



**Declaração de
capacidades**



***Capability
Statement***





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Perfil e Organização da Empresa

A DM Consultoria, Lda. (DM-C) é uma empresa moçambicana especializada em serviços de consultoria Ambiental, Social, Saúde e Segurança Ocupacional (ASSS), fundada por **David Malauene**, como resultado da solidificação de 15 anos de experiência, no ano 2020.

A DM-C presta apoio técnico a clientes em todas as fases do ciclo do projeto (desde a concepção, implementação até à fase de desactivação) assegurando a integração eficiente e coerente dos aspetos Ambientais e Sociais. Com base na sua experiência acumulada, a DM-C orienta os clientes no cumprimento da legislação aplicável, na conceção de soluções sustentáveis e na adoção de melhores práticas, garantindo a conformidade com os padrões internacionais e a adequação aos contextos regulamentares e socioambientais locais.

Reconhecida por uma abordagem proactiva e inovadora, a DM-C serve à empresas privadas, instituições governamentais, sociedade civil e agências multilaterais e bilaterais.

A DM-C actua com comprometimento, responsabilidade e sensibilidade em cada projeto que desenvolve.

Company Profile and Organization

*DM Consultoria, Lda. (DM-C) is a Mozambican company specialized in Environmental, Social, Health and Occupational Safety (ESHS) and Gender Services. Founded in 2020, the company builds on more than 15 years of professional experience of its founder, **Mr. David Malauene**.*

DM-C provides technical support to clients at all phases of the project cycle (from preparation, implementation to the decommissioning phase) ensuring the efficient and coherent integration of Environmental, Social and Gender aspects. Based on its accumulated experience, DM-C guides clients in complying with applicable legislation, designing sustainable solutions, and adopting best practices, ensuring compliance with international standards and suitability to local regulatory and socio-environmental contexts.

Recognized for a proactive and innovative approach, DM-C serves private companies, government institutions, civil society, and multilateral and bilateral agencies.

DM-C acts with commitment, responsibility, and sensitivity in every project it develops.

"Nascemos da paixão absoluta pelo que fazemos, e pelo que podemos alcançar para o meio ambiente e para as pessoas ao nosso redor".

A DM-C investe no desenvolvimento das habilidades dos seus colaboradores e parceiros, superando as expectativas dos clientes, ajudando-os a alcançar soluções inovadoras, alinhadas às melhores práticas internacionais, para impulsionar seus negócios e, ao mesmo tempo, proteger o bem-estar do meio ambiente, dos trabalhadores e da sociedade.

Missão

Ser um fornecedor líder de soluções nos domínios da consultoria ambiental e social, destacando-se como uma referência de competência técnica e profissional, agregando valor para todos os nossos Parceiros e Clientes.

Visão

Ser reconhecida como um centro de excelência na promoção da sustentabilidade ambiental e social, fomentando a cidadania e o consumo consciente por meio das nossas atividades com impacto positivo e duradouro nas comunidades e no meio ambiente.

Valores e princípios

Nossos valores e princípios fundamentais servem como base que orienta o nosso trabalho diário e molda a nossa missão de fornecer soluções de consultoria de alta qualidade. Estes valores incluem:

Qualidade e excelência

Comprometemo-nos com a excelência em todos os serviços, garantindo soluções de alta qualidade, que não apenas atendem, mas superam as expectativas dos nossos clientes. Nossa equipe é apaixonada por entregar resultados excepcionais, alinhados às melhores práticas do mercado.

" We are born from an absolute passion for what we do, and for what we can achieve for the environment and for the people around us".

DM-C invests in the development of skills of its employees and partners, exceeding customer expectations, helping them achieve innovative solutions aligned with the best international practices, to drive their businesses while also protecting the well-being of the environment, workers, and society.

Mission

To be a leading provider of solutions in the fields of environmental and social consulting, standing out as a reference of technical and professional competence, adding value to all our Partners and Clients.

Vision

To be recognized as a center of excellence in promoting environmental and social sustainability, fostering citizenship and conscious consumption through our activities with a positive and lasting impact on communities and the environment.

Values and principles

Our values and fundamental principles serve as the foundation that guides our daily work and shapes our mission to provide high-quality consulting solutions. These values include:

Quality and excellence

We are committed to excellence in all services, providing high-quality solutions that not only meet but exceed our clients' expectations. Our team is passionate about delivering exceptional results, aligned with the best practices in the market.



Integridade e ética

Guiados por princípios sólidos, agimos com integridade e ética em todas as nossas interações. Valorizamos a honestidade, a responsabilidade e a transparência como pilares fundamentais para construir relacionamentos duradouros e de confiança.

Inovação e Criatividade

Buscamos constantemente soluções originais e eficientes, transformando problemas complexos em oportunidades de crescimento e impacto positivo

Respeito pelo indivíduo e pelo cliente

Cultivamos um ambiente de respeito mútuo, onde cada membro da equipe, colaborador e cliente é valorizado. Promovemos um espaço inclusivo que incentiva o desenvolvimento pessoal e profissional, garantindo que todos se sintam ouvidos e respeitados.

Integrity and ethics

Guided by solid principles, we act with integrity and ethics in all our interactions. We value honesty, responsibility, and transparency as fundamental pillars for building lasting and trustworthy relationships.

Innovation and creativity

We constantly seek original and efficient solutions, turning complex problems into opportunities for growth and positive impact.

Respect for the individual and client

We cultivate an environment of mutual respect, where every team member, employee, and client is valued. Promoting an inclusive space that encourages personal and professional development, making sure that everyone feels heard and respected.



Descrição da capacidade

A DM Consultoria, Lda. (DM-C) é reconhecida como uma verdadeira líder na prestação de serviços profissionais de consultoria ambiental e social. Com operações consolidadas em Moçambique e presença crescente a nível internacional, especialmente na África Lusófona, a empresa destaca-se pelo seu compromisso com o desenvolvimento sustentável. Com uma equipa multidisciplinar e altamente qualificada, a DM-C acumulou uma vasta experiência na conceção e execução de projetos que promovem a sustentabilidade ambiental, o progresso social e o fortalecimento institucional.

O diferencial da DM-C reside na sua abordagem dinâmica, criativa e centrada no cliente, aliada a uma postura de independência, integridade e excelência técnica. A nossa flexibilidade e capacidade de adaptação permitem-nos desenvolver soluções personalizadas que respondem de forma eficaz às necessidades específicas de cada cliente, tendo sempre em conta as complexidades e transformações dos contextos económicos, sociais, ambientais e políticos em que operamos. Orgulhamo-nos de um portfólio robusto de projetos bem-sucedidos nos sectores de gestão de recursos naturais, energia, água, saneamento, estradas & logística, mineração, gás, dentre outros.

Capability Description

DM Consultoria, Lda. (DM-C) is recognized as a true leader in providing professional environmental and social consulting services. Consolidated operations in Mozambique and an increasing international presence, especially in Lusophone Africa, the company stands out for its commitment to sustainable development. With a highly qualified multidisciplinary team, DM-C has accumulated extensive experience in the design and execution of projects that promote environmental sustainability, social progress, and institutional strengthening.

The differential of DM-C lies in its blend of dynamic, creative, and client-centered approach, combined with a stance of independence, integrity, and technical excellence. Our flexibility and ability to adapt allow us to develop customized solutions that effectively meet the specific needs of each client, always considering the complexities and transformations of the economic, social, environmental, and political contexts in which we operate. We take pride in a robust portfolio of successful projects in the sectors of natural resource management, energy, water, sanitation, roads & logistics, mining, gas, among others.

Com sólidas habilidades e conhecimentos profundos nestas áreas, a DM-C traz um vasto leque de competências que incluem:

- Credenciada pela Autoridade Ambiental de Moçambique para a realização de consultoria ambiental e social, auditorias ambientais e sociais, bem como para a elaboração de instrumentos de ordenamento do território, incluindo processos de reassentamento involuntário.
- Experiência comprovada em actividades de consultoria (actividades de escritório) e gestão prática no terreno (em saúde, segurança e meio ambiente (do lado do Empreiteiro, do Fiscal e do Cliente), o que permite uma maior capacidade de analisar e propor medidas de gestão realistas, adequadas e proporcionais ao contexto local e ao tipo de projecto.
- Experiência em auditorias e inspecções ambientais e sociais, internas e externas, de acordo com normas internacionais e legislação local.
- Vasta experiência na concepção e realização de sessões de formação e de desenvolvimento de capacidades sobre temas socioambientais, adaptadas às necessidades das comunidades, dos trabalhadores e de outras partes interessadas em.

With solid skills and deep knowledge in these areas, DM-C brings a vast range of competencies that include:

- *Accredited by the Environmental Authority of Mozambique for conducting environmental and social consultancy, environmental and social audits, as well as for the preparation of land use planning instruments, including involuntary resettlement processes.*
- *Proven experience in consulting activities (office activities) and practical compliance on the ground (in health, safety, and environment (from the Contractor's, Inspector's, and Client's side), which allows for a greater capacity to analyze and propose realistic, appropriate, and proportionate management measures according to the local context and the type of project.*
- *Experience in environmental and social audits and inspections, both internal and external, in accordance with international standards and local legislation.*



- Experiência comprovada na conceção e implementação de programas de formação personalizados para instituições públicas, empreiteiros, trabalhadores e comunidades, reforçando a sua capacidade de cumprir os instrumentos de salvaguarda ambiental e social e as melhores práticas.
- Experiência prática no desenvolvimento, implementação e auditoria de vários instrumentos de salvaguarda ambiental e social, para Projectos financiados por agências internacionais (Banco Mundial, Banco Africano de Desenvolvimento (BAD), Millennium Challenge Corporation, Banco Europeu de Investimento, SIDA, KfW, etc.).
- Experiência prática em normas internacionais (especialmente as do Banco Mundial e da IFC), políticas governamentais e quadros legais locais relacionados com meio o ambiente, recursos hídricos, género, agricultura, irrigação, terra, florestas, fauna bravia, pesca, reassentamento, envolvimento das partes interessadas e da comunidade, mecanismos de gestão de queixas, violência baseada no género, proteção da criança, trabalho forçado, trabalho infantil, códigos de conduta, qualidade e saúde e segurança, obtidos através da experiência em vários projectos de desenvolvimento na região.
- Conhecimento profundo das crenças, costumes e culturas locais nas 11 províncias de Moçambique.

- *Extensive experience in designing and conducting training sessions and capacity development on socio-environmental topics, tailored to the needs of communities, workers, and other stakeholders in various project contexts*
- *Proven experience in the design and implementation of customized training programs for public institutions, contractors, workers, and communities, strengthening their capacity to comply with environmental and social safeguard instruments and best practices.*
- *Practical experience in the development, implementation, and auditing of various environmental and social safeguard instruments for projects financed by international agencies (World Bank, African Development Bank (AfDB), Millennium Challenge Corporation, European Investment Bank, SIDA, KfW, etc.).*
- *Practical experience in international standards (especially those of the World Bank and IFC), government policies and local legal frameworks related to the environment, water resources, gender, agriculture, irrigation, land, forests, wildlife, fishing, resettlement, stakeholder and community engagement, grievance management mechanisms, gender-based violence, child protection, forced labor, child labor, codes of conduct, quality and health and safety, acquired through experience in various development projects in the region.*
- *Deep knowledge of the beliefs, customs, and local cultures in the 11 provinces of Mozambique.*



O que distingue a DM-C dos seus concorrentes é a experiência prática e domínio profundo de 360 graus na área ambiental e social. Quer na planificação e desenho de projectos, elaboração de instrumentos genéricos (quadros de políticas) e específicos de gestão (planos), bem como na implementação de projectos e sua desmobilização.

Somos a preferência de inúmeros financiadores, de entidades de implementação, de empreiteiros, de fiscais e de donos de obra.

What distinguishes DM-C from its competitors is the practical experience and deep, 360-degree mastery in the environmental and social area. Be it in the planning and design of projects, the development of generic instruments (policy frameworks), and specific management tools (plans), as well as in the implementation of projects and their demobilization.

We are the preference of numerous financiers, implementation entities, contractors, inspectors, and project owners.





Áreas de actuação e serviços

Como parte dos seus serviços, a DM-C disponibiliza conhecimentos especializados em áreas como recursos naturais & qualidade ambiental, envolvimento da comunidade, reassentamento involuntário & restauração de meios de vida, saúde e segurança no trabalho & comunitária, direitos laborais, gestão ambiental, igualdade de género, Sistema de Aprendizagem de Ação em matéria de Género (GALS), combate à violência baseada no género (VBG), mecanismos de diálogo & reparação de queixas, entre outros. Nossos serviços rastreáveis incluem:

- **Licenciamento ambiental:** Estudo de Impacto Ambiental e Social (EIAS) e todas as fases do processo de Avaliação de Impacto Ambiental e Social (AIAS), incluindo consulta pública e reassentamento em projectos de infraestruturas, incluindo construção e reabilitação de estradas e fronteiras.
- **Elaboração de instrumentos genéricos** para grandes projectos (Avaliação Ambiental Estratégica (AAE), Plano de Compromisso Ambiental e Social (PCAS), Plano de Envolvimento das Partes Interessadas (PEPI), Quadros de Política de Reassentamento (QPR) e Quadros de Gestão Ambiental e Social (QGAS) com os respectivos subplanos), adaptado para as directrizes dos financiadores (Políticas Operacionais – OP e novo Quadro Ambiental e Social - QAS do Banco Mundial, Salvaguardas Operacionais do BAD, entre outros).

Areas of action and services

- *As part of its services, DM-C provides specialized knowledge in areas such as natural resources & environmental quality, community engagement, involuntary resettlement & livelihood restoration, occupational & community health and safety, labor rights, environmental management, gender equality, Gender Action Learning System (GALS), combating gender-based violence (GBV), dialogue mechanisms & complaint resolution, among others. Our traceable services include:*
- **Environmental licensing:** *Environmental and Social Impact Study (EIAS) and all phases of the Environmental and Social Impact Assessment (AIAS) process, including public consultation and resettlement in infrastructure projects, including construction and rehabilitation of roads and borders.*
- **Development of strategic generic ES instruments:** *Strategic Environmental Assessment (SEA), Environmental and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP), Resettlement Policy Frameworks (RPF) and Environmental and Social Management Frameworks (ESMF) with their respective sub-plans), adapted to the guidelines of the financiers (Operational Policies - OP and new Environmental and Social Framework - ESF of the World Bank, Operational Safeguards of the African Development Bank, among others).*

- **Elaboração de instrumentos específicos** para projectos e subprojectos (Planos de Reassentamento (PR), Planos de Restauração de Meios de Vida (PRMV) Estudo de Impacto Ambiental e Social (EIAS), Estudos de Especialidade; Planos de Gestão Ambiental e Social (PGAS), PGAS de Construção (PGAS-C), Procedimento de Gestão de Mão de Obra (PGMO); Plano de Saúde e Segurança dos Trabalhadores e da Comunidade (PSS); Avaliação de Risco e Plano de Acção de Violência Baseada no Género; Protocolo de COVID 19; Código de Boas Práticas para TICs, Plano de Gestão de Resíduos; Códigos de Conduta específicos, Mecanismos de Dialogo e Reparação de Queixas, dentre outros).
- **Implementação dos instrumentos genéricos e específicos indicados**
- **Implementação de ASSS** em obras de construção civil, na indústria e em empreendimentos comerciais.
- **Participação em Estudos de Viabilidade**, Desenho Detalhado, Concepção de Cadernos de Encargo e Lançamento de Concurso para obras de grande porte, incluindo Inclusão de ASSS e estratégias sensíveis ao género

- **Preparation of specific ES instruments:** *Risk Assessment and Action Plan for Gender-Based Violence, Resettlement Plans (RP), Livelihood Restoration Plans (LRP), Environmental and Social Impact Study (ESIS), Specialist Studies; Environmental and Social Management Plans (ESMP), Construction Environmental and Social Management Plans (C-ESMP), Labor Management Procedure (LMP); Health and Safety Plan (HSP) for Workers and the Community; Risk Assessment and Action Plan for Gender-Based Violence; COVID-19 Protocol; Code of Good Practices for ICTs, Waste Management Plan; tailored Codes of Conduct, Dialogue and Complaint Resolution Mechanisms, among others).*
- **Implementation of the above-mentioned generic and specific instruments**, including: *Coordination of Supervision in the Environmental, Social, Gender, GBV, Health and Safety areas, providing advice and direct involvement in the compilation and implementation of a robust Construction Environmental and Social Management Plan (C-ESMP), including Dialog and or Grievance Redress Mechanism, CoC, GBV prevention strategy and Community Liaison Committee, Gender Analysis, Action Planning, and implementation of GALS methodologies.*
- **Implementation of ESHS in construction works**, in industry, and in commercial enterprises.
- **Inspection of works, that is, supervision of technical**, environmental, and social compliance during the execution of projects.
- **Mapping and strengthening of women's groups and support** to income-generating initiatives.
- **GIS and mapping with drones for the production of thematic maps, orthophotos**, and high-precision geospatial data for planning, monitoring, and decision-making.
- **Midterm and final evaluations of projects**, that is, analyzing the progress and results of the projects to guide



- nos documentos de concurso e contratos.
- Monitorias ambientais e sociais.
- Devidas diligencias (Due Deligence) de projectos privados e financiados
- **Auditorias**
- **Treinamentos sobre Saúde e Segurança Ocupacional**, incluindo aplicação das Diretrizes de Meio Ambiente, Saúde e Segurança do Grupo Banco
- **Capacitação em direitos humanos e proteção de grupos vulneráveis**

adjustments during execution and measure impact at the end, promoting learning and continuous improvement.

- **Participation in Feasibility Studies, Detailed Design**, Development of Terms of Reference, and Launching of Bids for large-scale works, including the Inclusion of Social Safety Standards and gender-sensitive strategies in the bidding documents and contracts.
- **Environmental and social monitoring.**
- **Due diligence of private and financed projects.**
- **Audits.**
- **Training on Occupational Health and Safety**, including the application of the Environmental, Health and Safety Guidelines of the Bank Group.
- **Training in human rights and protection of vulnerable groups.**

SECTORES DE MERCADO

Empresas privadas

Trabalhamos com entidades do sector privado, ajudando a aderir à conformidade ambiental e social, iniciativas de sustentabilidade e mitigação de riscos, aprimorando seus resultados de responsabilidade social corporativa.

Organizações Não Governamentais (ONGs)

As OCBs e ONGs geralmente fazem parceria conosco para projectar e executar iniciativas que tenham um impacto positivo nas comunidades e ambientes que atendem.

Organizações governamentais

Nossos serviços se estendem a agências e departamentos governamentais, apoiando-os a formular e implementar políticas, programas e projetos que se alinham com os objetivos de desenvolvimento sustentável, regulamentação ambiental e políticas dos financiadores.

Organizações Multilaterais e Bilaterais

Doadores e financiadores fazem parceria conosco para ter experiência local fiável que garanta que tenham um impacto positivo real a nível dos objectivos do desenvolvimento sustentável.

E também para apoiar seus parceiros a implementar projectos bancaveis.

Market sectors

Private companies

We work with entities in the private sector, helping them to adhere to environmental and social compliance, sustainability initiatives, and risk mitigation, enhancing their corporate social responsibility outcomes.

Non-Governmental Organizations (NGOs)

OCoBs and NGOs often partner with us to design and implement initiatives that have a positive impact on the communities and environments they serve.

Government organizations

Our services extend to agencies and government departments, supporting them in formulating and implementing policies, programs, and projects that align with sustainable development goals, environmental regulation, and funders' policies.

Multilateral and Bilateral Organizations

Donors and funders partner with us to have reliable local experience that ensures they have a real positive impact at the level of sustainable development goals. And also to support their partners in implementing bankable projects.



Política de qualidade

Quality policy

A DM-C está empenhada em prestar serviços de alta qualidade na área da Consultoria Ambiental e Social. Nosso compromisso está refletido nas seguintes políticas:

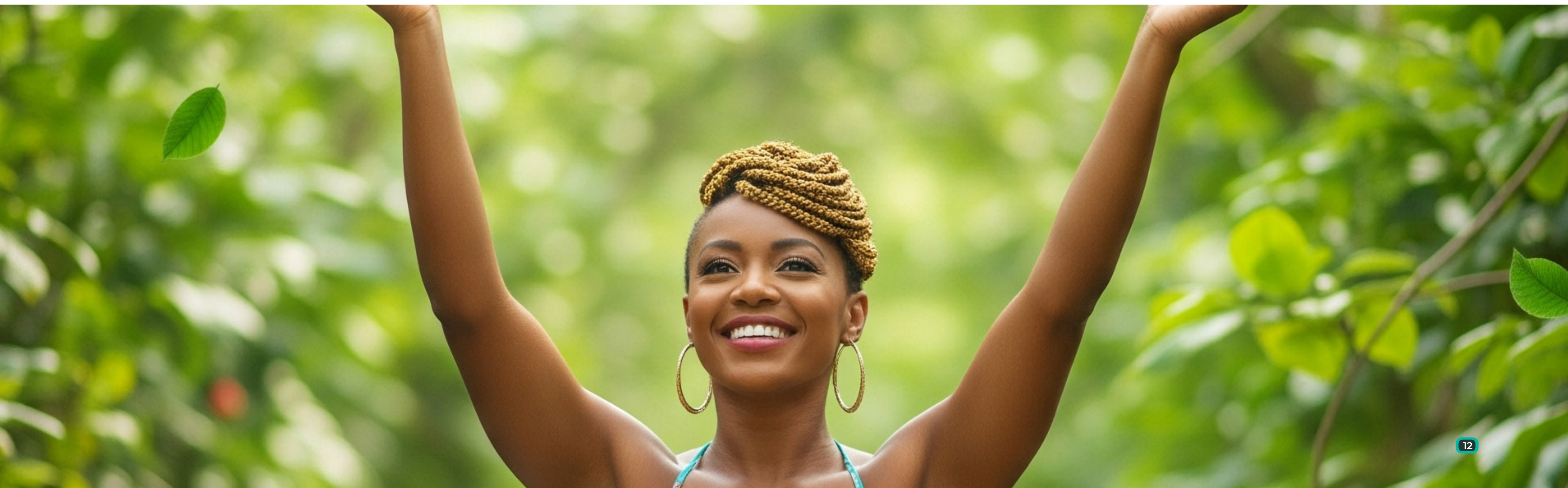
- **Abordagem centrada ao cliente:** O nosso principal objectivo é compreender e satisfazer as necessidades e expectativas específicas dos nossos clientes, fornecendo soluções que não só satisfazem como excedem os seus requisitos. Resumindo, garantimos a satisfação do cliente.
- **Competência e Profissionalismo:** Mantemos uma equipa de profissionais altamente qualificados e com vasta experiência nas suas respectivas áreas. Estamos empenhados em manter os mais elevados padrões de especialização, profissionalismo e conduta ética em todos os nossos projectos.
- **Melhoria contínua:** Aprendemos sempre! Estamos empenhados em melhorar continuamente a nossa experiência, conhecimentos, serviços, metodologias e sistemas. Isto inclui manter a nossa equipa actualizada com os últimos desenvolvimentos em termos de requisitos ambiental e social e melhores práticas internacionais com importância local, para fornecer soluções inovadoras aos nossos clientes.

DM-C is committed to providing high-quality services in the field of Environmental and Social Consulting. Our commitment is reflected in the following policies:

- **Customer-centered approach:** Our main objective is to understand and meet the specific needs and expectations of our clients by providing solutions that not only meet but exceed their requirements. In summary, we guarantee customer satisfaction.
- **Competence and Professionalism:** We have a team of highly qualified professionals with extensive experience in their respective fields. We are committed on maintaining the highest standards of expertise, professionalism, and ethical conduct in all our projects.
- **Continuous improvement:** We are always learning! We are committed to continuously improving our experience, knowledge, services, methodologies, and systems. This includes keeping our team updated with the latest developments in environmental and social requirements and international best practices of local importance, providing innovative solutions to our clients.
- **Compliance and national and international legal requirements:** A DM-C adheres to and guides its employees and clients to comply with the relevant national and international laws, regulations, and standards in the environmental and social domain. We act with integrity and responsibility, maintaining the highest ethical standards.

- **Conformidade e requisitos legais nacionais e internacionais:** A DM-C adere e orienta aos seus colaboradores e clientes a cumprirem com as leis, regulamentos e normas nacionais e internacionais relevantes no domínio ambiental e social. Actuamos com integridade e responsabilidade, mantendo os mais elevados padrões éticos.
- **Envolvimento das partes interessadas:** Colocamos uma forte ênfase no envolvimento activo e na comunicação com as partes interessadas nos nossos projectos. Esta abordagem assegura a transparência, cria confiança e promove resultados sustentáveis para os projectos.
- **Controlo de qualidade:** Estabelecemos mecanismos rigorosos de controlo de qualidade para garantir que os nossos serviços cumprem os mais elevados padrões. Cada projecto é submetido a um processo de avaliação sistemático para garantir a exatidão, a coerência e a fiabilidade

- ***Involvement of stakeholders:*** *We place a strong emphasis on active engagement and communication with stakeholders in our projects. This approach ensures transparency, builds trust, and promotes sustainable outcomes for the projects.*
- ***Quality control:*** *We established rigorous quality control mechanisms to ensure that our services meet the highest standards. Each project undergoes a systematic evaluation process to ensure accuracy, consistency, and reliability.*





Relações com clientes e parceiros

Relations with customers and partners

A nossa abordagem centra-se na satisfação dos clientes e parceiros. Acreditamos firmemente que estas relações são a base do nosso sucesso e a chave para sejam procurados sem que façamos publicidade das nossas qualidades e serviços.

No centro destas relações está o nosso compromisso com a ética profissional, transparência e honestidade, que orienta todas as interações e decisões que tomamos.

Relações com os clientes:

Os nossos clientes são a nossa principal prioridade. Dedicamo-nos a compreender as suas necessidades distintas, o que nos permite criar soluções personalizadas que respondam eficazmente aos seus desafios destintos. A comunicação aberta e transparente é fundamental nas nossas relações com os clientes. Mantemos um fluxo constante de actualizações e canais acessíveis para feedback ao longo do ciclo de vida do projecto. Valorizamos muito a contribuição e o envolvimento dos nossos clientes, uma vez que enriquece o nosso processo de colaboração.

O nosso empenho em prestar serviços da mais alta qualidade é inabalável. Esta dedicação garante que os nossos clientes recebem o máximo valor pelo seu investimento. O tempo é essencial, e trabalhamos diligentemente para cumprir os prazos sem comprometer a qualidade.

Our approach focuses on the satisfaction of customers and partners. We firmly believe that these relationships are the foundation of our success and the key for us to be sought after without advertising our qualities and services.

At the center of these relationships is our commitment to professional ethics, transparency, and honesty, which guides all the interactions and decisions we make.

Customer relationships:

Our clients are our top priority. We are dedicated to understanding their distinct needs, which allows us to create customized solutions that effectively address their unique challenges. Open and transparent communication is key in our relationships with clients. We maintain a constant flow of updates and accessible channels for feedback throughout the project lifecycle. We highly value the contribution and involvement of our clients, as it enriches our collaborative process.

Our commitment to providing the highest quality services is unwavering. This dedication ensures that our clients receive maximum value for their investment. Time is essential, and we work diligently to meet deadlines without compromising quality.

Relationships with partners:

We firmly believe that robust partnerships lead to superior results. We actively seek collaboration opportunities with external experts and other consulting firms to provide comprehensive solutions. We value partners who bring complementary or scalable knowledge to our projects, allowing us to offer holistic solutions to multifaceted challenges.

Relações com parceiros:

Acreditamos firmemente que parcerias robustas resultam em resultados superiores. Buscamos activamente oportunidades de colaboração com especialistas externos e outras empresas de consultoria para fornecer soluções abrangentes. Valorizamos parceiros que trazem conhecimentos complementares ou escaláveis aos nossos Projectos, permitindo-nos oferecer soluções holísticas para desafios multifacetados.





Quadro Organizacional

O nosso sucesso é impulsionado pelo conhecimento, experiência e dedicação da nossa equipa. Temos o prazer de reunir uma equipa de especialistas apaixonados pelo seu trabalho e por servir ao ambiente e as pessoas. Nossa equipa desempenha um papel crucial na prestação de serviços de alta qualidade, e investimos em seu crescimento e desenvolvimento. Orgulhamo-nos por ter mentorado uma legião de profissionais que iniciaram sua carreira connosco.

- **Consultores experientes:** A nossa equipa é composta por consultores experientes com diversas formações em disciplinas ambientais e sociais. Trazem uma riqueza de conhecimentos e experiência prática para enfrentar desafios complexos.
- **Jovens profissionais:** Para além dos consultores experientes, orientamos jovens profissionais que infundem novas perspectivas, energia e inovação nos nossos projectos. Esta combinação de experiência e entusiasmo juvenil permite-nos abordar as questões de vários ângulos.

A nossa equipa está no centro do nosso compromisso com a excelência, a inovação e a sustentabilidade. Promovemos um ambiente de aprendizagem contínua, onde cada membro da equipa é encorajado a desenvolver as suas competências e a manter-se actualizado com as últimas tendências do sector.

Organizational Framework

Our success is driven by the knowledge, experience, and dedication of our team. We are pleased to bring together a team of specialists passionate about their work and serving the environment and people. Our team plays a crucial role in delivering high-quality services, and we invest in their growth and development. We take pride in having mentored a legion of professionals who started their careers with us.

- **Experienced consultants:** Our team is made up of experienced consultants with diverse backgrounds. They guide the juniors and bring a wealth of knowledge and practical experience to tackle complex challenges.
- **Young professionals:** In addition to experienced consultants, we mentor young professionals who infuse new perspectives, energy, and innovation into our projects. This combination of experience and youthful enthusiasm allows us to approach issues from various angles.

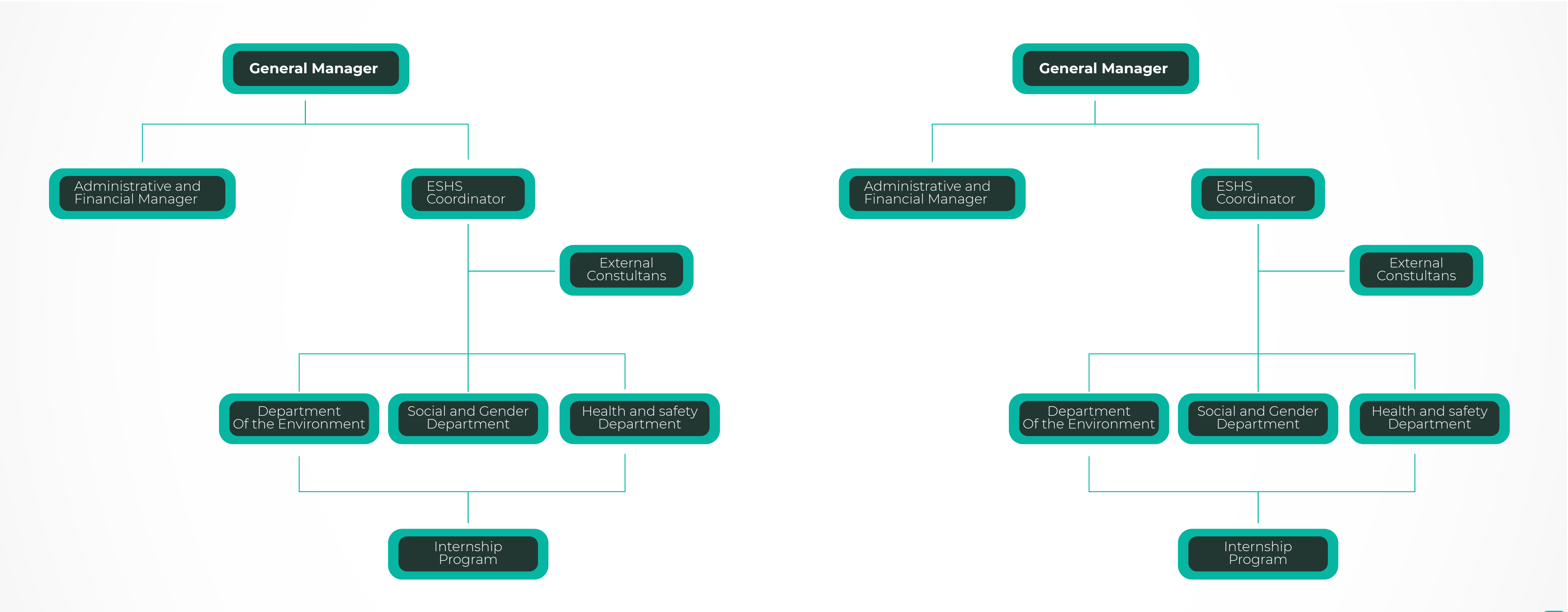
Our team is at the heart of our commitment to excellence, innovation, and sustainability. We foster a continuous learning environment where each team member is encouraged to develop its skills and stay updated with the latest industry trends. Our collective experience and dedication enable us to provide comprehensive, effective, and innovative solutions that meet the needs of our clients and drive positive changes in environmental and social impact.

A nossa experiência e dedicação colectivas permitem-nos fornecer soluções abrangentes, eficazes e inovadoras que satisfazem as necessidades dos nossos clientes e impulsionam uma mudança positiva no impacto ambiental e social.

No centro das nossas operações está a nossa equipa dedicada de gestão de projectos, que assegura a coordenação, o planeamento e a execução de todos os projectos. Esta equipa trabalha em estreita colaboração com consultores e clientes para entregar os projectos a tempo, dentro do âmbito e de acordo com os mais elevados padrões, mantendo ao mesmo tempo uma forte concentração nas salvaguardas ambientais, sociais, de saúde e segurança.

At the center of our operations is our dedicated project management team, which ensures the coordination, planning, and execution of all projects. This team works closely with consultants and clients to deliver projects on time, within scope, and to the highest standards, while also maintaining a strong focus on environmental, social, health, and safety safeguards.

The following figure illustrates the structural organization of DM-C.



Relevant Experience



CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
 Consultoria em Desenvolvimento Social Lda A service for  right solutions. right partner.	Operation of a Mineral Analysis Laboratory to Support the Inspection and Quality Control of Basic Minerals in the Region ALS Global intends to establish a laboratory to provide analytical services for minerals and export metals, with the objective of supporting the inspection and quality control of basic minerals exported through the Port of Maputo. The laboratory will carry out analytical testing of mineral samples, including inspection, sampling, sample preparation, and chemical analysis.	August 2025 to present	Maputo – Mozambique	Environmental and Social Impact Assessment (ESIA) process for the licensing of the a Mineral Analysis Laboratory of ALS Inspection Mozambique Service, Lda.

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
ALS Inspection Mozambique Service, LDA				
David Malauene – Individual Consultant	External audit of the Resettlement Action Plan (RAP) activities for the Beira City Drainage System Rehabilitation Project.	June to August 2025	Maputo Beira Mozambique	Conduct compliance assessment of the physical and economic resettlement process implemented under the project. • Development and deliver the audit report on the implementation of the Resettlement Action Plan (RAP), including an action plan to address identified non-compliances.
A service for	The project involves the rehabilitation of the main drainage channels (Channel A1 and Channel A3), the construction of a retention basin in the Estoril area, and a discharge channel to the sea near the Maria River estuary.			
				
	End-of-Project Evaluation Consultancy for the project “Community-Based Flood Early Warning System for the Buzi, Pungwe and Save (BuPuSa) Transboundary River Basins.”	June to July 2025	Sofala, Manica e Inhambane, Mozambique	• Reviewed relevant project documents and engaged in discussions with the UNESCO project team and project stacholders. • Contributed to the preparation of the initial report, including the finalization of the methodology. • Conducted interviews with key stakeholders and project-affected people, including project beneficiaries.
A service for	The project aimed to reduce the vulnerability of communities in the BuPuSa transboundary river basins to flooding through an effective system for flood risk assessment, monitoring and early warning, capacity building and knowledge enhancement, as well as inclusive communication strategies and action plans.			

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
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David Malauene - Individual consultant	Development of the Environmental and Social Management Plan (ESMP) and support for the Environmental Licensing Process of the construction works for the Central Offices of the Institute for the Promotion of Small and Medium Enterprises (IPEME,IP).	May to August 2025	Maputo - Mozambique	• Developed the Terms of Reference for the proposed project for approval by the environmental authority in accordance with Decree 54/15 of 31 December. • Conducted public consultations with stakeholders and affected parties in compliance with national legislation and World Bank guidelines. • Identified key potential negative and positive environmental and socio-economic impacts across all project phases (preparation, construction, and operation). • Assessed major environmental and social intervention measures to prevent, minimize, or compensate for the negative impacts of the proposed subproject. • Prepared the Simplified Environmental Study (EAS) and the Environmental and Social Management Plan (ESMP) for approval by the environmental authority.
A service for 	The project involves the implementation of a building for the Central Offices of IPEME, located on Av. Das Indústrias, Trevo – Machava Administrative Post, in the Municipality of Matola.			
Rui Mirira - Individual consultant, for world Bank,	Integrated Project for the Provision of Climate-Resilient Agricultural Services and Livelihoods – MozCommunity (Project No. P509983) – Resettlement Policy Framework.	May to June 2025	Cabo Delgado – Mozambique	• Compiled the Resettlement Policy Framework (RPF).
A service for 	The project aims to improve community living conditions through access to resilient public infrastructure services and sustainable livelihoods. The project will incorporate climate-smart solutions.			

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
Ministerio da Agricultura, Ambiente e Pescas				
David Malauene - Individual consultant	Environmental and Social Impact Assessment for the Integrated Fish, Vegetables, and Fruits Market Project in Tete City.	November 2024 to present	Tete City - Mozambique	- Developed the Terms of Reference for the proposed project for approval by the environmental authority in accordance with Decree 54/15 of 31 December. - Conducted public consultations with stakeholders and affected parties in compliance with national legislation and World Bank guidelines. - Identified key potential negative and positive environmental and socio-economic impacts across all project phases (preparation, construction, and operation). - Assessed major environmental and social intervention measures to prevent, minimize, or compensate for negative impacts of the proposed subproject. - Prepared the Environmental and Social Impact Assessment (ESIA) report, the Environmental and Social Management Plan (ESMP), and the monitoring plan for the preparation, construction, and demobilization phases.
A service for 	Simplified Environmental Study and Environmental and Social Management Plan for the construction of the Integrated Fish, Vegetables, and Fruits Market in Tete City, Mpadue neighborhood, on a plot with a total area of 52,081.61 m².			
A service for  	Rehabilitation of the Drainage System in downtown Maputo, as part of the Maputo Urban Transformation Project (PTUM). The consultancy involved supervision of the environmental, social, community and occupational health and safety (ESOH&S) aspects of the drainage system rehabilitation work in downtown Maputo. The scope included the installation of approximately 11.6 km of new stormwater collectors (diameters between 400 mm and 1,500 mm), the rehabilitation of around 3.1 km of existing collectors to enhance performance and reduce flood risks, and the construction of three mid-slope collector systems totaling 2.5 km to divert runoff from higher areas and protect vulnerable low-lying communities.	2024 to date	Maputo - Mozambique	- Coordinating and supervising the implementation of Social and Environmental Safeguards and the Construction Environmental and Social Management Plan (C-ESMP), including: - Review and continuous monitoring of the Gender-Based Violence (GBV), Sexual Harassment and Exploitation Action Plan, ensuring compliance with World Bank requirements and proactive implementation on site; - Integrating and monitoring gender perspectives into the Construction Environmental and Social Management Plan (C-ESMP), including targeted measures to address disparities in access, safety, and benefits for women in the project; - Providing technical guidance and active participation in the preparation and implementation of the Construction Environmental and Social Management Plan (C-ESMP);

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
 A service for 	Construction of the new Distribution Center in Beira - WASIS II	2024 to date	Beira - Mozambique	• Overseeing the functioning and effectiveness of the Grievance Redress Mechanism (GRM), with attention to confidential and survivor-centered handling of GBV-related complaints; • Supporting the establishment and monitoring of the Community Liaison Committee, promoting inclusive participation and gender balance; • Monitoring and reporting on the contractor’s compliance with the C-ESMP, including environmental, social, health and safety obligations; • Leading the multidisciplinary Environmental, Social, Health and Safety (ESHS) supervision team, including recruitment, orientation and capacity development; • Advising and training the contractor and partners on the application of the World Bank’s Environmental and Social Framework (ESF); • Conducting specific training sessions for the contractor and stakeholders on GBV prevention, the Code of Conduct, and other safeguard requirements.
	Consulting Services and Provision of an HSE Team to Supervise Environmental, Social and Community Aspects and Health and Safety at Work (HSE) in the construction works for the new distribution center in Estoril, including a 43-meter-high water pumping tower and a 3,000-cubic-meter ground reservoir, Rehabilitation of the Existing Munhava Distribution Center and Construction of a gas pipeline linking the Munhava DC and the Estoril DC with a length of 5.3km.			• Coordinating and overseeing the implementation of the Social and Environmental Safeguards and C-ESMP, including: • Review and update the Gender-Based Violence (GBV) Action Plan, conducting a detailed gender risk analysis to identify vulnerabilities; incorporate specific, measurable prevention and response measures; and ensure confidential reporting channels are effectively implemented. • Providing advice and direct involvement in the compilation and implementation of a robust Construction Environmental and Social Management Plan (C-ESMP), • Ensuring the management and operation of the Complaints Management Mechanism, CoC; • Ensuring the management and operation of the Community Liaison Committee. • Monitor compliance in the implementation of the C-ESMP. • Compose and lead the Environment, Social, Health and Safety supervision team (including orientation and training).

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
 A service for  ELECTRICIDADE DE MOÇAMBIQUE, E.P	Project for the Supply and Installation of a 110 kV Transmission Line and Associated Works at the Vilanculos and Temane Substations	2024 to date	Vilanculos - Mozambique	• Advise and train the contractor to participate in the World Bank's Environmental and Social Framework (ESF). • Train the Contractor and other interested parties in the implementation of the World Bank's safeguards requirements.
	The project involves the construction of a 28-kilometer single-circuit 110 kV transmission line connecting the Pambara substation in Vilankulos to the Temane substation in Inhassoro. Key activities include vegetation clearing, access road construction, foundation laying, and the installation of towers and cables. This sub-project is part of the larger 400 kV transmission line linking the Temane Thermal Power Station to the Beluluane substation in Maputo.			DM Consultoria has been responsible for the implementation of Environmental and Social Safeguards, including the preparation and management of the Construction Environmental and Social Management Plan (C-ESMP). Specific responsibilities include: • Developing procedures to prevent and mitigate Gender-Based Violence (GBV), Harassment, and Sexual Exploitation within the project scope. • Facilitating and coordinating awareness campaigns on GBV and Harassment for workers and surrounding communities; • Ensuring the signing and enforcement of the Code of Conduct (CoC) regarding GBV and Harassment in the workplace; • Managing the operation of Dialogue and Complaints Mechanisms to address grievances from workers and community members promptly and effectively; • Coordinating the recruitment and engagement of local labor to promote community participation and economic benefits; • Maintaining positive relations and good communication channels with local communities and government authorities; • Overseeing the performance of traditional ceremonies to respect local cultural practices; • Supervising and monitoring the compensation process for communities impacted by project activities; • Preparing and submitting regular progress and compliance reports.
	Conceptual design, tender documents and procurement support for OPBRC works on the rehabilitation of the N1 road, package 2.	March 2024 (ongoing)	Sofala - Mozambique	• Integration of environmental and social safeguards from the design phase, ensuring a preventive and proactive approach to risk mitigation;

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
	Consulting services for the preparation of the conceptual design, tender documents and support for road contracts based on results and performance (OPBRC) for civil works in the N1 corridor, package 2: Gorongosa – Caia, lot 2 (84 – 168 km) and Metoro – Pemba (94 km), under a methodology of design, construction, maintenance and transfer.			• Preparation and/or technical review of the environmental and social sections of the bidding documents, including contractual clauses, eligibility criteria and monitoring mechanisms; • Contracting in accordance with the new requirements of the World Bank's Environmental and Social Framework (ESF).
	Update of the Environmental and Social Management Plan (ESMP) for selected roads in Niassa Province under the Southern Africa Trade and Connectivity Project (P164847) The project involves the rehabilitation and maintenance of selected roads along the N360 corridor (67.0 km) between Cuamba and Metarica, and the R720 corridor (86.0 km) between Cuamba and Insaca, covering the districts of Cuamba, Metarica, and Mecanhelas in Niassa Province, Mozambique; RFP No. 47A003041/CP/177/ 2021.	March – Julho 2024	Niassa - Mozambique	• Leading the update of the Environmental and Social Management Plan (ESMP) in accordance with the World Bank Environmental and Social Framework. • Providing environmental and social inputs to the Conceptual Design and Procurement documents to ensure compliance with environmental and social safeguard policies, including Integrating gender-sensitive criteria into Conceptual Design and Procurement documents, • Reviewing and enhancing the Procedures for the Prevention and Mitigation of Gender-Based Violence (GBV), Harassment, and Sexual Exploitation related to the project activities.
A service for 	ESMP Upgrade Services for Selected Roads in Nampula Province under the Southern Africa Trade and Connectivity Project (P164847) This consultancy covers conceptual design, preparation of environmental and social safeguards documents, tender documentation, and procurement support for the rehabilitation and maintenance of selected roads in Nampula Province, Mozambique. The specific roads included are: R686/R687 corridor between Nampula and Corane (50.6 km) and R696 between Rapale and Mecuburi (55.0 km), spanning the districts of Nampula, Meconta, Rapale, and Mecuburi; (RFP No. 47A003041/CP/175/2022) R1170/R692 between Namiconha and Iapala (38 km) and R1156 between Namialo and Imala (55 km), covering Ribaue, Meconta, and Muecate districts; (RFP No. 47A003041/CP/16/2022)	March – June 2024	Niassa - Mozambique	• Compilation of update of the Environmental and Social Management Plans (ESMPs) in compliance with the World Bank's Environmental and Social Framework; • Providing environmental and social inputs to the Conceptual Design and Procurement documents to ensure alignment with safeguard requirements, including Integrating gender-sensitive criteria into Conceptual Design and Procurement documents, • Reviewing and strengthening the Procedures for the Prevention and Mitigation of Gender-Based Violence (GBV), Harassment, and Sexual Exploitation related to the project.

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
 Consultoria em Desenvolvimento Social Lda A service for 	Update of the Environmental and Social Impact Assessment (ESIA) and the Resettlement Policy Framework (RPF) for the Nampula–Angoche Transmission Line Project The project aims to implement a Power Transmission Line from Nampula City to Angoche (including a new 220/33 kV substation and approximately 200 km of 220 kV transmission lines and 200 km of 33 kV distribution lines)	January to September 2024	Nampula - Mozambique	• Compilation and updating of chapters of the Environmental and Social Impact Assessment (ESIA) and the Resettlement Policy Framework (RPF); • Stakeholder engagement and facilitation of participatory processes, including public consultations and community meetings.
 A service for 	ESHS Supervision Services for Borehole Expansion, Rehabilitation, and Expansion of the Water Treatment Plant in Tete and Moatize, under the Water Services and Institutional Support Project (WASIS II) (Project No. P111042) The project aims to enhance water supply infrastructure by installing and inspecting electromechanical equipment in new and existing boreholes located in Nhartanda, Revúbuè I, and Revúbuè II. It also includes the construction of a reservoir and booster pumping station in Revúbuè II – Moatize, all connected to the electricity grid. Additionally, the project involves the rehabilitation and expansion of the existing water treatment plant in the city of Tete, currently with a capacity of 12 Ml/d, to increase water availability and reliability in response to the region's growing demand.	2023 to date	Tete - Mozambique	• Coordinate and supervise the implementation of Social and Environmental Safeguards, including Gender-Based Violence (GBV), Health, and Safety; • Review and update the Construction Environmental and Social Management Plan (C-ESMP), ensuring compliance with the World Bank’s Environmental and Social Framework (ESF); • Supervise the implementation of the GBV Prevention Strategy and Code of Conduct (CoC); • Ensure the effective operation of the Complaints Management Mechanism, guaranteeing timely and appropriate handling of grievances from workers and communities; • Facilitate the operation of the Community Liaison Committee to promote dialogue and local participation; • Monitor Contractor compliance with environmental, social, health, and safety management plans; • Provide technical advice and training to the Contractor and other stakeholders on World Bank ESF safeguard requirements;

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
David Malauene - Individual consultant A service for 	Development of Environmental and Social Safeguard Instruments for the Regional Climate Resilience Programme for Eastern and Southern Africa (P180171). The objective of the project is to strengthen climate resilience among vulnerable populations exposed to extreme weather events such as cyclones, floods, and droughts. The program is implemented by four key institutions—one at the national level and three at the regional level—under the Ministry of Public Works, Housing and Water Resources (MOPHRH).	Feb. - Mar. 2023	Mozambique	• Prepare progress and compliance reports for the client and funding agencies. • Preparation of core environmental and social safeguard instruments to align the project with World Bank Environmental and Social Framework (ESF) requirements, including: • Gender-Based Violence (GBV) Risk Management and Response Plan with gender-specific indicators to track and promote equitable benefits distribution and participation; • Environmental and Social Commitment Plan (ESCP); • Environmental and Social Management Framework (ESMF), including technical annexes; • Resettlement Policy Framework (RPF); • Stakeholder Engagement Plan (SEP).
  A service for	Preparatory feasibility study, environmental and social impact assessment, engineering execution design, preparation of tender documents and supervision of the construction of bus stations on the N13 road between Cuamba and Lichinga. The project aims to improve functionality, road safety and local accessibility along the N13 road, between Cuamba and Lichinga, through the implementation of bus stations (complementary infrastructures).	January 2023 to July 2024	Niassa - Mozambique	• Compilation of the Environmental and Social Feasibility Study and Environmental and Social Impact Assessment (ESIA), including resettlement.

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
 ADMINISTRAÇÃO NACIONAL DE ESTRADAS  HYDROPLAN  Spatial Planning•Architecture A service for  ADMINISTRAÇÃO DE INFRA-ESTRUTURAS DE ÁGUA E SANEAMENTO	Construction of the Faecal Sludge Landfill in Katembe, under the Urban Sanitation Project (Project No. P161777, US\$115 million) This pioneering project involves the construction of Mozambique's first faecal sludge landfill. The scope includes the development of six open-tank landfill cells for sludge containment; implementation of natural treatment systems for leachate from septic tank effluent; construction of wetlands; stormwater drainage infrastructure and networks; treated effluent and stormwater storage tanks; and auxiliary support infrastructure, including a security post, health unit, offices, and perimeter fencing.	Jan. 2023 to 2024	Maputo City, Mozambique	• Coordinating and overseeing the implementation of Environmental and Social Safeguards, covering Environmental, Social, Gender, GBV, Health and Safety aspects; • Updating and monitoring the Construction Environmental and Social Management Plan (C-ESMP), ensuring alignment with the World Bank's Environmental and Social Framework (ESF); • Reviewing and implementing the Gender-Based Violence (GBV) Prevention Strategy and Code of Conduct (CoC); • Delivering training on GBV, sexual harassment, and exploitation for project stakeholders and contractor personnel; • Ensuring the effective management and operation of the Grievance Redress Mechanism (GRM); • Facilitating the operation of the Community Liaison Committee to promote stakeholder engagement and local participation; • Monitoring contractor compliance with ESHS obligations throughout project implementation; • Leading and coordinating the Environmental, Social, Health, and Safety (ESHS) supervision team, including induction and on-the-job training; • Advising and building the capacity of the contractor and other stakeholders in implementing World Bank safeguard requirements under the ESF;
David Malauene - Individual consultant	Drainage Infrastructure Rehabilitation and Improvement Project in Cabo Delgado Province - R698 Road, between Montepuez and Mueda in Cabo Delgado Province - Project No. 47A003041/CL/46/2022	October. -December. 2022	Cabo Delgado Province - Mozambique	• Compilation of a comprehensive Manual of Good Environmental and Social Practices (MBPAS) to guide construction and supervision teams in implementing mitigation measures during works execution; • The MBPAS included the following annexes to strengthen safeguards compliance: ◦ Gender-Based Violence (GBV) Risk Management Procedures and Action Plan, featuring technical annexes on gender mainstreaming to address

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
	The project involves the expansion and reconstruction of 27 drainage structures (18 in Montepuez and 9 in Mueda), located on the R698 road and crossing the Roncue, Milamba, Nacopa, Mualo, and Chapo rivers. The culverts range from 3 to 20 meters in length and up to 12 meters in span.			differentiated impacts on women and vulnerable groups in project implementation; ○ Occupational Health and Safety Plan (OHS); ○ Traffic Management Plan; ○ Emergency Response Preparedness Plan; ○ Workers' Code of Conduct (CoC); ○ Grievance Management Mechanism (GRM); • Ensured that the tools were adapted to the local context of Cabo Delgado, contributing to risk reduction and enhanced community engagement in conflict-affected areas.
 A service for 	Emergency Recovery and Resilience Project Post-cyclones Idai and Kenneth (P171040) for the rehabilitation components of the Ibo and Búzi Jetties. The main objective of the subproject is the rehabilitation of the Ibo and Búzi Jetties, which were severely affected by cyclones Kenneth and Idai, respectively, and which the Government of Mozambique (GoM) has classified as a priority for the movement of people and goods. The subproject is based on the replacement of the existing wooden quay structures with metal structures. The deck level should remain consistent with the current structures.	September. - November. 2022	Buzi in Sofala province and Ibo in Cabo Delgado province - Mozambique	• Prepared two independent Environmental and Social Management Plans (ESMPs) for the Ibo and Búzi subprojects, in full compliance with the World Bank's Environmental and Social Framework (ESF). • As part of the ESMPs, a comprehensive Gender-Based Violence (GBV) Action Plan was developed, including a risk assessment of GBV and SEA/SH (Sexual Exploitation and Abuse / Sexual Harassment), gender-sensitive risk assessments design of mitigation and prevention measures, grievance redress mechanisms sensitive to survivors, referral pathways to local support services, awareness and training strategies for workers and communities, and monitoring indicators aligned with the World Bank's Good Practice on GBV.
	Angola's Energy Sector Efficiency and Expansion Program (ESEEP) Construction of a 400 kV power transmission line on a simple circuit of approximately 360 km in length between Huambo and Lubango, a new 400/220/60 kV substation in Lubango and an extension of the existing substation in Huambo.	March to December 2022	Huambo e Lubango - Angola	• Reviewed construction-related environmental and social instruments to ensure that risks are minimized in terms of social, health, and occupational safety aspects.

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
A service for				
				
	Water distribution and household connections in peri-urban areas in the City of Namibe (project no. 6CS3/DNA/16).	March 2022 – to date	Namibe - Angola	Updated the Environmental and Social Management Plan (ESMP) to meet project approval requirements and the standards of the National Transport Network (RNT/AFDB). Included environmental and social requirements in the bidding documents for contractor procurement.
A service for	Construction of a water supply network with 70 km and 6000 household connections in the city of Namibe.			
				
	Technical Consulting Services and Due Diligence Support to Millennium Challenge Corporation (MCC) in the Development of Mozambique Compact II.	2022 - 2025 (ongoing)	Zambezia - Mozambique	Technical advice and due diligence supporting MCC in the implementation of Compact II (in the environmental and social areas) for the transport sector in alignment with IFC guidelines.

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
A service for 	Compact II aims to promote economic development in Mozambique by focusing on three main areas: commercial agriculture, rural connectivity and transport, and climate change and coastal development, with an emphasis on Zambezia province.			
Madalena Dray - Individual consultant  Ministério do Trabalho, Solidariedade, Família e Formação Profissional	Social Protection and COVID-19 Response and Recovery Project (P178018, US\$18 million). The Project aims to support GoSTP in expanding the coverage of the social protection system in the face of the COVID-19 emergency to enable recovery and strengthen the transition between social protection programmes. The Project had a national scope, covering the six districts of the country and the Autonomous Region of Príncipe.	December 2021 to July 2022	Sao Tome and Principe	• Compilation of the work management procedure according to the World Bank ESF.

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
 Consultoria em Desenvolvimento Social Lda	Updated the Environmental and Social Management Plan (ESMP) for the Mozal Aluminum Smelter and developed a new ESMP for the Aluminum Terminal at Mozal facilities in the Port of Matola.	December 2021 to July 2022	Maputo - Mozambique	• Compiled a new Environmental and Social Management Plan (ESMP) for the Mozal Aluminum Terminal at the Port of Matola. • Updated the ESMP for the Mozal Aluminum Smelter. • Conducted consultations with government authorities.
A service for  OPERATED BY SOUTH32  SOUTH32	Ensured compliance with environmental authority requirements and alignment with ISO 14001 standards. Mozal represents the largest industrial employer in Mozambique, consisting of a smelter and associated transport infrastructure located west of Maputo city. It is the second largest aluminum smelter in Africa.			
 HYDROPLAN  LANDPLAN Spatial Planning+Architecture	Rehabilitation, Expansion and Improvement of the Infulene Wastewater Treatment Plant (WWTP), under the Urban Sanitation Project (Project No. P161777, US\$115 million)	June 2021 to 2024	Maputo City, Mozambique	• Coordinating and overseeing the implementation of Environmental and Social Safeguards, including Gender, GBV, Health, and Safety; • Updating and monitoring the Construction Environmental and Social Management Plan (C-ESMP) in line with the World Bank's Environmental and Social Framework (ESF); • Reviewing and supporting the implementation of the Gender-Based Violence (GBV) Prevention Strategy and Code of Conduct (CoC); • Designing and delivering training on GBV, sexual harassment, and exploitation for project stakeholders and contractors; • Ensuring the effective functioning of the Grievance Redress Mechanism (GRM); • Supporting the operation of the Community Liaison Committee to ensure engagement with affected stakeholders;
A service for				

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
	Preparatory Instruments for Environmental and Social Safeguarding for the Urban Development Project of Northern Mozambique (PDUNM, project no. P175266).	August. -October. 2021	Mozambique	• Monitoring contractor compliance with environmental, social, health, and safety commitments; • Leading the Environmental, Social, Health, and Safety (ESHS) supervision team, including onboarding and capacity-building activities; • Advising and training contractors and partners on the World Bank's ESF safeguard requirements;
	The project will improve basic urban infrastructure and living conditions in selected cities in Northern Mozambique, with a focus on internally displaced persons (IDPs).			• Compilation of key environmental and social safeguarding instruments, including the Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Stakeholder Engagement Plan (SEP), and Environmental and Social Commitment Plan (ESCP), ensuring full compliance with the World Bank's Environmental and Social Framework (ESF). • Developed a comprehensive Gender-Based Violence (GBV) Action Plan, incorporating gender-specific indicators to monitor equitable benefit distribution and participation; mapping GBV and SEA/SH risks; engaging stakeholders to identify available response services; and integrating survivor-centred approaches into grievance redress mechanisms.
A service for				
				

CLIENT NAME	PROJECT TITLE/DESCRIPTION	DURATION OF ASSIGNMENT	LOCATION	SERVICES PROVIDED
Luís Domingos Luís A service for  Ministério da Saúde	Preparatory Instruments for Environmental and Social Safeguarding for the Investing in the Inclusive Development of Human Capital in Northern Mozambique Project (HNP, project no. P175298). The project aims to improve inclusive access to quality social services for populations at risk of conflict, through community development opportunities and institutional capacity building of the health, education and social protection sectors in the Northern Region of Mozambique, with a special focus on internally displaced persons (IDPs).	August. -October. 2021	Mozambique	• Prepared key environmental and social safeguarding instruments, including the Resettlement Policy Framework (RPF), in alignment with the World Bank's Environmental and Social Framework (ESF), focusing on conflict-affected and vulnerable populations. • As part of the safeguarding process, a Gender-Based Violence (GBV) Action Plan was developed to address risks of SEA/SH in project activities. The plan included gender-specific indicators to track and promote equitable benefits distribution and participation; stakeholder mapping and engagement, development of GBV-sensitive grievance redress mechanisms and linkage to existing protection services in the region. Emphasis was placed on survivor-centred approaches and integration of gender equality principles across sectors.
  COTOP A service for  Administração Nacional de Estradas	Integrated Feeder Road Development Project (IFRDP) – Project No. P158231 (US\$185 million) and Additional Financing (P171093, US\$132 million) The project aims to rehabilitate and upgrade approximately 600 kilometers of rural roads in Nampula Province. Supervision activities cover 51 road sections grouped into 11 packages across 3 Lots, in the districts of Eráti, Mossuril, Mongicual, Memba, and Monapo.	Aug 2021 - to date	Nampula - Mozambique	• Coordinating and supervising the implementation of Environmental and Social Safeguards, including Gender, GBV, Health, and Safety components; • Updating and monitoring the implementation of Construction ESMP (C-ESMP), in compliance with the World Bank's Environmental and Social Framework (ESF); • Reviewing and supporting the implementation of the Gender-Based Violence (GBV) Prevention Strategy and Code of Conduct (CoC); • Delivering training sessions on GBV, Sexual Harassment, and Exploitation to contractors and stakeholders; • Ensuring the effective management and operation of the Grievance Redress Mechanism (GRM); • Supporting the operation of the Community Liaison Committee to strengthen communication and local stakeholder engagement; • Monitoring contractor compliance with ESHS obligations during project execution; • Leading the Environmental, Social, Health, and Safety (ESHS) supervision team, including staff induction and on-the-job training; • Advising and building the capacity of the contractor and relevant stakeholders to align with World Bank safeguard requirements under the ESF;

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	Public Financial Management for Service Delivery Project (P173178) – US\$96.00 million. The project aims to improve national revenue administration, budget execution, transparency, and accountability in public resource management for service delivery, as well as provide immediate response to any eligible crisis or emergency as needed.	Aug 2021 - to Sept. 2021	Mozambique	• Compilation of preparatory instruments for environmental and social safeguards under the World Bank’s ESF, coordinating closely with the team leader and government authorities.
Mário Rassul - Individual consultant A service for 	Preparation of Environmental and Social Safeguard Instruments for the Rural and Small Towns Water Security Project (Project No. P173518, US\$150 million) This project contributes to achieving the Sustainable Development Goals (SDGs) for drinking water and sanitation by 2030, through the design and implementation of water supply and sanitation interventions across 18 small towns and villages (8 in Zambézia and 10 in Nampula).	May and July 2021	Mozambique	• Compilation of core environmental and social safeguard instruments required for project preparation in accordance with the World Bank’s Environmental and Social Framework (ESF); ◦ Gender-Based Violence (GBV) Risk Analysis and Action Plan; ◦ Resettlement Policy Framework (RPF); ◦ Labour Management Procedures (LMP); ◦ Occupational and Community Health and Safety Procedures; ◦ Code of Conduct (CoC) for workers; ◦ Grievance Redress Mechanism (GRM); • Ensured all instruments met the requirements for implementation in rural and vulnerable contexts, and supported capacity-building for local-level application.
A service for MCTES	Governance of Mozambique and Digital Economy (P172350, US\$150.00 million). The Project aims to maximize the wide distribution of the benefits of digital transformation. It will be implemented at the office level of small and medium-sized public institutions in the digital area to improve the delivery of services to government	April – May 2021	Mozambique	• Compilation of preparatory instruments for environmental and social safeguarding according to the World Bank's ESF, for the EDGE Project; and liaison with the funder and the government. • A targeted Gender-Based Violence (GBV) Action Plan was designed to anticipate and mitigate risks of SEA/SH within digital services and institutional work environments. The plan emphasized the prevention of technology-facilitated GBV and creation of digital-safe spaces, and the inclusion of survivor-sensitive complaint mechanisms.

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	and citizens and increase the number of digital enterprises, employment and economic growth.			
 A service for 	Preparatory Environmental and Social Safeguard Instruments for the Northern Mozambique Rural Resilience Project (MozNorte, Project No. P174635) The project aims to improve the livelihoods of vulnerable communities and strengthen natural resource management in selected rural areas of northern Mozambique, with particular attention to internally displaced persons (IDPs) and host communities.	March. - May 2021	Mozambique	• Compilation of key environmental and social safeguard instruments in line with the World Bank’s Environmental and Social Framework (ESF), including: ◦ Environmental and Social Management Framework (ESMF), ◦ Pest Management Plan; ◦ Resettlement Policy Framework (RPF); ◦ Stakeholder Engagement Plan (SEP); ◦ Gender-Based Violence (GBV) Risk Management and Response Plan; ◦ Environmental and Social Commitment Plan (ESCP); ◦ Coordinated the work of other consultants involved in the safeguards component (excluding project managers);
	Preparation of Environmental and Social Safeguard Instruments for the Sustainable Rural Economy Programme (SREP/MozRural, Project No. P174002, US\$150 million) The objective of the project is to increase productivity and market access for targeted beneficiaries and promote improved natural resource management practices in selected project areas.	Nov. 2020 to March 2021	Mozambique	• Participated in the preparation of core environmental and social safeguard instruments in full alignment with the World Bank’s Environmental and Social Framework (ESF). • Led the drafting of the Resettlement Policy Framework (RPF). • Contributed to the development of the Environmental and Social Management Framework (ESMF), including the review and integration of: ◦ Gender-Based Violence (GBV) Risk Assessment and Action Plan ◦ Occupational Health and Safety Guidelines ◦ Workers’ Code of Conduct (CoC) ◦ Grievance Redress Mechanism (GRM)
David Malauene - Individual consultant	Integrated Tertiary Road Development Project (IFRDP), Project No. P158231 (US\$185 million) and Additional Financing (P171093, US\$132 million)	Dec. 2020 to March 2021	Nampula - Mozambique	• Directed and coordinated the preparation of a comprehensive ESMP, including overall management of the process; • Coordinated the multidisciplinary team responsible for data collection, analysis, and reporting;

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A service for 	The project involves the improvement of selected unclassified rural roads in Nampula Province. The Environmental and Social Management Plan (ESMP) covers Lot I activities, including Packages 1 and 2 in Eráti District and Packages 3 and 4 in Mossuril District.			• Maintained effective communication and liaison with the client (ANE) and funding agency (World Bank); • Led community engagement initiatives, including organizing and facilitating public consultations and compiling related reports; • Developed key components of the ESMP, including: ◦ Gender-Based Violence (GBV) Risk Management Procedures and Action Plan, with gender-specific indicators to track and promote equitable benefits distribution and participation; ◦ Occupational Health and Safety Plan (OHS); ◦ Traffic Management Plan; ◦ Emergency Response Preparedness Plan; ◦ Rehabilitation Plan for Degraded Areas (gravel pits, quarries, camps); ◦ Workers' Code of Conduct (CoC); ◦ Grievance Management Mechanism (GRM).
	Demographic Dividend Project (Project No. P166100) – US\$75 million. The project aims to enhance training, access to education, and employment opportunities for youth, increasing their engagement in education and economic productivity, while reducing fertility rates and early marriage.	Dec. 2020 to March 2021	Nampula - Mozambique	• DM-C led the implementation of the project's environmental and social strategy and guidelines, including: ◦ Compiling reports. ◦ Coordinating with the client and the funder.
	Resettlement Policy Framework (RPF) for the Energy Efficiency and Reliability Improvement Project – Additional Financing (PERIP-AF, Project No. P172750). Updated the PERIP RPF (Project No. P158249) to include the rehabilitation of the distribution network damaged by Cyclone Idai in Sofala, Manica, and Zambézia provinces, as well as the integration of the CTM-SE 3 underground cable and the new Greater Maputo Substation in Maputo city.	Sept. – Oct. 2020	Mozambique	• Coordinated the data collection team. • Compiled reports. • Liaised with the client and the funder. • Engaged the community and facilitated public meetings.

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	Conducted a social audit and prepared the Environmental and Social Management Plan (ESMP) for a CFM Tourist Complex in Bilene.	Nov. – Dec. 2020	Gaza - Mozambique	• Prepared the audit plan, conducted site visits, analyzed data, reviewed evidence, and compiled the audit report and ESMP report, including the Health and Safety Plan and the Emergency Preparedness Plan.
 	Southern Africa Trade and Connectivity Project (SATCP, Project No. P164847) – US\$380.00 million. The project aims to implement targeted improvements along the Nacala, Beira, and Maputo corridors, including the rehabilitation of roads and border posts.	Aug – Sep 2020	Mozambique	• DM-C led the implementation of the Resettlement Policy Framework (RPF), including: ◦ Coordinating the team, engaging the community, facilitating public meetings, and compiling reports. ◦ Liaising with the client and the funder.



The logo features the letters 'DM' in a large, bold, white sans-serif font. The 'D' is composed of two thick horizontal bars and a vertical stem. The 'M' is also bold and white, with a distinctive shape where the two vertical strokes are connected at the top by a curved line. The background is a dark, blurred image of green foliage with some yellow and orange autumn leaves scattered throughout.

CONSULTORIA

84 | 829822272
847694555 | 877694555

Admin@dmconsultoria.co.mz
Dmalauene@gmail.com

Condomínio grace village, flete 301, Rua 4,452
Grace Village Condominium, flete 301, Street 4,452