries for workers by rating 148 countries on a scale from 1-5 based on the degree of respect for workers' rights.</p> <p>Scores are allocated in the following manner:</p> <ul style="list-style-type: none"> <li>- 5: no guarantee of rights</li> <li>- 4: Systematic violations of rights</li> <li>- 3: Regular violations of rights</li> <li>- 2: Repeated violations of rights</li> <li>- 1: Sporadic violations of rights</li> </ul> <p>Link: <a href="#">The ITUC Global Rights Index</a></p>	High risk	Angola is rated as a country with Systematic Violations of Rights (4). This rating means that workers in Angola have reported systematic violations. The government and/or companies are engaged in serious efforts to crush the collective voice of workers putting fundamental rights under threat.
Ratification of core labour standards	<p>The number of core labour standards ratified represent a set of four fundamental, universal, and indivisible human rights and are enshrined in eight International Labour Organisation (ILO) conventions:</p> <ul style="list-style-type: none"> <li>- Freedom from forced labour: No. 29 and 105</li> <li>- Freedom from child labour: No. 138 and 182</li> <li>- Freedom from discrimination at work: 100 and 111</li> <li>- Freedom to form and join a union, and to bargain collectively: No. 87 and 98</li> </ul> <p>Link: <a href="#">Ratification of ILO Conventions</a></p>	Low risk	All 8 core conventions have been ratified in the period 1976-2001.
Living wage gaps	<p>Several sources have been used to assess the level of risk related to living wage gaps in Angola. The following indicators have been included in the assessment:</p> <ul style="list-style-type: none"> <li>- Presence of minimum wage</li> <li>- Year of last minimum wage update higher than 10 years (google search)</li> <li>- Significant delta between minimum wage and living wage</li> </ul>	High risk	<p>Angola has a minimum wage, which was latest updated in 2022.</p> <p>According to the ILO monthly minimum wage in local currency is 32181.20 Kz (2022).</p> <p>The website of the non-profit Wage Indicator Foundation has a monthly minimum wage of 32181.15 Kz (2022).</p> <p>The World Bank Doing Business 2016 monthly minimum wage of a full-time worker is USD 226.14.</p>

Indicator	Information on indicator	Risk level	Comment
	<p>- Minimum wage below international poverty line (USD 1.90/day or 57 USD/month)</p> <p>Links: <a href="#">ILO Statistics</a>  <a href="#">Wage Indicator</a>  <a href="#">World Bank Doing Business 2016</a></p>		<p>The Global Living Wage Coalition does not report any data.</p> <p>According to the above, there is a disconnect in value of minimum wage from the data that was reported in the World Bank Doing Business 2016 to the last updated by ILO and Wage Indicator Foundation in 2022.</p> <p>Acknowledging that there is a time gap of six years showing a decrease in minimum wage, the risk of the minimum wage not constituting a living wage is high.</p>

Table 5: Gender risks

Indicator	Information on indicator	Risk level	Comment
Gender-based violence and harassment (GBVH)	<p>The levels of violence against women and girls in Angola have been informed through several sources. Although no direct correlation has been established between risk of sexual exploitation and abuse (SEA) within a project and the levels of Gender-based violence in countries, the statistic does give an indication of the country context within which the project is implemented.</p> <p>Links: <a href="#">Demographic and Health Surveys</a></p>	Medium risk	<p>DHS survey 2015-2016 provides information on the prevalence of any form of sexual violence and ever experienced physical violence against women and girls above age 15.</p> <p>The national prevalence of sexual violence (SV) in Angola is lower than the regional average.</p> <p>Women who ever experienced sexual violence (age 15-49): 8.1%</p> <p>Women who experienced sexual violence in past 12 months: 4.8%</p>
Laws on sexual harassment	<p>This extent to which laws recognize different forms of Gender Based Violence and Harassment (GBVH) and provide penalties for those who commit them and protect women and girls is an indication of the legal climate in the country concerning GBVH. While having a written law is not a guarantee of enforcement or changes in norms, this can still serve as an indicator of a country's commitment to addressing issues related to different manifestations of GBVH against women and girls.</p> <p>Links: <a href="#">Women, Business and the Law</a></p>	Medium risk	<p>The Angolan law prohibits discrimination in employment based on gender.</p> <p>Angola has legislation on sexual harassment in employment.</p>

Indicator	Information on indicator	Risk level	Comment
Workplace equality	<p>The World Bank’s "Women, Business and the Law 2022" presents the eighth report in the series measuring the global progress toward gender equality in 190 economies by identifying the laws and regulations that restrict and incentivize women’s economic participation.</p> <p>The project presents eight indicators structured around women’s interactions with the law as they progress through their lives and careers: 1) Mobility, 2) Workplace, 3) Pay, 4) Marriage, 5) Parenthood, 6) Entrepreneurship, 7) Assets, and 8) Pension. Countries are ranked, giving each an overall average score (0-100). . This calculation has been used as the basis of assessing risks in Angola.</p> <p>Link: <a href="#">Women's Workplace Equality Index</a></p>	Medium risk	<p>The calculated country ranking for Angola is 79.4.</p> <p>The individual indicator score is low for i) pension,. Medium scores are found for i) parenthood and ii) pay. High scores are found for i) mobility ii) workplace, iii) marriage, iv) entrepreneurship and v) assests.</p>
Gender gaps	<p>The Global Gender Gap Index 2022 benchmarks 146 countries in the current state and evolution of gender parity across four key dimensions i) Economic Participation and Opportunity, ii) Educational Attainment, iii) Health and Survival, and iv) Political Empowerment. ..</p> <p>The national gender gap index compared with the regional average has been used to assess the risks in Angola.</p> <p>Link: <a href="#">Global Gender Gap Report 2022</a></p>	High risk	<p>The national gender gap index 2022 scores Angola below the regional average with a score of 0.638, and a ranking as 125 out of 146 countries.</p>

Table 6: Environmental Risks

Indicator	Information on indicator	Risk level	Comment
Biodiversity	<p>The prevalence of Key Biodiversity Areas (KBAs) has been used as an indicator for the risk assessment in Angola. The KBAs are areas that are fundamental for species and their habitats. The KBA Programme supports the identification, mapping, monitoring and conservation of KBAs to help safeguard the most critical sites for nature on our planet – from rainforests to reefs, mountains to marshes, deserts to grasslands and to the deepest parts of the oceans. It provides the amount of KBA in terms of square kilometers as well as the number and typology of threats.</p> <p>Link: IBAT (<a href="http://ibat-alliance.org">Integrated Biodiversity Assessment Tool (IBAT) (ibat-alliance.org)</a>)</p>	Low risk	All 23 Key Biodiversity Areas in Angola cover 79,184 km <sup>2</sup> , which is equal to 6.35% of the total country area. 14 Protected areas by the government.
Deforestation	<p>Global Forest Watch (GFW) is an online platform that provides data and tools for monitoring forests. Its dashboard tool analyses country by country what percentage of the total annual tree cover loss. This analysis has been used to assess the risks in Angola.</p> <p>Link: <a href="https://www.globalforestwatch.org/">Global Forest Watch</a></p>	Medium risk	<p>In 2010, Angola had 53.8Mha of tree cover, extending over 43% of its land area. In 2021, it lost 298kha of tree cover, equivalent to 119Mt of CO<sub>2</sub> emissions.</p> <p>From 2001 to 2021, Angola lost 3.41Mha of tree cover, equivalent to a 6.2% decrease in tree cover since 2000, and 1.17Gt of CO<sub>2</sub>e emissions.</p> <p>From 2000 to 2020, Angola gained 1.22Mha of tree cover equal to 0.94% of the global total.</p>
Water stress risk	<p>The Aqueduct Country Ranking has been used to evaluate the risks in Angola.</p> <p>Aqueduct's tools use open-source, peer reviewed data to map water risks such as floods, droughts and stress.</p> <p>Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Water withdrawals include domestic, industrial, irrigation, and livestock consumptive and non consumptive uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users.</p>	Medium risk	Risk related to water stress in Angola is Medium-High

Indicator	Information on indicator	Risk level	Comment
	<p>The Aqueduct Country Ranking is a 5-scale ranking going from Low, to Low medium, Medium-High, High and Extremely High. Link: <a href="#">Aqueduct Water Risk Ranking</a></p>		
Physical climate risk	<p>The Global Climate Risk Index (CRI) of German watch analyses to what extent countries have been affected by impacts of weather-related loss events (storms, floods, heat waves etc.). It covers all weather-related loss events since 1999 by country to indicate the level of exposure and vulnerability. The index is used to assess the risks in Angola. Link: <a href="#">Global Climate Risk Index</a></p>	Medium risk	Angola has a score of 84.00 in the CRI indicating that Angola is considered exposed or vulnerable to impact of weather-related loss during the period 2000-2019 but It is noteworthy that this rate has been reduced to 32.33 in 2019.

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## 2. Project Human Right Risks

In the following section each human right is assessed according to its Project specific human rights risks. The table includes each of them and refers to the covenants on Civil and Political Rights (ICCPR), and Economic, Social and Cultural Rights (ICESCR).

The risk assessment considers three levels of risk: high, medium, and low. On the other hand, risk evaluation is based on two dimensions: severity and likelihood. The severity of the risk is determined by the potential impact, the number of people affected, and the potential for remediation.

The level of risk is assessed before and after mitigation. Mitigations are listed in the "justification of risk level" column for each right and considered to be sufficient to reduce the risks to a sufficiently low or zero level.

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
Right to life	ICCPR 6	PS1	Low	The right to life entails the right not to be deprived of life arbitrarily or unlawfully, and the right to have one's life protected from threatening environmental risks and emergencies. Project risk during construction does not pose a high impact. Project risk is precautionarily assessed to be low before mitigation as the Project will have limited ability to generate impacts that may affect the right to life. Mitigation measures include the preparation of emergency preparedness and response plan, operational health and safety management plan and noise management plan.	Low
Right to non-discrimination and equal opportunity	ICESCR 2 ICCPR 2	PS1, PS2, PS3, PS4, PS5, PS6, PS7, PS8	Medium	Non-discrimination is a fundamental and overarching principle of international human rights, protecting everyone from discrimination based on his or her colour, gender, religion, social or national origin, political or other opinion, property, birth, or other status such as ethnic origin, disability, age, health status, parental or marital status or sexual orientation. Project risk is assessed to be medium, primarily due to the contextual risk related to human development, gender gaps and workplace equality. It is noted that employment during the construction phase it is likely to be male dominated considering the activities and the traditional division of labour in Angola, with few women in the construction sector. SINOHYDRO is to include mitigation measures ensuring non-discriminative practices in all aspects, that no groups are disproportionately affected by the project impacts, and that stakeholder groups experience equal benefit sharing. Such measures are a requirement of PS2 and of other IFC PSs.	Low
Right of protection for the child and right to acquire a nationality	ICCPR 24	PS1, PS4, PS5	Medium	Children are recognised as needing special protection, when impacted through any other right. According to UN reports, Angola experiences a elevated prevalence of child labor, and there is a potential risk of the Project employing child labor (such as individuals under 18) in hazardous construction work through subcontractors, unless adequate mitigation measures are implemented. Therefore, the risk is assessed to be medium. Consideration for special protection of children will be integrated into relevant management plans. Mitigation measures include ensuring that special protection is provided for children in relation to community health and safety management plan.	Low

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
Right to hold opinion, freedom of expression and information	ICCPR 19	PS1, PS2, PS4, PS5, PS7	Medium	<p>Right to freedom of opinion: ensure that all stakeholders are free to hold their opinions about the project.</p> <p>Right to freedom of expression: provide access to grievance mechanism for workers and external stakeholders, developed in accordance with IFC requirements and best practices (legitimate, accessible, predictable, equitable, transparent, and culturally sensitive).</p> <p>Right to freedom of information: access to project information and associated risks and impacts including emergency preparedness. Stakeholder engagement (internal and external), including community engagement and public consultation.</p> <p>Sinohydro and Quantum have developed a Stakeholder Engagement Plan (SEP) that presents the channels for internal and external stakeholders to raise their concerns and opinions in relation to the Project. Moreover, information regarding the Project will be made accessible and available for all stakeholders.</p> <p>Although labour risks and risk related to civic space rights are high in Angola, Project risk is assessed to be medium before mitigation considering that this is a construction project, that does not involve any media, publishing or internet services with particular responsibilities to uphold the right to hold opinion, freedom of expression and information. The Project does, however, have an obligation to ensure that all Project Affected People and other stakeholders are informed and consulted in due time.</p> <p>Mitigation measures included the SEP that has been prepared for the Project, including access to grievance mechanism for workers and for the public which are considered sufficient to reduce the risk to low.</p>	Low
Right to work	ICESCR 6	PS2	High	<p>The right of everyone to the opportunity to make their living by work, which they freely choose and accept, which must be 'decent work' respecting the fundamental rights of workers in terms of conditions and remuneration. The right to work includes worker's training, contract, and conditions for termination of employment.</p> <p>Project risk is assessed to be high before mitigation, primarily due to the contextual risk related to labour rights in Angola, and the Project use of significant workforce during construction.</p>	Low

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
				Mitigation measures includes the preparation of a Project specific employment and workforce management plan with provision of employment contracts, access to training and conditions for termination of employment. The Project is committed to work in accordance with international standards (IFC PS, EP IV, OECD Approaches) and angolan legislation. The employment and workforce management plan to be prepared by Sinohydro and Quantum will need to comply with PS2 requirements, which is considered sufficient guarantee that the risks level will be significantly reduced.	
Right to enjoy just and favorable Conditions of work	ICESCR 7	PS2	High	<p>The right includes various components, including all PS2 requirements to remuneration, equal pay, living wage, health and safety, leisure, and holidays, based on ILO conventions. Project risk is assessed to be high before mitigation, primarily due to the contextual risk related to labour rights in Angola, including the high risk related to living wage, and the Project use of significant workforce during construction.</p> <p>Mitigation measures include the preparation of a Project specific labour management plan outlining the working conditions in line with ILO conventions and PS2 requirements, which is considered sufficient guarantee that the risks level will be significantly reduced.</p> <p>Sinohydro and Quantum are committed to work in accordance with international standards (IFC PS, EP IV, OECD Approaches) and relevant conventions, and will prepare the plan in line with ILO conventions and in line with the minimum wages in Angola.</p>	Low
Right to social security, including social insurance	ICESCR 9	PS2	Medium	<p>The right to social security encompasses the right to access and maintain benefits without discrimination. This include the promoter obligation to ensure that legally mandated social security schemes and insurance are paid promptly, and such obligations are extended to contractors.</p> <p>Project risk is assessed to be high before mitigation, primarily due to the contextual risk related to labour rights in Angola, and the Project use of significant workforce during construction.</p> <p>Mitigation measures include the preparation of a Project specific labour management plan with the obligation to honour legally mandated social security and insurance payments. This is considered sufficient guarantee that the risks level will be significantly reduced.</p>	Low

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
Right to freedom of association	ICCPR 22	PS2	Medium	<p>Right to form and join all types of associations (political, religious, NGOs etc). Although the contextual labour risk is generally high in Angola, Project risk is assessed to be medium as the Project will not undermine the right of communities to join legitimate political, religion or civil society organisations.</p> <p>Mitigation measures have incorporated the already prepared employment and workforce management plan ensuring workers' rights to freedom of association. A workers grievance box is already in place This is considered sufficient guarantee that the risks level will be significantly reduced.</p>	Low
Right to Participate in public life	ICCPR 25	-	Medium	<p>The right concerns the right of citizens to take part in conduct of public affairs and entails that workplace policies and practices do not prevent workers from participating in political processes outside the workplace.</p> <p>Considering the civic rights risks in Angola, the Project risk is assessed to be medium. Mitigation measures to include policies ensuring workers' rights to participate in public life.</p>	Low
Right to form and join trade unions and the right to strike	ICESCR 8 + ICCPR 22	PS2	High	<p>Recognising the right of workers to join, for or not to join trade unions of their choice, without fear of intimidation, reprisal, or harassment. The right of workers to elect workers representatives for worker/management relations, should be given without management interference.</p> <p>Project risk is assessed to be high before mitigation, primarily due to the contextual risk related to labour rights in Angola, and the Project use of significant workforce during construction.</p> <p>Mitigation measures include the already employment and workforce Management Plan, specifying the right of workers to unionize. This is considered sufficient guarantee that the risks level will be significantly reduced.</p>	Low
Right to peaceful assembly	ICCPR 21	PS2, PS4	High	<p>The right protects peoples to gather peacefully, not interfering with announced and peaceful employee or union meetings, and not using force to interfere with demonstrations against the Project. Contextual risk related to rights especially for community protests and potential interference of police as mentioned under Civic Space Rights in the contextual analysis.</p> <p>Project risk is assessed to be high before mitigation, primarily due to the contextual risk related to labour rights and civic space rights in Angola.</p>	Low

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
				<p>Mitigation measures include the preparation of a Project specific employment and workforce Management Plan, and a community engagement plan, ensuring workers' and communities rights to gather peacefully. This is considered sufficient guarantee that the risks level will be significantly reduced.</p> <p>The project will also ensure that there is proper vetting and training of security personnel in line with PS4, and that a clear Use of Force Policy is applied that helps respect human rights.</p>	
Right not to be subjected to slavery or forced labour	ICCPR 8	PS2	Low	<p>Forced and compulsory labour is defined by ILO as "all work or service which is exacted from any person under menace of any penalty and for which the said person has not offered himself voluntary". This means ensuring that employees are free to resign and that migrant workers are not required to lodge identity papers with an employer.</p> <p>Mitigation measures include the preparation of a employment and workforce Management Plan that explicitly prohibit the use of forced labour and extents such obligations to suppliers and contractors.</p> <p>Although labour policies are yet to be developed, this is part of governmental project, therefore Project risk is assessed to be low. However, the relevant Ministry in charge of the operation of the Airport is to ensure that labour policies explicitly prohibit the use of forced labour and extents such obligations to suppliers and contractors.</p>	Negligible
Right of protection of the family and the right to marry	ICCPR 23	PS2	Medium	<p>Ensuring that policies or practices (including working hours and eligibility for leave) do not hinder employees' adoption of a healthy work/life balance and ensure that policies do not discriminate against women on the grounds of marital or reproductive status.</p> <p>Project risk is assessed to be medium before mitigation due to the contextual labour risks in Angola. Sinohydro and Quantum will ensure that the Human Resources Policy and procedures includes provisions for non-discrimination and adoption of working conditions for rest, leisure, and paid holidays in line with ILO conventions.</p>	Low
Right to a family life	ICESCR 10	PS2	Low	<p>The widest possible protection and assistance should be given to the family, this includes protection of mothers before and after childbirth, and the protection of children's and youth from exploitation, including child labour defined under the Convention on the Right of the Child as persons less than 18 years of age.</p>	Negligible

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
				Child labour and the lack of protection of mothers are not foreseen to be an issue for the project. However, the human resources Policy should that explicitly prohibit the use of child labour and extents such obligations to suppliers and contractors.	
Right to education	ICESCR 13 + 14	PS2, PS4	Low	<p>The right to education is related to compulsory basic education which is impacted in cases of the use of child labour. Apart from child labour the right could be impacted in cases where workers are living with their families on site with no access to school or where access to school is hindered due to construction works.</p> <p>Project risk is assessed to be low before mitigation, however, Construction Management Plans will include measures to ensure access to schools in the Project area will not be hindered due to construction.</p>	Negligible
Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment	ICCPR 7	PS2, PS4	Medium	<p>The right covers workplace harassment, sanctions and dangerous working conditions that cause serious mental distress and anguish. Risks are enhanced where high proportion of migrant workers or other workers in vulnerable situations are involved during construction. Use of security personnel, can also pose risk to communities.</p> <p>Project risk is assessed to be medium before mitigation based on the contextual risk of workplace equality and gender gaps.</p> <p>Mitigation measures are to include community Health and Safety Management Plan, Workers Code of Conduct, Employment and Workers Management Plan as relevant.</p> <p>The project will also ensure that there is proper vetting and training of security personnel in line with PS4, and that a clear Use of Force Policy is applied that helps respect human rights.</p>	Low
Right to privacy	ICCPR 17	-	Medium	<p>The right protects people against arbitrary, unreasonable, or unlawful interference with their privacy. This include seeking to minimise the use of monitoring, surveillance, and security measures of private individuals at the workplace; not asking workers for the health status except when the status is directly relevant for work duties; and ensuring adequate protection of personal information kept by the promoter and workers access to personal files.</p>	Low

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
				<p>Project risk is assessed to be low due to its nature. However, as existing workers accommodation located within the construction camps will be used during construction, Contractors are to ensure adequate accommodation for workers and privacy.</p> <p>Project risk is assessed to be low during construction as the Project, will not handle significant amount of personal data. However, workers accommodation is provided during construction, and a workers Accommodation must be prepared in line with IFC guidance note on workers accommodation, EBRD/IFC Guidance Note on workers' accommodation: processes and standards (2009).</p>	
Rights to Freedom of Thought and religion	ICCPR 18	PS2	Low	<p>The right protects persons freedom to choose, practice and observe his or her chosen religion and belief.</p> <p>Project risk is assessed to be low before mitigation. Mitigation measures include the preparation of Human Resources Policies and procedures with provision for non-discrimination and protection of Workers Civil and Political Rights.</p>	Negligible
Right to health	ICESCR 12	PS3, PS4	Medium	<p>Covers all aspects under IFC PS4 including emergency preparedness, management of hazardous materials, solid waste and wastewater management, pollution (dust, noise, air), traffic management, STI and other transmittable diseases caused by influx of workers, etc.</p> <p>Project risk is assessed to be medium before mitigation, the project is located 40 km away form an urban area. Sinohydro and Quantum will implement mitigation measures that include the preparation of an Emergency Preparedness Plan, Community Health and Safety Plan, as well as Management Plans for Hazardous Materials, Waste, Air, Noise and Dust Pollution, and Traffic Management.</p>	Low
Right to personal liberty and security	ICCPR 9	PS2, PS4	Low	<p>Relates to unreasonable detention.</p> <p>Project risk is assessed to be low, however, security personnel will be in place during operation, provisions should be made to ensure that excessive force is not used.</p> <p>The project will also ensure that there is proper vetting and training of security personnel in line with PS4, and that a clear Use of Force Policy is applied that helps respect human rights.</p>	Negligible

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
Right to adequate standard of living	ICESCR 11 Universal Declaration art 17 Right to own Property	PS2, PS4, PS5, PS6	Low	<p>The right guarantees an adequate standard of living including adequate food, clothing, housing, water, and sanitation.</p> <p>The Project has required the economic displacement of a number of people from cultivation activity within the Project site, and this presents a risk against this right. However, the Project has developed and will implement a Livelihood Restoration Plan in line with IFC PS5, which is the key mitigation measure for this risk".</p> <p>Sinohydro and Quantum have been built 2 construction camps where workers' accommodations have been incorporated. All accommodations provided to workers are in full compliance with the IFC Guidance notes.</p> <p>.The Project risk is assessed to be low.</p>	Low
Right to freedom of movement	ICCPR 12	PS2, PS5	Low	<p>Avoid or minimize restrictions to workers free movement including not withholding worker's travel documents or identity cards and restricted movement related to workers accommodation camps (e.g., as a mitigation to avoid interaction with local communities). Project risk is assessed to be low before mitigation.</p> <p>In its employment and workforce management plan, Sinohydro and Quantum will include provisions minimizing restrictions of workers, also considering that workers accommodation is being provided during construction .</p>	Negligible
Right to self-determination	ICESCR 1 + ICCPR 1	PS7	Negligible	<p>Rights of Indigenous People. No Indigenous People are located in the project area</p> <p>Project risk is assessed to be negligible no risk of causing impacts on Indigenous People's livelihoods</p>	
Right to take part in in cultural life, to benefit from scientific progress and of the material rights of authors and inventors	ICESCR 15	PS8	No risk	<p>The right to participate in cultural life include seeking to avoid adverse impacts on existing cultural landmarks. Other parts of this rights are not considered applicable to the project.</p> <p>There are no reports of known elements of tangible cultural heritage within the Project site. Therefore, no risk is considered.</p>	

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
Right of detained persons to humane treatment	ICCPR 10	-	No risk	Risk in remote areas where the promoter becomes the <i>de facto</i> security provider.	
Right not to be subjected to imprisonment for non-fulfilment of contractual obligation	ICCPR 11	-	No risk	Risk where the country of operation where penal code or regulations open for the penalty of imprisonment where contracts are not honored. The Project is assessed to have no risk related to this right due to the low contextual risks of Governance Quality in Angola.	
Right of aliens to due process When facing expulsion	ICCPR 13	-	No risk	Risk where the country of operation does not ensure adequate protection in relation to e.g., asylum seekers. The Project is assessed to have no risk related to this right since the project is not foreseen to impact on migrants or asylum seekers.	
Right to a fair trial	ICCPR 14	-	Low	Risk where the country of operation does not ensure its adequate protection or whenever the promoter is involved in legal disputes. Abstaining from the use of corrupt practices. The Project is assessed to be low due to the low contextual risks of Governance Quality in Angola. Mitigation measures include Sinohydro and Quantum developing a clear Anti-Corruption Policy and the transfer of such obligations into contractual agreements with sub-contractors.	Negligible
Right to be free from retroactive criminal law	ICCPR 15	-	No risk	Risk where the country of operation uses retroactive criminal law. The Project is assessed to have no risk related to this right as it relates to criminal law procedures which is considered not to be relevant for the Project.	
Right to recognition as a person before the law	ICCPR 16	-	No risk	Risk where the country of operation does not ensure its adequate protection. The Project is assessed to have no risk related to this right as it relates to protection of indigenous people and other marginalised people which is considered not to be relevant for the Project.	

Human right	Covenant	IFC PS	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
Rights to freedom from war propaganda, and freedom from incitement to racial, religious, or national hatred	ICCPR 20	-	No risk	Risk related to publishing war propaganda or hate speech or facilitating spread of such propaganda. The Project is assessed to have no risk related to this right as it does not involve any media, telecom or internet outlets that could pose risk of spreading published propaganda or hate speech.	
Right to equality before the law, equal protection of the law and rights of non-discrimination	ICCPR 26	-	No risk	Risk that may impact the promoter's ability to fulfil obligations related to non-discrimination. Also relevant in cases where the promoter takes advantage of the fact that migrant workers are not equally protected under national labour laws by offering them working conditions that are below national standards. The Project risk related to non-discrimination is addressed elsewhere, and no additional risk related to the protection of migrant workers are foreseen	
Rights of minorities (culture, religious practice, and language)	ICCPR 27	-	No risk	Risk that may impact the promoter's ability to fulfil obligations related to non-discrimination. Seeking to make work schedule and business practices respectful of minority groups' cultures, religions, and languages. The Project is assessed to have no risk related to this right due to the nature of the Project.	

### 3. Supply Chain Human Right Risks

The Project will include use of goods and equipment for construction (i.e. concrete suppliers, soil materials, etc.) which will be sourced in Zaire Province, Angola. There is one quarrying, and restoration will take place.

Human right	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
Right to work	High	The contextual labour risk is generally high in Angola, and the risk to the right to work for the supply chain is considered to be high as the Project will involve a significant supply chain. Mitigation measures include to monitor the labour and working conditions requirement in compliance with PS2 for all companies /supply chain. This is considered sufficient guarantee that the risks level will be significantly reduced. Sinohydro and Quantum will ensure fair working conditions along the supply chain and require suppliers to have in place appropriate employment contracts and conditions for termination of employment. Such component will be enforced through contractual agreements with their suppliers.	Low
Right to enjoy just and favourable conditions of work	High	Despite Angola's compliance with ILO conventions and minimum wage regulations, there remain concerns regarding unequal pay and the minimum wage falling short of a living wage. As a result, the risk of workers being deprived of their right to fair and favorable working conditions within the supply chain is deemed to be high. Mitigation measures include the monitoring Supply Chain for labour and working conditions in accordance with PS2. This is considered sufficient assurance that the level of risk will be significantly reduced.	Low
Right to social security, including social insurance	High	Considering Angola's risk context of guarantee of workers' rights is high, the risk for right to social security, including social insurance is assessed as high. Mitigation measures include monitoring the Supply Chain's labour and working conditions requirement in compliance with PS2. This is considered sufficient guarantee that the risk level will be significantly reduced.	Low
Right to form and join trade unions and the right to strike	High	Angola's core labour standards ratified are enshrined in eight International Labour Organisation (ILO) conventions, including the right for freedom to form and join a union, and to bargain collectively. However, Angola is assessed as high risk for Civic space rights. Therefore, the risk for the right to form and join trade unions and the right to strike in the supply chain is assessed as high. Mitigation measures include monitoring the Supply Chain labour and working conditions requirement in compliance with PS2. This is considered sufficient guarantee that the risks level will be significantly reduced.	Low
Right not to be subjected to slavery or forced labour	Low	Due to the Project being part of a governmental plan and following international standards, the risk associated to the right not to be subjected to slavery or forced labour is assessed to be low. Mitigation measures include monitoring the Supply Chain labour and working conditions requirement in compliance with PS2, explicitly prohibiting the use of forced labour. This is considered sufficient guarantee that the risks level will be significantly reduced.	Negligible
Right of protection of the family and the right to marry	Medium	Supply Chain risk is assessed to be medium before mitigation due to the contextual labour risks in Angola. Mitigation measures include monitoring the Supply Chain labour and working conditions requirement in compliance with PS2,	Low

Human right	Risk level pre-mitigation	Risk level justification	Risk level post-mitigation
(including reproductive health and rights of women)		including having non-discriminatory policies in place and providing a healthy work/life balance to their workers. This is considered sufficient guarantee that the risks level will be significantly reduced.	
Right to a family life (primarily child labour)	Low	<p>The widest possible protection and assistance should be given to the family, this includes protection of mothers before and after childbirth, and the protection of children's and youth from exploitation, including child labour defined under the Convention on the Right of the Child as persons less than 18 years of age.</p> <p>Due to the Project being part of a governmental plan and following international standards, the risk associated to the right of no child labour is assessed to be low.</p> <p>Mitigation measures include monitoring the Supply Chain labour and working conditions requirement in compliance with PS2, explicitly prohibiting the use of child labour. This is considered sufficient guarantee that the risks level will be significantly reduced.</p>	Negligible

The human rights risks associated with the supply chain during the operational phase are likely to be similar to those stated above for the construction phase, and the required mitigation measures are also likely to be similar. The Project will review and update the assessment of human rights risks for the operational phase supply chain as part of the development of the OESMP, and will incorporate required mitigation measures into that OESMP

#### 4. Conclusion

The Project has several Human Rights risks and can potentially cause adverse impacts on human rights. The high project risks in Angola relate to the right to labour rights, in particular:

- right to enjoy just, right to favorable conditions of work;
- right to social security, including social insurance;
- right to form and join trade unions and the right to strike;
- right to peaceful assembly.

While risk level allocations in some instances follow the risk level of the contextual risk, in many cases the Project specific risks are assessed to be lower or higher, due to the characteristics of the Project that will have its construction phase managed by SinoHydro and Quantum.

The risk level is assessed pre-mitigation and post-mitigation. The mitigations for each of the rights are considered adequate to reduce the risks to sufficiently low or no risks depending on the risk level prior to mitigation.

#### 5. Labour right risks

According to the ITUC Global Rights Index, Angola is classified as a country with a significant level of systematic violations of labor rights, indicating that workers in Angola have reported such violations on a large scale. Despite Angola's ratification of all eight core ILO conventions, the International Trade Union Confederation has highlighted deficiencies in Angolan legislation related to international standards on the freedom of association, collective bargaining, and the right to strike. Although the government has implemented various labor laws designed to safeguard human rights, these measures often prove to be inadequate.

Mitigation measures includes developing project-specific Policies and Management Plans that demonstrate the project's commitment to adhering to internationally recognized standards, such as the IFC Performance Standards, Equator Principles IV, OECD Approaches, and EU conventions, that will be supervise on a daily basis by Quantum.

SinoHydro and Quantum has already developed its Human Resource Policy with labour commitments that explicitly prohibits the use of child labour and forced labour, andr have committed in their employment and Workforce Management Plan intention to promote fair treatment, non-discrimination, and equal opportunities for workers on the Mbanza Congo Airport Project, as well as promote the health and safety of workers at work. This commitment reduces the risks related to labour rights as reflected in the assessment above. In addition, they will commit to protect workers, including vulnerable categories of workers such as migrant workers (if applicable), workers engaged by third parties, and the workers in the Client's supply chain. However, to further reduce the risk of adverse impacts, the Management Plan should be extended to all their contractors and suppliers (where applicable).

## 6. Supply chain risks

The Project will include use of goods and equipment for construction (i.e. concrete suppliers, soil materials, etc.) which will be sourced in Zaire Province, Angola. Therefore, the labour risks as mentioned above are also an issue in the Project supply chain especially in the construction phase. Other goods come from the supply of equipment coming from Spanish companies.

As risks as high, mitigation measures must be implemented to significantly reduce the risk level. This includes monitoring the Supply Chain and labour and working conditions in accordance with PS2. Compliance with Project standards can be enforced through contractual agreements to guarantee that their suppliers ensure fair working conditions.

The Employment and Workforce Management Plan (EWMP) and Local Contract and Procurement Management Plan establish essential requirements that will be applicable to supply contracts. These requirements encompass various crucial aspects such as the adherence to human rights, as defined in the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO core conventions. Additionally, they explicitly prohibit the use of child or forced labor, ensure the implementation of safe working practices for all employees, and mandate the provision of clear employment contracts outlining pay, working hours, workers' rights, and termination conditions.

Moreover, these plans emphasize the necessity for non-discrimination and equal opportunity policies, compliance with national laws, the recognition of workers' rights to form and join trade unions, as well as the right to strike. Furthermore, they prioritize the prevention of excessive working hours that could jeopardize the health, safety, and well-being of workers.

## 7. Minimising and managing human rights risks

The principle 16 of the UN Guiding Principles on Business and Human Rights emphasizes the responsibility of companies to prevent, mitigate, and address potential adverse impacts on human rights in their operations. This entails establishing policies and management systems that identify and address risks, engaging with stakeholders, and providing effective remedies in case of human rights violations. To comply with this principle, companies are required to conduct human rights impact assessments, involve affected communities, and establish accessible grievance mechanisms. Accountability is emphasized, along with the need for companies to exercise due diligence to avoid any negative contribution to human rights.

A comprehensive Environmental and Social Management System has been established, which includes Management Plans For employment and workforce management plan, Community Health And Safety. These measures are intended to mitigate and appropriately address potential human rights risks associated with the project.

A Human Rights Policy will be developed for all Project phases, in line with UN Guiding Principles paragraph 16. Moreover, a set of Management Plans has been developed to manage common project risks and impacts during the construction phase, which include, which at least:

- Employment and Workforce Management Plan,

- Stakeholder Engagement Plan.
- Community Health and Safety Management Plan,
- Occupational Health and Safety Management Plan,
- Emergency Preparedness and Response Plan, and
- Traffic Management Plan.

In particular, the SEP designed for engaging with vulnerable communities and all communities to minimize the Project's impact on their way of life. Moreover, in addition, grievance mechanisms have been established to enable both internal and external stakeholders to provide feedback and report complaints related to the Project.

Engagement with stakeholders specifically on the HRIA has not been possible, but that the HRIA has been informed by information about human rights risks in Angola that has been published by human rights stakeholders (including the UN and NGOs), and that the general engagement undertaken as part of the ESIA and LRP has also supported the identification of contextual risks.