Eskom	SCOPE OF WORK	DUVHA POWER STATION

Title: **MANAGEMENT AND ERADICATION OF INVASIVE ALIEN SPECIES AT DUVHA POWER STATION FOR A PERIOD OF SIXTY (60) MONTHS**

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CONTENTS PAGE

1. INTRODUCTION 4

2. SUPPORTING CLAUSES 4

2.1 Scope 4
2.1.1 Purpose 4
2.1.2 Applicability 4
2.2 Normative/Informative References 4
2.2.1 Normative 5
2.2.2 Informative 5
2.3 Definitions 5
2.4 Abbreviations 5
2.5 Roles and Responsibilities 6
2.5.1 Appointed Supplier 6
2.5.2 Service Manager 6
2.6 Process for Monitoring 6
2.7 Related/Supporting Documents 6

3. REQUIREMENTS FOR SCOPE OF WORK 7

3.1 Site Description 7
3.2 Detailed Scope of Work 7
3.2.1 Contractors Requirements 7
3.2.2 Resource Requirements 13
3.2.3 Additional Requirements – (Site Safety Requirements, Equipment Requirement) 15
3.2.4 Services Times 18
3.2.5 Meetings and Feedback 18
3.2.6 Training, Skills, Labour and Development & CSI 18
3.2.7 Service Providers Quotation 19
3.3 SCOPE IMPLEMENTATION PLAN 21
3.3.1 Purpose of the Scope Implementation Plan 21
3.3.2 General Requirements for the Scope Implementation Plan 22
3.3.3 Minimum Content of the Scope Implementation Plan 22
3.4 Scope Implementation Plan – (Guideline) 22
3.5 Phasing Requirements 24
3.6 Alignment With Resource Schedules 24
3.7 Review and Approval 24
3.8 Statutory Compliance Requirements 24
3.8.1 Compliance with the Department of Forestry, Fisheries and the Environment (DFFE) National Environmental Management: Biodiversity Act (NEMBA), 2004 24
3.8.2 Compliance with Provincial Environmental Authorities 25
3.8.3 Registration with the Department of Agriculture, Land Reform and Rural Development (DALRRD) 25

4. ACCEPTANCE 27

5. REVISIONS 27

6. DEVELOPMENT TEAM 27

7. ACKNOWLEDGEMENTS 27

FIGURES

Figure 1: Duvha Power Station Layout 7
Figure 2: Duvha AIS Management Areas 26

TABLES

Table 1: Guide to Resource Provision List Required as Part of Tender Returnable 14
Table 2: PPE Requirements 15
Table 3: Pricing Assumptions 19
Table 4: Scope Implementation Plan 23

1. INTRODUCTION

Duvha Power Station has identified and began to manage numerous Alien Invasive Species (plants and animals) on its property. The management of the species in being conducted in line with the following legislation requirement:

- In accordance with Section 4(2)(a) of the NEM:BA, it is the landowner's duty to eliminate and manage designated Invasive Alien Plants (IAPs) along with any other undesirable animal species that encroach upon the property. Duvha Power Station is obligated to oversee and preserve biological diversity. This entails taking measures to manage and remove Invasive Species from the areas that they possess or oversee.
- CARA, (Conservation of Agricultural Resources Act No. 43 of 1983), is another pertinent legislation that mandates Duvha to control stated alien invasive plants on the premises. The aims of clearing alien invasive species are to avert, contain, and decrease the density and spread of established invasive alien species, to lessen their adverse effects on the environment, and to alleviate the detrimental impact on the environment by restoring ecosystems and habitats for biodiversity among various other advantages.

As part environmental conservation and legislative compliance Duvha aims to appoint a service provider to continue eliminating, controlling, and monitoring the spread of alien Invasive Species. The aim of this appointment is to ensure complete elimination of alien invasive species within the 60 months duration of the contract.

This document should be read in conjunction with attached ***C3 1 TSC3 Employers Service Information***.

2. SUPPORTING CLAUSES

2.1 Scope

A suitably qualified and experienced Service Provider is required to conduct Alien Invasive Species (plants and animals) monitoring, control, and eradication for Duvha Power Station. The Contractor is also required to provide reporting, continual assessing and other services associated with the alien invasive species.

It is also required that the Service Provider provide the Power Station with a resource who will be responsible for Waste Management Monitoring for the Station.

2.1.1 Purpose

This document is to guide the Contractor in what the management of alien species will entail. The document details the required duties of the Contractor and will be used throughout the contract period.

2.1.2 Applicability

This document shall apply throughout Duvha Power Station in the management of AIS.

2.2 Normative/Informative References

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

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2.2.1 Normative

[1] Government Gazette No. 37885: Government Notice Regulation No. 598 National Environmental Management: Biodiversity Act (10/2004: Alien and Invasive Species Regulations, 2014.

[2] Government Gazette No. 37886: Government Notice Regulation No. 599 National Environmental Management: Biodiversity Act. (10/2004: Alien and Invasive Species List, 2014.

2.2.2 Informative

[3] ENVP0034: Duvha Alien Invasive Management Plan.

[4] Duvha's Wetland Rehabilitation Plan

2.3 Definitions

Alien Invasive Plant Species: a species that is present in a region outside its natural range as a result of human action that has enabled it to overcome biogeographic barriers.

Biological control: the use of specimens of one species for the purpose of preying on, parasitizing on, managing, killing, suppressing, or controlling a specimen of another species.

Category 1(a): Invasive species requiring compulsory control. Remove and destroy. Any specimens of Category 1(a) listed species need by law to be eradicated from the environment. No permits will be issued.

Category 1(b): Invasive species requiring compulsory control as part of invasive species control programme.

Category 2: Invasive species regulated area. A demarcation permit is required to import, possess, grow, breed, move, sell, buy or accept as gift any plants listed as Category 2 plants. No permits will be issues for plants to exist in riparian zones.

Category 3: the use of species regulated by activity. An individual plant permit is required to undertake any of the following redistricted activities (import, posses, grow, breed, move, sell, buy or accept as gift). No permits will be issued for Category 3 plants to exit in riparian zones.

Control: any action taken to prevent the recurrence, re-establishment, re-growth, multiplication, propagation, regeneration or spreading of an alien species

Flora: The plants of a particular region, habitat, or geological period.

Fauna: The Fauna is the whole of animal life present in a particular region or time. The corresponding terms for plants and fungi are flora and fungi, respectively. Flora, fauna, fungi, and other forms of life are collectively referred to as biota.

2.4 Abbreviations

Abbreviation	Description
AIP	Alien Invasive Plants
AIS	Alien Invasive Species
NEMBA	National Environmental Management Biodiversity Act

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2.5 Roles and Responsibilities

2.5.1 Appointed Supplier

Execute the scope of work as per the Employer's specifications to completion. The Supplier is responsible for adhering to legal requirements applicable to Duvha Power Station.

2.5.2 Service Manager

To ensure that the Supplier executes all the work specified in the scope of work, as per set timelines

Insert text here

2.6 Process for Monitoring

This document shall be subjected to internal review as and when needed.

2.7 Related/Supporting Documents

ENVP0034: Duvha Alien Invasive Management Plan.

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3. REQUIREMENTS FOR SCOPE OF WORK

3.1 Site Description

Duvha Power Station is located on the farm Duvha Kragstasie 337 JS in the Mpumalanga Province. The Station is located roughly 15 km east of Witbank and is part of the Emalahleni Local Municipality (ELM) in Mpumalanga. The Station spatially encompasses three ecological categories: the Eastern Highveld Grassland, Eastern Temperate Freshwater Wetlands, and the Rand Highveld Grassland.

The primary vulnerabilities to invasion consist of several large dams and a variety of wetland habitat types, including drainage lines, rivers, wetlands, seepage zones, and endorheic pans. The infestation poses a risk of biodiversity loss in this habitat. Therefore, the planned control of invasive alien plants will improve and guarantee the sustainability of the ecological functions of the Duvha Power Station green areas, while also complying with legal requirements.

Currently, Duvha has an alien invasive management plan which has guided Duvha's current Alien Invasive Program this plan will continue to guide alien species control and management on site. The current management goal focuses on eradicating existing invasions, preventing the spread and deterring new establishment of Alien Invasive Species to safeguard the integrity of the surrounding habitats.

Figure 1: Duvha Power Station Layout



3.2 Detailed Scope of Work

The designated Contractor is required to continue the implementation of the Duvha Power Station Alien Invasive Plan in all designated areas at Duvha Power Station.

3.2.1 Contractors Requirements

The Contractor shall provide all labour, supervision, equipment, vehicles, herbicides, consumables, permits and specialist services necessary to undertake the management, control, eradication, monitoring

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and rehabilitation of Alien Invasive Species (AIS) infested areas, within designated areas of Duvha Power Station for the duration of the contract.

The Contractor shall implement the Duvha Power Station Alien Invasive Species Management Plan and shall perform the following activities:

3.2.1.1 Baseline Survey and Mapping

The Contractor shall, within three (3) months of contract commencement:

- Conduct a baseline assessment of all Alien Invasive Species occurring within the designated management units.
- Verify and update the existing AIS inventory.
- Confirm the extent and distribution of infestations.
- Produce GIS-based mapping indicating species distribution, infestation density and treatment priorities.
- Submit a Baseline Alien Invasive Species Assessment Report for acceptance by the Service Manager.

Annual updates of the AIS inventory and management maps (Map format GIS, KMZ, PDF) shall be submitted for monitoring and reporting purposes. Mapping updates shall not constitute a change in scope or automatically result in additional payment unless approved through the contract change management process.

3.2.1.2 Alien Invasive Species Control and Eradication

The Contractor shall implement appropriate mechanical, chemical and legally approved biological control methods to control and progressively eradicate Alien Invasive Species within all designated management units.

Activities shall include:

- Removal of invasive trees, shrubs, grasses and herbaceous species.
- Ring barking, cutting, slashing, uprooting or mechanical removal where appropriate.
- Application of approved herbicides by qualified and registered personnel.
- Follow-up treatment of regrowth and newly emerging infestations.
- Management of invasive species within wetlands, drainage lines, dams, rehabilitation areas and transformed areas.
- Immediate treatment of newly identified infestations.

Control methods shall be selected based on species characteristics, infestation density, environmental sensitivity and legal requirements.

3.2.1.3 Monitoring and Follow-Up Treatment

The Contractor shall undertake ongoing monitoring to evaluate the effectiveness of eradication measures. Monitoring activities shall include:

- Routine inspections of treated areas.
- Identification of regrowth and secondary infestations.
- Assessment of treatment effectiveness.

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- Recording of treatment outcomes and infestation trends.

Follow-up treatment shall be undertaken within reasonable timeframes following identification of regrowth.

The objective of the contract is to achieve sustained reduction, containment and long-term management of Alien Invasive Species populations within Duvha Power Station and to prevent the establishment of new infestations.

3.2.1.4 Waste Handling and Disposal

The Contractor shall:

- Collect, remove and transport all AIS waste generated through control activities.
- Dispose of AIS waste at appropriately authorised waste management facilities.
- Ensure disposal methods prevent re-establishment or spread of invasive species.
- Dispose of herbicide containers in accordance with legal requirements.
- Submit Safe Disposal Certificates and disposal records for all relevant waste streams.

The transportation and disposal of AIS waste shall be the responsibility of the Contractor.

3.2.1.5 Biodiversity Monitoring and Specialist Assessments

The Contractor shall appoint a suitably qualified biodiversity specialist to:

- Conduct bi-annual (twice a year) Alien Invasive Species status assessments.
- Assess the effectiveness of control measures.
- Identify emerging invasive species risks.
- Evaluate progress against management objectives.
- Provide recommendations for adaptive management.

Bi-annual specialist reports shall be submitted to the Service Manager..

3.2.1.6 Rehabilitation

Following the removal of Alien Invasive Species, the Contractor shall rehabilitate treated areas to promote ecosystem recovery and reduce the risk of re-infestation.

Activities shall include:

- Protection of existing indigenous vegetation.
- Stabilisation of disturbed soils where required.
- Promotion of natural regeneration.
- Revegetation of disturbed and eradicated areas using indigenous plant species appropriate to the locality and ecological habitat.
- Replacement planting where natural regeneration is inadequate.
- Monitoring of revegetated areas to assess establishment success.

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The Contractor shall submit a Rehabilitation Plan within six (6) months of contract commencement for acceptance by the Service Manager.

No herbicides or rehabilitation methods that unnecessarily inhibit indigenous vegetation establishment shall be utilised.

Rehabilitation within wetlands will be guided by Duvha's wetland Rehabilitation Plan, requirements of this plan should feed into the Contractor's Rehabilitation Plan.

3.2.1.7 Reporting Requirements

The Contractor shall submit monthly reports containing:

- Areas treated (hectares).
- Species controlled.
- Treatment methods applied.
- Herbicide volumes utilised.
- Waste disposal records.
- Photographic evidence.
- Progress against annual work plans.
- New infestations identified.
- Rehabilitation and revegetation progress.
- Challenges encountered and corrective actions implemented.

The Contractor shall maintain accurate records for the duration of the contract

3.2.1.8 Legislative Compliance

The Contractor shall comply with:

- National Environmental Management: Biodiversity Act, 2004 (Act 10 of 2004).
- Alien and Invasive Species Regulations.
- Conservation of Agricultural Resources Act, 1983 (Act 43 of 1983).
- Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act 36 of 1947).
- All other applicable environmental, health and safety legislation.

Any herbicide application shall be undertaken by appropriately registered Pest Control Operators (PCOs) using approved products and methods.

In Summary the Contractor shall:

- Conduct a baseline alien invasive species survey and mapping exercise.
- Update the invasive species inventory annually.
- Implement mechanical, chemical and approved biological control methods.
- Treat and remove invasive alien plants within all designated management units.
- Conduct follow-up inspections and retreatment activities.
- Dispose of cleared alien invasive material at approved facilities.

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- Monitor effectiveness of control measures.
- Submit monthly progress reports.
- Submit bi-annual specialist biodiversity assessments.
- Maintain compliance with NEMBA, AIS Regulations and DALRRD requirements.
- Update management maps and records annually.
- Rehabilitate disturbed areas using natural regeneration principles and protection of indigenous vegetation

The Contractor shall implement all reasonable and appropriate measures to achieve the effective eradication of Alien Invasive Species (AIS) within the designated management units over the contract period. Monthly treatment targets and annual performance objectives shall be established and monitored to demonstrate continuous progress towards reducing and eliminating identified infestations.

The Contractor shall ensure that sufficient resources are deployed throughout the contract period to achieve the required outcomes. Resource levels may be adjusted as infestation levels decline, subject to approval by the Service Manager, provided that adequate capacity is maintained to undertake follow-up treatments, monitoring activities, rehabilitation works, and the management of residual infestations. It is anticipated that the final phase of the contract will focus primarily on monitoring, follow-up treatments, and intensive control activities within the Raw Water Dam and Ash Dam areas.

The Contractor shall promote the recovery of indigenous vegetation within all treated areas. Existing indigenous vegetation shall be protected during eradication activities, and all reasonable measures shall be taken to encourage natural regeneration. Where natural regeneration is insufficient, the Contractor shall rehabilitate and revegetate eradicated areas using indigenous plant species suitable for the local ecological conditions.

Herbicides and other control measures shall be applied in a manner that supports ecological recovery and minimises impacts on indigenous vegetation. The use of residual or broad-spectrum chemicals that unnecessarily inhibit the establishment, growth, or regeneration of indigenous plant species shall not be permitted.

3.2.1.9 List of Alien Invasive Species Found at Duvha Power Station

The table below indicates the species identified at the Duvha site. However, if it appears that there are invasive alien plants that are not mentioned in the above priority list, but pose a significant risk to the ecosystem, such invasive alien plants should be included in an updated list that should be provided by the service provider.

Scientific Name	Common Name	Category	Associated Management Unit
Acacia baileyana	Bailey's Wattle	3 (NEMBA)	B; A; E1
Agave americana	Century Plant	Species not listed in NEMB CARA but listed as an invader species in the Mpumalanga Nature Conservation Act 10 of 1998	A; D; E3
Scientific Name	Common Name	Category or	Associated Management Unit
Callistemon viminalis	Bottle Brush	1b (NEMBA)	E3; E1
Casuarina cunninghamiana	Beefwood	2 (CARA)	E3; E1
Cirsium vulgare	Spear Thistle (Scotch Thistle)	1b (NEMBA)	A; C; E4; E1; F

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Scientific Name	Common Name	Category	Associated Management Unit
Cuscuta campestris	Dommon Dodder (Golden	1b (NEMBA) 1 (CARA)	C; F
Datura stramonium	Downy thorn	1b (NEMBA) 1 (CARA)	A; C; E1; F
Eucalyptus camaldulensis & other species	Eucalyptus trees	2 (NEMBA)	A; B; E3; E2
Fraxinus cf. angustifolia & other species	Ash trees	3 (NEMBA)	E3; E2; E1
Ligustrum lucidum	Chinese wax	1b (NEMBA)	E3; E2; E1
Myriophyllum aquaticum	Parrot's feather	1b (NEMBA)	D; E5
Pennisetum clandestinum	Kikuyu grass	1b (NEMBA)	D; E3; E2; E1; E5; F
Pinus cf. elliottii & other species	Pine trees	2 (NEMBA)	E3; E2
Populus species	Poplar trees	2 (NEMBA)	E3; E2
Pyracantha angustifolia a& other	Firethorn	1b (NEMBA)	E3; E1
Rubus rigidus & other species*	Wild bramble	Not listed	A; E3; E1
Solanum elaegnifolium& other species	Bitter apple	1b (NEMBA) 1 (CARA)	A; C; E1; E5; F
Verbena bonariensis & other	Brazilian verbena & other	1b (NEMBA)	A; C; E4; E1; E5; F
Xanthium strumarium	Large cocklebur	1b (NEMBA)	A; C; E4; E1; E5; F
Acacia dealbata	Silver wattle	1(CARA) 1b(NEMBA)	B, F
Acacia mearnsii	Black wattle	2(CARA) 2(NEMBA)	B, C, F
Cortaderia selloane	Pampas grass	1(CARA) 1b(NEMBA)	A, E4
Campuloclinium macrocephalum	Pompom weed	1(CARA)	C, E5, A
Jacaranda mimosofolio	Blue Jacaranda	3(CARA)	E1
Pteridium aquilinium	Eagle fern	Not listed	E5
Rumex usambarensis	Pink tamarisk	1(CARA) 1b(NEMBA)	E1
Salix babylonica	Weeping willow	2(CARA)	F
Tipuana tipu	Pride of Bolivia	3(CARA) 3(NEMBA)	E3

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Tamarix ramosissima	Pink tamarisk	1(CARA) 1b(NEMBA)	A
INVASIVE FAUNA (WITH KNOWN PRESENCE)			
Cyprinus carpio	Common Carp	NEMBA	Raw Water Dam and Cooling Towers – surrounding fresh water environments

3.2.2 Resource Requirements

Below are the estimated items required during the contract period:

The Service Provider is expected after contract award to provide the station with the resources and the number of each that will be used to conduct the activities. The resources list should form part of the Scope Implementation Plan and should be listed under the following headings:

3.2.2.1 Labour

a. Indicate what type of labourers will be provided and what role they will play monthly
b. Indicate the number of each type of worker will be part of the activities
c. Consider the provision of a Waste Resource
d. Consider the services of specialists and experts
e. Provide a breakdown under Section A

3.2.2.2 Equipment & Materials

a. Indicate the type of equipment will be used to conduct eradication activities
b. Indicate how much of each equipment will be provided
c. Consider eradication control measures
d. Consider Herbicides
e. Consider fuel used in the equipment
f. Provide a breakdown under section C

3.2.2.3 Transportation and Vehicles

a. Indicate how many vehicles will be provided
b. Indicate the type of vehicle that will be provided.
c. Provide a breakdown under section B

3.2.2.4 Site Establishment

a. Include, all facilities required for this, indicate how many containers will be brought to site
b. Provide a breakdown under section D

3.2.2.5 Site Safety Requirement

a. Include all safety requirements for the area where the service provider will be stationed

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b. Provide a breakdown under section E

3.2.2.6 PPE

a. Table 2 below is a list of PPE that is required for workers in this type of environment

b. Indicate the frequency of PPE provision

c. Provide a breakdown under section F

d. It should be noted that employees will require disposal work suits monthly.

3.2.2.7 Waste Disposal

a. The Service Provider is required to ensure that all waste vegetation is disposed of responsibly.

b. Only registered waste sites to be used for the disposal of alien invasive species

c. There must be confirmation from the site in writing that the site is equipped to manage the disposal of the alien invasive species.

d. In the implementation plan the service provider must indicate where waste will be disposed and there must be an indication of when the landfill sites registration documents will be submitted to the Service Manager.

e. The Service Provider will be required to register as a waste transporter, or they will be required to

f. Safe Disposal Certificates will be expected after every disposal exercise.

g. Consideration should be made for vehicles required for disposal activities.

Note: *An experienced person (with a certificate of registration) in alien weeds identification and control must always be on site to supervise the progress.*

The following table should be used as a guideline when listing the resources required:

Table 1: Guide to Resource Provision List Required

Item	Description	Unit of measure	Quantity
A	**Labor**	Provide own breakdown	Provide own breakdown
B	**Transportation &Vehicles**	Provide own breakdown	Provide own breakdown
C	**Equipment & Materials**	Provide own breakdown	Provide own breakdown
D	**Site establishment**	Provide own breakdown	Provide own breakdown
E	**Site Safety Requirements**	Provide own breakdown	Provide own breakdown
F	**PPE**	Provide own breakdown	Provide own breakdown
G	**Waste Management**	Provide own breakdown	Provide own breakdown

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Table 2: PPE Requirements

Item	Supervisor	Machine Operator	General workers SHE Rep; 1st Aid Rep;	Specialized herbicide applicator
Sunhat (follow up operations)	□	□	□	□
Hard hat (when chainsaws are being used)	□	□	□	□
Hard hat with visor and certified earmuffs (SABS or EU),	x	□	x	x
T-shirt	□	□	□	□
Conti suit	□	□	□	□
FESA approved chainsaw pants (eleven layers) with broad belt or braces	x	□	x	x
Whistle	□	□	x	x
Safety boots	□	□	□	□
Gumboots (only when working in riverine/wetland areas)	□	□	□	□
Chainsaw safety boots	x	□	x	x
Gloves	□	□	□	□
Chainsaw operators' gloves	x	□	x	x
Safety goggles	□	□	□	□
Cape (when using a knapsack)	x	x	x	□
Mask (when applying herbicides)	x	x	x	□
Rubber gloves (for mixing herbicides)	x	x	x	□
Rubber apron (for mixing herbicides)	x	x	x	□

3.2.3 Additional Requirements – (Site Safety Requirements, Equipment Requirement)

- There should be adequate measures to deal with spillage and contamination, e.g., spill kits at the service provider's yard.
- Correct signage and fire-fighting equipment e.g., dry chemical powder fire extinguisher of at least 2.25kg at the contractor's yard must be available.
- All equipment, supplies, herbicides, fuel and oils must be safely and securely stored with controlled access, in a suitable lockable building, container or a lockable trailer.

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- Material Safety Data Sheet (MSDS) and Label must be in the field and storage facility for each product used.
- Equipment and vehicles must be properly maintained according to regular scheduled services.
- Equipment must not leak. Faulty equipment must be serviced or decommissioned
- Equipment appropriate to the application method and treatment must be used.
- Knapsack sprayers must be fitted with pressure regulators to the correct pressure (1bar/ 100Kpa) or fitted with a constant flow valve.
- Knapsack sprayers must be fitted with the correct nozzle in good condition, appropriate for the application method used (e.g., TG1; FL5VS; TFVS2 or equivalent)
- Washing of equipment must take place in a designated area, using the triple-rinse method.
- Safe storage and handling in-field in a designated, shaded demarcated area away from rest / eating areas.
- Clean water, washing buckets, soap & towel must be available for people handling the herbicide & equipment
- Mixing containers must be UV resistant and leak proof.
- Mixing containers must be clearly labelled, showing the brand name and concentration of the contents
- Refilling, mixing, washing and rinsing should only be done within the demarcated area
- Contractors must have proper records of daily herbicide mixtures and issues, and actual herbicide use in the contracting teams on-site
- The HIRA process is to be developed, recorded and available at the work area and knowledge demonstrated by everyone.
- Site Emergency Evacuation Plan must be drafted and communicated to all personnel.
- Where relevant, hazards in the working area must be taped off. e.g., trenches, holes, hang-ups etc.
- The Written Safe Work Procedures Manual must be available, understood and adhered to by all working staff.
- A first aid kit, fully stocked according to the standard stock list, must be easily accessible at all work sites, and regularly inspected by the PM.
- All first aid treatment and usage of stock must be recorded in the dressing book kept on site / regional office.
- The First Aid kit must be under control of a trained First Aider with a current valid certificate
- There must be an alternative trained First Aider of opposite gender in team
- A list of emergency numbers must be kept in the first aid box e.g., ambulance, doctor, hospital, fire brigade, poison info centre.
- A copy of the competency certificate of the first aider must be kept on-site in the H&S file.
- PPE must meet the minimum prescribed standards of quality (SABS).
- PPE must be replaced when it becomes ineffective through wear & tear.
- PPE must be provided with due consideration to the hazard exposure as well as the PPE requirements as per occupation

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- A record must be kept of all PPE issued to contractors and workers, and signed for by them, with the acknowledgement to wear it.
- The use of any mind-altering substances is not allowed on-site (e.g., alcohol, dagga).
- Demonstrate knowledge that no work in / near / on water bodies may take place during rain or lightning.
- No felling or spray application of herbicides may take place during high wind or rainy conditions
- A process of appropriate clearing method selection must be followed and recorded –
- Handling / processing of cleared material must be kept to a minimum, but due to a potential fire hazard and the allelopathic effect of leaf litter, cleared material must not be left on site. A specific area must be designated to stack and process material to make maximum use of wood for community members, whilst regenerative material must be destroyed by controlled burning.
- No frilling / ring barking is allowed within two (2) tree lengths of roads, fences, telephone and power lines, infrastructure (e.g., buildings) or in the riparian zone of a river
- An up-to-date follow-up plan must be used to ensure treatment is done on time.
- Operational planning for the specific site must be evident. Different tasks must be coordinated in an efficient manner for optimum productivity. If possible, every management unit mapped should have its own team allocated.
- Tool use and tasks must be in line with the site-specific requirements.
- Daily or weekly production tasks must be set, and actual production must be measured and recorded
- There must be no litter from clearing activities on work sites, at any time and there must be a litter bag on site at the demarcated gathering area, cleared or removed daily and disposed of in an acceptable manner.
- Existing litter not cleared considering possible health risks, that may be associated with certain waste, reported to PM and disposal solution with relevant authority found
- Project Manager and contractors demonstrate knowledge that soil contaminated with oil must be appropriately treated and disposed of at a permitted landfill site.
- When loose waste material is transported on vehicles, it must be adequately tied down / covered and contained.
- As far as practically possible, provide formal sanitation (chemical or water-born). Where this is not possible, a spade and toilet paper must be easily accessible on every site.
- In sensitive areas (wetlands) a portable toilet must be provided on site and the waste removed and disposed of in an acceptable manner.
- Clean water and soap must be provided and used for hand washing.
- Where relevant, sufficient toilets per gender need to be available
- Existing access routes must be used. Where new access routes or paths are required, these must be planned and made in co-operation with the landowner / manager and marked with hazard tape.

Note: It will be required that the Contractor Control Alien fauna if they are found on site and their control is required by legislation.

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3.2.4 Services Times

The service provider expected to work from Monday to Thursday (7h00-16h15) as well as Fridays at (7:00 – 12:00).

3.2.5 Meetings and Feedback

Service Manager will conduct meetings to discuss the eradication progress on the plan as well as achievement of set KPI's:

- Regular meetings of a general nature may be convened and chaired by the Contract Manager as when they are required.
- All meetings shall be recorded using minutes or a register prepared and circulated by the person who convened the meeting. The Contractor will provide a resource to take minutes for all contractual meetings.
- Monthly contractual meetings will be scheduled.
- Daily feedback meetings to discuss daily KPI's
- Monthly Statutory Safety meetings
- Planning meetings to schedule work.

  Actions and investigation meetings.
- Any other Forums.
- Any other meetings as required by Duvha management team.

The Contractor will provide feedback as follows:

- Status of eradication
- Status of rehabilitation
- Status of wetlands
- Recommendations for improvements

3.2.6 Training, Skills, Labour and Development & CSI

- The supplier is required to provide training and development to suitably qualified unemployed local youths, for skills related to/or like the services being provided to the Power Station, by the Supplier, for the duration of the contract.
- The Supplier is also expected to provide skills transfer to the station's Environmental, personnel during the contract period. The aim of these skills transfer sessions is to improve the understanding of the Management AIS within the station.
- The supplier is required to allocate 1% of the contract value to CSI initiatives identified by Duvha Power Station.
- All General Labour recruitment should be done in accordance with Duvha's Labour Hiring Requirements, using stakeholder guidelines.

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3.2.7 Service Providers Quotation

- The Service Provide is expected to provide a quotation in accordance with the areas (sizing provided below) identified by Duvha Power Station. When formulating the quotation, the Service Provide should consider the following:

[1] Resource requirements in 3.2. of this document, and

[2] Service duration

[3] Pricing Assumptions are listed on the table below; the table should be used to complete the quote.

- The Service shall be quoted on the total area of 1356.25 ha. The contractor will be expected to undertake the control as per the service program of this document. Payments of work done will be based on the achievement on set monthly targets in accordance with the set KPI.
- Below is a breakdown of how costing this project must be submitted for this project. When considering the area where work must be done, table 3 below should be read in conjunction figure 2 below.

Note: *When quoting for the ash dam area consider the slopes of the dam as well as the veldt surrounding the dam. Also to be considered is the intensity of work required at the ash dam as opposed to other areas.*

Table 3: Pricing Assumptions

Item no	Description	Unit	Quantity for contract duration(5 Years)	Rate	Amount
1	**Preliminaries and Generals**				
1.0	**Fixed Charge Items**				
1.1.1	Site establishment	sum	1.00		-
1.1.2	Site de-establishment	sum	1.00		-
1.2	**Time Related Items**				
1.2.1	Provision of Responsible persons as per the scope of work for contract duration	Months	60.00		
1.2.2	Office and storage sheds	Months	60.00		
1.2.3	Ablution and latrine facilities	Months	60.00		
1.2.4	Employee Transportation	Months	60.00		

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1.3	**Compliance with OHS Act and Regulations (including the Construction Regulations, 2003)**				
1.3.1	Safety officer	Months	60.00		
1.3.2	Health and Safety Requirements for duration of the contract	Months	60.00		
1.3.4	Personal Protective Equipment (PPE) for the duration of the contract	Months	60.00		
1.3.5	Compliance to Enviromental requirement, Acts and Regulation	Months	60.00		
	Sub-total				**-**
2	**Project Management and Documentation**				
2.1.1	Survey the extent of the alien species infestation and submit a report. Documented reports to include classification of the invasive species and quantities of species	L/Sum	1.00		-
2.1.2	Monitoring of wetland and tracking the site condition to determine the health condition, for the duration of the contract	Monthly	60.00		-
2.1.3	A Bi-Annual Specialist biodiversity report study on the condition assessment	Bi-Annual	120.00		-
2.1.5	Invasive species control measures of invasive fauna and flora (including any alien animals, serpents, aquatic animals and herbicides) for the duration of the contract	Sum	1.00		-
	Sub-total				**-**
3	**Certificate and Test**				
3.1.1	Herbicide Testing for suitability of long-term use	EA	5.00		-

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	Sub-total				**-**
4	**Eradication, disposal, removal and Tuff trimming**				
4.1.1	Site Clearance including & waste disposal including submission of safe disposal certificates.	Ha	1 254.34		-
4.1.2	Removal of Alien Grass/Veld & grass maintenance at the raw water area and surrounds, including rehabilitation	Ha	353.10		-
4.1.3	Removal of alien trees/exotic tress (B) – including rehabilitation	Ha	51.30		-
4.1.4	Intensive eradication of alien plants in rehabilitated areas (ash dams) and surrounds including rehabilitation	Ha	78.41		-
4.1.5	Eradication and removal in transformed areas including rehabilitation	Ha	700.65		-
4.1.6	Removal of alien species in wetland habitats, including rehabilitation	Ha	70.88		-
	Sub-total				**-**
	Grand Total				**-**

3.3 SCOPE IMPLEMENTATION PLAN

3.3.1 Purpose of the Scope Implementation Plan

The Contractor shall submit a Scope Implementation Plan (SIP) within a month of tender award and update it annually (or when required by the Service Manager).

The SIP shall clearly demonstrate how the Contractor intends to implement, manage, monitor and complete the requirements contained in this Scope of Work and the Duvha Alien Invasive Species Management Plan for the full sixty (60) month contract period.

Note: *The SIP will be used by the Employer to:*

- Evaluate technical understanding at tender stage;
- Monitor performance during contract execution;

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- Verify compliance with legislative, environmental, safety and Eskom requirements.

3.3.2 General Requirements for the Scope Implementation Plan

The SIP must:

- Be site-specific to Duvha Power Station;
- Align explicitly with sections 3.2 (Detailed Scope of Work) and 3.2.3 (Resource Requirements) of this document;
- Demonstrate phased eradication, follow-up and monitoring over the 60-month period;
- Include measurable outputs, timeframes and responsible persons;
- Address both Alien Invasive Flora and Fauna;
- Clearly demonstrate how complete eradication will be achieved by contract end.

3.3.3 Minimum Content of the Scope Implementation Plan

The SIP shall, as a minimum, include the following components:

- Implementation Methodology
- Phased Work Plan and Timeframes
- Control Methods (Mechanical, Chemical, Biological where applicable)
- Herbicide Strategy and Compliance
- Resource Deployment Plan
- Waste Management and Disposal Plan
- Health, Safety and Environmental Controls
- Monitoring, Reporting and Adaptive Management
- Skills Transfer, Training and Local Labour Use
- Risk Identification and Mitigation
- Revegetation with indigenous species
- Rehabilitation after eradication

3.4 Scope Implementation Plan – (Guideline)

The Contractor shall complete Table 4 below as part of the SIP submission.

Note: *Additional supporting narratives, maps, schedules and annexures may be attached*.

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Table 4: Scope Implementation Plan

Phase	Activity	Sequencing and intensities (within the phase)	Implementation Approach	Resources to be used (state each resource and quantity)	Any innovation or efficiencies (without changing outcomes)	Key Outputs / Deliverables	Measurement Unit	Verification Method	Payment Basis
Phase 1	Baseline AIS survey and mapping					Baseline survey report and maps	Report (1)	Approval of report by Service Manager	Milestone payment
Phase 1	Intensive eradication of priority AIS					Areas cleared and treated	Hectares (ha)	Site inspection, photos, treatment logs	Rate per ha
Phase 1	Herbicide selection and testing					Herbicide suitability report	Report	Acceptance of report	Milestone payment
Phase 2	Follow-up clearing					Follow-up treatment records	Hectares (ha)	Inspection and supervisor sign-off	Rate per ha
Phase 2	Waste removal and disposal					Safe Disposal Certificates	Certificates	Certificate submission	Included in eradication rate
Phase 2	Wetland monitoring					Monthly monitoring reports	Reports	Report acceptance	Monthly payment
Phase 3	Mop-up eradication					Final treated areas	Hectares (ha)	Final inspection	Rate per ha
Phase 3	Long-term monitoring					Monitoring reports	Reports	Acceptance by Service Manager	Monthly payment
Phase 3	Final eradication verification					Final close-out report	Report (1)	Final sign-off	Final retention release

Note: *Quantities, timeframes and methodologies must be realistic and aligned with the resource schedules and pricing schedules submitted with the Scope Implementation Plan.*

3.5 Phasing Requirements

- The SIP shall clearly demonstrate phased implementation, including but not limited to:
- Phase 1 (Year 1): Baseline assessment, mapping, high-density eradication;
- Phase 2 (Years 2–3): Follow-up clearing, containment, targeted eradication;
- Phase 3 (Years 4–5): Mop-up, monitoring, intensive control in wetlands, ash dams and raw water systems;
- Final Outcome: Demonstrable eradication of AIS as required in Section 3.2.2.

3.6 Alignment With Resource Schedules

The implementation plan must correspond with:

- Labour schedules (Section A);
- Transport and vehicles (Section B);
- Equipment & materials (Section C);
- Site establishment (Section D);
- Safety and PPE provisions (Sections E & F);
- Waste management resources (Section G).

Note: *Any deviation between the SIP and the pricing schedule shall be interpreted as a risk and may negatively affect the contract*.

3.7 Review and Approval

- The approved SIP shall form part of the contract documents.
- The Service Manager reserves the right to request revisions if the SIP is found to be inadequate as eradication activities are ongoing.
- Updates to the SIP shall be submitted:

[1] Annually, or

[2] When major changes to scope, methods or risks occur.

3.8 Statutory Compliance Requirements

3.8.1 Compliance with the Department of Forestry, Fisheries and the Environment (DFFE) National Environmental Management: Biodiversity Act (NEMBA), 2004

- The Service Provider shall comply fully with the National Environmental Management: Biodiversity Act, 2004 (Act No. 10 of 2004) and the Alien and Invasive Species Regulations, 2020 (GN R1020), as amended.

This includes, but is not limited to:

- Obtaining and maintaining all required permits or written authorisations from the DFFE or its designated issuing authorities where any restricted activities are undertaken, including:

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- Handling, possession, transport or translocation of listed invasive species;
- Control, containment, or eradication of Category 2 listed invasive species;
- Utilisation, sale, or disposal of invasive species biomass where regulated.

- Ensuring that all AIS eradication activities are conducted strictly in accordance with permit conditions, approved methodologies, and species-specific regulatory requirements.
- Ensuring compliance with the species category obligations (Category 1a, 1b, 2 and 3) as listed under the AIS Regulations.
- Maintaining records of permits, correspondence, and compliance actions for inspection by authorities when required.

Note: *Failure to obtain or comply with applicable permits shall constitute a material breach of the contract.*

3.8.2 Compliance with Provincial Environmental Legislation

3.8.2.1 Provincial Issuing Authorities under NEMBA

Where AIS eradication activities occur within a provincial jurisdiction, the Service Provider shall:

- Obtain all provincial permits and approvals issued in terms of NEMBA by the relevant provincial environmental department, acting as the designated issuing authority.
- Comply with province specific permit conditions, reporting requirements, and operational restrictions applicable to listed invasive species.
- Ensure alignment with any provincial guidance, directives, or biodiversity management plans applicable to the project area.

Note: *The Service Provider acknowledges that NEMBA is a competency shared framework, and that provincial authorisations are legally binding where issued*.

3.8.3 Registration with the Department of Agriculture, Land Reform and Rural Development (DALRRD)

3.8.3.1 Pest Control Operator (PCO) Registration

AIS eradication at Duvha includes the use of chemical control methods, including herbicides or other agricultural remedies, the Service Provider shall:

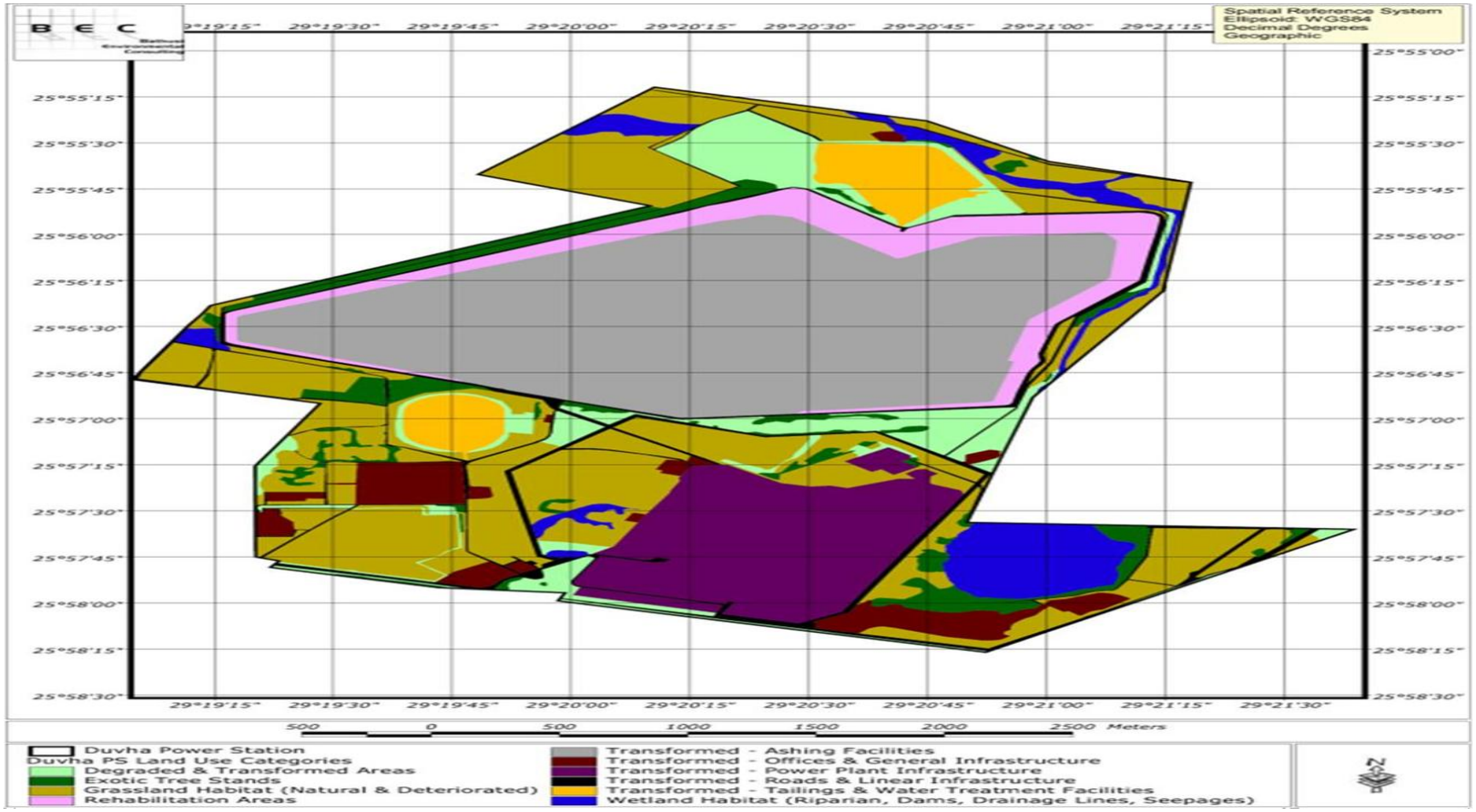
- Be registered as a Pest Control Operator (PCO) with the Department of Agriculture, Land Reform and Rural Development (DALRRD) in terms of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act No. 36 of 1947).
- Ensure that all herbicides used are registered, approved for the specific application, and applied strictly in accordance with label instructions.
- Ensure that chemical application is conducted only by certified and authorised applicators.
- Maintain valid proof of PCO registration and make such proof available upon request.

Note: *Chemical control undertaken without valid PCO registration shall be regarded as unlawful and non-compliant.*

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Figure 2: Duvha AIS Management Areas



4. ACCEPTANCE

This document has been seen and accepted by:

Name	Designation
Simthandile Nhlapo	Environmental Manager

5. REVISIONS

Date	Rev.	Compiler	Remarks
August 2025	1	Boitumelo Ratlhogo	Original.

6. DEVELOPMENT TEAM

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

- Nancy Maposa
- Boitumelo Ratlhogo

7. ACKNOWLEDGEMENTS

N/A.

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