

# —○ NICOLE UPTON ○—

ENVIRONMENTAL CONSULTANT / ENVIRONMENTAL ASSESSMENT PRACTITIONER

## CONTACT

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## EDUCATION

### B.Sc. Environmental management (Cum Laude)

2012  
University of South Africa (UNISA)

### B.Sc. (Hons) Animal, Plant and Environmental Science

2017  
University of Witwatersrand

## PROFESSIONAL AFFILIATIONS

- SOUTH AFRICAN COUNCIL FOR NATURAL SCIENTIFIC PROFESSIONS (SACNASP)  
(Registration Number: 121030)
- WATER INSTITUTE OF SOUTHERN AFRICA (WISA)  
(Membership no: 39243)
- INTERNATIONAL ASSOCIATION FOR IMPACT ASSESSMENTS (IAIASA)  
(No. 6185)

## PROFILE

Ms. Nicole Upton has 9 years working experience as an Environmental Consultant and specialist. She specialises in Environmental Management and Analysis, Environmental Authorisations and Botany. Ms. Upton has obtained a B.Sc. (Hons) in Animal, Plant and Environmental Sciences and currently holds the position of Director at Red Kite Environmental Solutions.

Nicole started her career in the environmental field in 2011 as a junior environmental consultant. Since then Nicole has gained extensive experience in environmental monitoring, rehabilitation, environmental authorisations, vegetation assessment and environmental impact assessment. Her main focus is the mining industry and has worked with various project teams, often as project manager.

She has undertaken various Environmental Impact Assessments, ecology studies, surface water assessments, rehabilitation plans, Water Use License Applications, Integrated Water and Waste Management Plans, Waste Management License Applications and Alien Invasive Plant Management Plans.

## RELEVANT EXPERIENCE

### Red Kite Environmental Solutions (Pretoria)

2017 - present

Nicole is currently the Director of Red Kite Environmental Solutions and practices as an Environmental Assessment Practitioner. Nicole continues to specialise in rehabilitation and flora studies and assessments.

She is also a member of the International Association for Impact Assessment (IAIASa) as well as the Water Institute of South Africa (WISA).

### M2 Environmental Connections (Pretoria)

2014 - 2017

Nicole started at Menco in 2014 as an Environmental Consultant where she gained further experience in Water Use Licence Applications, GIS, Ecological Assessments, Surface Water Assessments, Water Balances as well as rehabilitation. This experience has been filled out with various relevant workshops and courses.

During 2015 Nicole was promoted to a management position where she was responsible for a team and successfully managed and completed various projects for high profile clients/companies (e.g. Eskom, Sasol, Samancor and

## SKILLS

- ENVIRONMENTAL AUTHORISATION APPLICATIONS
- IMPACT ASSESSMENTS
- ENVIRONMENTAL LEGISLATION
- VEGETATION / FLORA STUDIES
- REHABILITATION
- MONITORING
- GIS AND MAPPING

AfriSam). Among her other duties, she liaised with specialists and government institutions and ensured that staff and sub-contractors performed their duties.

### Izimbali Environmental Consultants (Pretoria)

2011 - 2014

Nicole started as a Junior Environmental Consultant at Izimbali Environmental Consultants. During her time with Izimbali she gained invaluable experience in the field of botany, conducting flora specialist studies and impact assessments as well as conducting Basic Assessments.

### Training and Workshops

- Environmental Impact Assessment (EIA) 2014 Legal Regime Workshop
- Practical Implementation of Environmental Law and Recent Legislative Developments
- IWRM, the NWA, and Water Use Authorisation, Focusing on WULAs

## PROJECTS

### Environmental Authorisations

Year	Client	Project	Authorisation
2013	Eskom	Dwaalboom C&C	Basic Assessment Process
2014	JT Group Developments	Kirkney X33 Residential Development	IWULA
2014	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine Small Scale Mining	GA
	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine Small Scale Mining	IWWMP
2014	Crimson King Properties 74	Mogale Ext. 10 commercial and residential development	IWULA
2014	Thesen Island Property Holdings	Donkerhoek Industrial Park development	IWULA
2014	Sedibeng Brewery	Sedibeng Brewery	IWULA
2014	Sedibeng Brewery	Sedibeng Brewery	IWWMP
2014	AfriSam SA	Ulco Quarry	IWULA
2014	Equilibrium Trading 29	Zwavelpoort light industrial development	GA
2014	N4 Trucks	Pienaarspoort X18 Industrial Development	IWULA
2015	Gauteng Department of Human Settlements	Fort West Residential Development	IWULA
2015	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine Mining Right (full scale mining)	Scoping and EIA Process
2015	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine Mining Right (full scale mining)	IWULA
2015	Corridor Mining Resources SOC	Twyfelaar Chrome Mine	GA
2015	Corridor Mining Resources SOC	Twyfelaar Chrome Mine	IWWMP
2015	Corridor Mining Resources SOC	Twyfelaar Chrome Mine	IWULA
2015	AfriSam SA	Pietermaritzburg	IWULA
2015	AfriSam SA	Pietermaritzburg	IWWMP
2015	Eskom	Matla Powerstation	IWWMP
2015	Sefateng Chrome Mine	Sefateng Chrome Mine	IWULA
2015	Sefateng Chrome Mine	Sefateng Chrome Mine	IWWMP
2017	Vus'ithemba Project Solutions	Vus'ithemba Piggery	WUL Amendment
2017	Gauteng Department of Human Settlements	Fort West Residential Development	WUL Amendment
2017	Eco Elementum	Yoctolux Collieries: Mooifontein Mine	IWULA
2017	Eco Elementum	Yoctolux Collieries: Mooifontein Mine	IWWMP
2017	NAO Agencies	Centurion Country Club	WULA
2017	Bauba Resources	Bauba Platinum Farms Mining Project	Scoping and EIA Process
2017	Bauba Resources	Bauba Platinum Farms Mining Project	IWULA

## Environmental Authorisations

Year	Client	Project	Authorisation
2017	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine (opencast expansion)	IWULA
2017	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine (opencast expansion)	Scoping and EIA Process
2017	Eco Elementum	Madini Mining: Doornrug Colliery	IWULA
2017	Eco Elementum	Madini Mining: Doornrug Colliery	IWWMP
2017	Eco Elementum	Londani Coal: Nndanganeni Colliery	IWULA
2017	Eco Elementum	Londani Coal: Nndanganeni Colliery	IWWMP
2017	Sefateng Chrome Mine	Sefateng Chrome Mine (opencast expansion)	Scoping and EIA Process
2018	K2018010724 (South Africa)	Rhenosterkop Prospecting Right	Basic Assessment Process
2019	K2018010850 (South Africa)	Brits Crocodile River Prospecting Right Project	Basic Assessment Process
2019	K2018010819 (South Africa)	Bandelierskop Prospecting Right Project	Basic Assessment Process
2019	K2018368290 (South Africa)	Wintershoek Prospecting Right Project	Basic Assessment Process
2018	K2018368290 (South Africa)	Rietvalley Prospecting Right Project	Basic Assessment Process
2018	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine: Brakfontein Underground Expansion Project	Scoping and EIA Process
2018	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	IWWMP and WULA Amendment
2019	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Protected Tree Permit
2019	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine (tailings backfill project)	Scoping and EIA Process
2019	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine: Groundwater abstraction project	WULA
2019	Density Prospecting	Lagersdrift Prospecting Right	Basic Assessment Process
2020	Hall Core Water	Moeijelijk Mine Water Supply	WULA
2018	Hall Core Water	Sefateng Chrome Mine Water Supply	WULA
2019	Vanadium Resources	Steelpoortdrift Mine	IWULA
2018	Sefateng Chrome Mine	Sefateng Chrome Mine (opencast expansion)	IWULA
2019	Sefateng Chrome Mine	Sefateng Chrome Mine	Protected Tree Permit

## Vegetation Assessments

Year	Client	Project	Specialist study
2011 & 2012	Eskom	Vegetation survey in 25 Sappi and Komatiland plantations	Vegetation survey
2013	Eskom	Leeupoort powerline route	Vegetation survey
2013	Eskom	Villa-nora - Beauty Powerline	Vegetation Study
2014	Rietspruit Crushers	Rietspruit Crushers	AIP Management Plan
2014	International Ferro Metals (SA)	Pipeline between IFM (SA) and Samancor: Western Chrome Mines	Terrestrial Ecology Assessment
2014	Rietspruit Crushers	Rietspruit Crushers	Terrestrial Ecology Assessment
2014	Pan Palladium SA	Pan Palladium Magnetite Project and Platinum Group Element mining operations	Flora Study
2016	Sedibeng Brewery	Sedibeng Brewery	AIP Management Plan
2014	Ironvled Holdings	Altona Smelter	Flora Study
2015	Samancor	Eastern Chrome Mines: Ferrometals AIP Control Plan	AIP Management Plan
2015	Samancor	Western Chrome Mines: Buffels East	AIP Management Plan
2015	Samancor	Western Chrome Mines: Buffels West	AIP Management Plan
2015	Samancor	Western Chrome Mines: Elandsdrift	AIP Management Plan
2015	Samancor	Western Chrome Mines: Millsell	AIP Management Plan
2015	Samancor	Western Chrome Mines: Waterkloof	AIP Management Plan
2015	Samancor	Western Chrome Mines: Mooinooi	AIP Management Plan
2015	Destiny Springs Investment 11	Vlakpoort Iron Ore Mine development	Protected tree survey
2015	Sylvania Platinum	Grasvally and Zoetveld Chrome Mine	Vegetation Assessment
2015	Samancor	Eastern Chrome Mines: Doornbosch	Flora identification
2015	Samancor	Eastern Chrome Mines: Lannex	Flora identification
2015	Samancor	Eastern Chrome Mines: Steelpoort	Flora identification
2015	Samancor	Eastern Chrome Mines: Winterveld	Flora identification

## Vegetation Assessments

Year	Client	Project	Specialist study
2015	Bakgatla ba Kgafela Investments and Resources (Pty) Ltd	Mining Development on the farm Nooitgedacht 11 JQ, Limpopo Province	Terrestrial Ecology Assessment
2015	Vunene Mining	Usustu Colliery	Vegetation survey
2016	Bloodhound SSC	Hakskeen Pan Speed Events Facilities	Vegetation Assessment
2017	Gauteng Department of Human Settlements	Fort West Residential Development	Riparian delineation
2017	Prescali Environmental Consultants	Meadowhurst	Vegetation Assessment
2017	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	AIP Management Plan
2018	Disbergen Property Investments	Nooitgedacht Sand Quarry	AIP Management Plan
2018	Enviroroots	Serenity Memorial Park	Vegetation Assessment
2019	Enviroroots	Molare Piggery	Vegetation Assessment
2018	Prescali Environmental Consultants	7 Seas Capital Ventures (Pty) Ltd: Mining Permit	Terrestrial Ecology Assessment
2019	Prescali Environmental Consultants	Black Chrome Mine	AIP Management Plan
2018	Prescali Environmental Consultants	Corobrik (Pty) Ltd: Driefontein New Kilns Project	Terrestrial Ecology Assessment
2019	Prescali Environmental Consultants	Kumbelo Mine	Terrestrial Ecology Assessment
2018	Prescali Environmental Consultants	Palmietfontein Mining Permit	Vegetation Assessment
2018	Prescali Environmental Consultants	Rooderand	Vegetation Assessment
2019	Prescali Environmental Consultants	Smokey Hills Platinum Mine: UG1 Outcrop	Terrestrial Ecology Assessment
2019	Prescali Environmental Consultants	Thaba Chwue Cemetery	Terrestrial Ecology Assessment
2018	Prescali Environmental Consultants	Zwartkopjies Integrated and Mixed Use Township	Vegetation Assessment
2019	Prescali Environmental Consultants	Highly Blue Trading (Pty) Ltd: Concordia Mining Right	Terrestrial Ecology Assessment
2019	Prescali Environmental Consultants	Phoenix Platinum Mining (Pty) Ltd Tailings Storage Facility	Vegetation Assessment
2019	Prescali Environmental Consultants	Phoenix Platinum Mining	AIP Training
2019	Prescali Environmental Consultants	Nkanyi Lodge	Terrestrial Ecology Assessment
2019	Prescali Environmental Consultants	Windsor TSF expansion project	Terrestrial Ecology Assessment
2019	Prescali Environmental Consultants	Windsor TSF expansion project	Vegetation Assessment
2018	Prescali Environmental Consultants	Highly Blue Trading (Pty) Ltd: Schaapkraal Prospecting Right	Terrestrial Ecology Assessment
2019	Prescali Environmental Consultants	Estate D'Afrique: Road Development	Terrestrial Ecology Assessment
2020	Prescali Environmental Consultants	Samancor ECM: Tweefontein	Terrestrial Ecology Assessment
2020	Prescali Environmental Consultants	Samancor ECM: Lannex	Terrestrial Ecology Assessment
2020	Prescali Environmental Consultants	Sabie Landfill Site	Terrestrial Ecology Assessment
2019	RussellStone Protein and Elangeni Oil	RussellStone Protein and Elangeni Oil	Terrestrial Ecology Assessment
2018	Sefateng Chrome Mine	Sefateng Chrome Mine	AIP Management Plan
2019	Sefateng Chrome Mine	Sefateng Chrome Mine	Biodiversity Action Plan
2019	Sefateng Chrome Mine	Sefateng Chrome Mine	Protected tree survey

## Surface Water Assessments and Water Balances

Year	Client	Project	Specialist study
2014	Corridor Mining Resources	Fumani Gold Mine	Surface Water Assessment
2015	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine Mining Right (full scale mining)	Surface Water Assessment
2017	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Watercourse Audit and Rehabilitation Plan
2017	Prescali Environmental Consultants	Black Chrome Mine	Surface Water Assessment
2017	Living Waters Properties	Ruah Eco Caravan Park	Watercourse Audit
2018	Prescali Environmental Consultants	"Corobrik (Pty) Ltd: Driefontein	
New Kilns Project"	Surface Water Assessment		
2018	Prescali Environmental Consultants	Glenover Phosphate Project	Surface Water Assessment
2018	Onicalite	Clydesdale Colliery	Surface Water Assessment
2018	Vandasparck	Rondevly Colliery Mining Permit	Surface Water Assessment
2018	REC Services	Welgedacht Colliery	Surface Water Assessment
2018	Sefateng Chrome Mine	Sefateng Chrome Mine	Watercourse Audit and Rehabilitation Plan
2019	Ecological Fields	D432 Bypass Road Re-Alignment Project	Surface Water Assessment
2019	Eco Elementum	Ngwenya Lodge	Surface Water Assessment
2019	Prescali Environmental Consultants	Smokey Hills Platinum Mine: UG1 Outcrop	Surface Water Assessment
2019	Vandasparck	Rondevly Colliery Mining Right	Surface Water Assessment
2019	REC Services	Silverton Automotive SEZ	Surface Water Assessment
2020	Uitkomst Colliery	Wykom Siding	Surface Water Assessment
2020	Uitkomst Colliery	Uitkomst Colliery	Surface Water Assessment
2014	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine Small Scale Mining	Water Balance
2014	Corridor Mining Resources	Fumani Gold Mine	Water Balance
2014	Sedibeng Brewery	Sedibeng Brewery	Water Balance
2014	AfriSam SA	Ulco Quarry	Water Balance
2015	Corridor Mining Resources SOC	Twyfelaar Chrome Mine	Water Balance
2015	AfriSam SA	Coedmore Quarry	Water Balance
2016	AfriSam SA	Ferro operation	Water Balance
2016	Sedibeng Brewery	Sedibeng Brewery	Water balance
2016	AfriSam SA	Eikenhof Quarry	Water Balance
2016	AfriSam SA	Rooikraal Quarry	Water Balance
2016	Chevron South Africa	Milly's Star Stop Waste Water Treatment Works	Water Balance
2018	Vandasparck	Rondevly Colliery Mining Permit	Water Balance
2018	REC Services	Welgedacht Colliery	Water Balance
2019	Vandasparck	Rondevly Colliery Mining Right	Water Balance
2020	Uitkomst Colliery	Wykom Siding	Water Balance
2020	Uitkomst Colliery	Uitkomst Colliery	Water Balance
2016	Samancor	Millsell and Waterkloof	Water Conservation and Demand Management
2016	Samancor	Mooi-nooi Mine	Water Conservation and Demand Management

## Rehabilitation

Year	Client	Project	Specialist study
2014	JT Group Developments	Kirkney X33 Residential Development	Rehabilitation Plan
2015	Crimson King Properties 75	Mogale Ext. 10 commercial and residential development	Rehabilitation Plan
2015	Gauteng Department of Human Settlements	Fort West Residential Development	Rehabilitation Plan
2015	Sasol Mining	Ipumelo Mine	Rehabilitation Assessment
2015	Phoenix Platinum Mine	Phoenix Platinum Mine	Rehabilitation Plan
2015	Avon Engineering	Kyalami Hills Residential Development	Rehabilitation Plan
2017	Walt Landgoed	Besjeskuil Piggery	Rehabilitation Plan
2017	No2 Piggeries	Longside Piggery	Rehabilitation Plan
2017	Wegrow Farming Enterprises	Kleinfontein and Zoetfontein Proposed Piggery Infrastructure, Dam Upgrade and Pipeline	Rehabilitation Plan

## Rehabilitation

Year	Client	Project	Specialist study
2019	K2018010850 (South Africa)	Brits Crocodile River Prospecting Right Project	Rehabilitation and Closure Plan
2017, 2018, 2019	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Environmental Liability Assessment
2018	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Rehabilitation Strategy Implementation Plan (RSIP)
2018	Enviroroots	Upgrading of the Rooipoort Dam	Rehabilitation Plan
2018	Enviroroots	Expansion of the P88 Road	Rehabilitation Plan
2017	No. 2 Piggeries	Longside Piggery Slurry Dams	Rehabilitation Plan
2018	REC Services	Kleinfontein and Zoetfontein Proposed Piggery Infrastructure, Dam Upgrade and Pipeline	Rehabilitation Plan
2017	Walt Landgoed	Biesjeskuil Piggery: Proposed Upgrade of River Crossings and Pipeline Construction	Rehabilitation Plan
2018	Onicalite	Clydesdale Colliery	Rehabilitation Plan
2018	No. 2 Piggeries	Ida Farms Piggery	Rehabilitation Plan
2018	Evilox 422 Boerdery	Roosenekal Piggery Slurry Dams	Rehabilitation Plan
2018	No. 2 Piggeries	Steenwyk Piggery Slurry Dam	Rehabilitation Plan
2018	Janlizmar	Vlaklaagte Piggery	Rehabilitation Plan
2019	Catholic Archdiocese of Johannesburg Property	Marion Shrine	Rehabilitation Plan
2019	RussellStone Protein and Elangeni Oil	RussellStone Protein and Elangeni Oil	Rehabilitation Plan
2018, 2020	Sefateng Chrome Mine	Sefateng Chrome Mine	Environmental Liability Assessment

## Waste Classifications

Year	Client	Project	Specialist study
2018	Enviro Insight	Bloemendal Colliery	Waste Classification
2018	Vandaspark	Rondevly Colliery Mining Permit	Waste Classification
2018	REC Services	Welgedacht Colliery	Waste Classification
2019	Vandaspark	Rondevly Colliery Mining Right	Waste Classification
2020	Uitkomst Colliery	Wykom Siding	Waste Classification
2018	Enviro Insight	Bloemendal Colliery	Waste Classification
2018	Vandaspark	Rondevly Colliery Mining Permit	Waste Classification
2018	REC Services	Welgedacht Colliery	Waste Classification
2019	Vandaspark	Rondevly Colliery Mining Right	Waste Classification
2020	Uitkomst Colliery	Wykom Siding	Waste Classification
2020	Elemental Sustainability	Birmingham Mining Right	Waste Classification

## Environmental Control Officer, Audits and Monitoring

Year	Client	Project	Specialist study
2014	Growth Point	Rivonia Crossing	WUL Audit
2017	Vus'ithemba Project Solutions	Vus'ithemba Piggery	Groundwater monitoring
2017	Vus'ithemba Project Solutions	Vus'ithemba Piggery	WUL Audit
2017	Vus'ithemba Project Solutions	Vus'ithemba Piggery	Environmental Authorisation Audit
2017	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	EMP Performance Assessment
2017	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	WUL Audit
2017	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Riparian Audit and rehabilitation plan
2017 to date	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Environmental Control Officer
2017 - 2018	NN Metals	Waltloo Scrap Facility	Environmental Control Officer

## Waste Classifications

Year	Client	Project	Specialist study
2018	Enviro Insight	Bloemendal Colliery	Waste Classification
2018	Vandaspark	Rondevly Colliery Mining Permit	Waste Classification
2018	REC Services	Welgedacht Colliery	Waste Classification
2019	Vandaspark	Rondevly Colliery Mining Right	Waste Classification
2020	Uitkomst Colliery	Wykom Siding	Waste Classification
2018	Enviro Insight	Bloemendal Colliery	Waste Classification
2018	Vandaspark	Rondevly Colliery Mining Permit	Waste Classification
2018	REC Services	Welgedacht Colliery	Waste Classification
2019	Vandaspark	Rondevly Colliery Mining Right	Waste Classification
2020	Uitkomst Colliery	Wykom Siding	Waste Classification
2020	Elemental Sustainability	Birmingham Mining Right	Waste Classification

## Environmental Control Officer, Audits and Monitoring

Year	Client	Project	Specialist study
2017 to date	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Surface and Groundwater Monitoring
2019 to date	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Service and drinking water monitoring
2019 to date	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Dust fallout monitoring
2017, 2018, 2020	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	WUL Audit
2017, 2019	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	EMP Performance Assessment
2017	Bauba A Hlabirwa Mining Investments	Moeijelijk Mine	Watercourse Audit and Rehabilitation Plan
2018 - 2019	No. 2 Piggeries	Longside Piggery	Surface and Groundwater Monitoring
2018 - 2019	Prescali Environmental Consultants	Black Chrome Mine	Groundwater Monitoring
2017	Living Waters Properties	Ruah Eco Caravan Park	Watercourse Audit
2018	Sefateng Chrome Mine	Sefateng Chrome Mine	Watercourse Audit and Rehabilitation Plan
2018, 2019, 2020	Sefateng Chrome Mine	Sefateng Chrome Mine	WUL Audit
2018 - 2020	Sefateng Chrome Mine	Sefateng Chrome Mine	Environmental Control Officer