

CURRICULUM VITAE OF JO-ANNE THOMAS

Profession:	Environmental Management and Compliance Consultant; Environmental Assessment Practitioner
Specialisation:	Environmental Management; Strategic environmental advice; Environmental compliance advice & monitoring; Environmental Impact Assessments; Policy, strategy & guideline formulation; Project Management; General Ecology
Work experience:	Twenty one (21) years in the environmental field

VOCATIONAL EXPERIENCE

Provide technical input for projects in the environmental management field, specialising in Strategic Environmental Advice, Environmental Impact Assessment studies, environmental auditing and monitoring, environmental permitting, public participation, Environmental Management Plans and Programmes, environmental policy, strategy and guideline formulation, and integrated environmental management. Key focus on integration of the specialist environmental studies and findings into larger engineering-based projects, strategic assessment, and providing practical and achievable environmental management solutions and mitigation measures. Responsibilities for environmental studies include project management (including client and authority liaison and management of specialist teams); review and manipulation of data; identification and assessment of potential negative environmental impacts and benefits; review of specialist studies; and the identification of mitigation measures. Compilation of the reports for environmental studies is in accordance with all relevant environmental legislation.

Undertaking of numerous environmental management studies has resulted in a good working knowledge of environmental legislation and policy requirements. Recent projects have been undertaken for both the public- and private-sector, including compliance advice and monitoring, electricity generation and transmission projects, various types of linear developments (such as National Road, local roads and power lines), waste management projects (landfills), mining rights and permits, policy, strategy and guideline development, as well as general environmental planning, development and management.

SKILLS BASE AND CORE COMPETENCIES

- Project management for a range of projects
- Identification and assessment of potential negative environmental impacts and benefits through the review and manipulation of data and specialist studies
- Identification of practical and achievable mitigation and management measures and the development of appropriate management plans
- Compilation of environmental reports in accordance with relevant environmental legislative requirements
- External and peer review of environmental reports & compliance advice and monitoring
- Formulation of environmental policies, strategies and guidelines
- Strategic and regional assessments; pre-feasibility & site selection
- Public participation processes for a variety of projects
- Strategic environmental advice to a wide variety of clients both in the public and private sectors
- Working knowledge of environmental planning processes, policies, regulatory frameworks and legislation

EDUCATION AND PROFESSIONAL STATUS

Degrees:

- B.Sc Earth Sciences, University of the Witwatersrand, Johannesburg (1993)
- B.Sc Honours in Botany, University of the Witwatersrand, Johannesburg (1994)
- M.Sc in Botany, University of the Witwatersrand, Johannesburg (1996)

Short Courses:

- Environmental Impact Assessment, Potchefstroom University (1998)
- Environmental Law, Morgan University (2001)
- Environmental Legislation, IMBEWU (2017)
- Mining Legislation, Cameron Cross & Associates (2013)
- Environmental and Social Risk Management (ESRM), International Finance Corporation (2018)

Professional Society Affiliations:

- Registered with the South African Council for Natural Scientific Professions as a Professional Natural Scientist: Environmental Scientist (400024/00)
- Registered with the International Association for Impact Assessment South Africa (IAIASa): 5601
- Member of the South African Wind Energy Association (SAWEA)

EMPLOYMENT

Date	Company	Roles and Responsibilities
January 2006 - Current	Savannah Environmental (Pty) Ltd	Director Project manager Independent specialist environmental consultant, Environmental Assessment Practitioner (EAP) and advisor.
1997 – 2005	Bohlweki Environmental (Pty) Ltd	Senior Environmental Scientist at. Environmental Management and Project Management
January – July 1997	Sutherland High School, Pretoria	Junior Science Teacher

PROJECT EXPERIENCE

Project experience includes large infrastructure projects, including electricity generation and transmission, wastewater treatment facilities, mining and prospecting activities, property development, and national roads, as well as strategy and guidelines development.

RENEWABLE POWER GENERATION PROJECTS: PHOTOVOLTAIC SOLAR ENERGY FACILITIES

Environmental Impact Assessments and Environmental Management Programmes

Project Name & Location	Client Name	Role
Christiana PV 2 SEF, North West	Solar Reserve South Africa	Project Manager & EAP
De Aar PV facility, Northern Cape	iNca Energy	Project Manager & EAP
Everest SEF near Hennenman, Free State	FRV Energy South Africa	Project Manager & EAP
Graafwater PV SEF, Western Cape	iNca Energy	Project Manager & EAP
Grootkop SEF near Allanridge, Free State	FRV Energy South Africa	Project Manager & EAP
Hertzogville PV 2 SEF with 2 phases, Free State	SunCorp / Solar Reserve	Project Manager & EAP
Karoshhoek CPV facility on site 2 as part of the larger Karoshhoek Solar Valley Development East of Upington, Northern Cape	FG Emvelo	Project Manager & EAP

Project Name & Location	Client Name	Role
Kgabalatsane SEF North-East for Brits, North West	Built Environment African Energy Services	Project Manager & EAP
Kleinbegin PV SEF West of Groblershoop, Northern Cape	MedEnergy Global	Project Manager & EAP
Lethabo Power Station PV Installation, Free State	Eskom Holdings SoC Limited	Project Manager & EAP
Majuba Power Station PV Installation, Mpumalanga	Eskom Holdings SoC Limited	Project Manager & EAP
Merapi PV SEF Phase 1 – 4 South-East of Excelsior, Free State	SolaireDirect Southern Africa	Project Manager & EAP
Sannaspos Solar Park, Free State	SolaireDirect Southern Africa	Project Manager & EAP
Ofir-Zx PV Plant near Keimoes, Northern Cape	S28 Degrees Energy	Project Manager & EAP
Oryx SEF near Virginia, Free State	FRV Energy South Africa	Project Manager & EAP
Project Blue SEF North of Kleinsee, Northern Cape	WWK Development	Project Manager & EAP
S-Kol PV Plant near Keimoes, Northern Cape	S28 Degrees Energy	Project Manager & EAP
Sonnenberg PV Plant near Keimoes, Northern Cape	S28 Degrees Energy	Project Manager & EAP
Tutuka Power Station PV Installation, Mpumalanga	Eskom Transmission	Project Manager & EAP
Two PV sites within the Northern Cape	MedEnergy Global	Project Manager & EAP
Two PV sites within the Western & Northern Cape	iNca Energy	Project Manager & EAP
Upington PV SEF, Northern Cape	MedEnergy Global	Project Manager & EAP
Vredendal PV facility, Western Cape	iNca Energy	Project Manager & EAP
Waterberg PV plant, Limpopo	Thupela Energy	Project Manager & EAP
Watershed Phase I & II SEF near Litchtenburg, North West	FRV Energy South Africa	Project Manager & EAP
Alldays PV & CPV SEF Phase 1, Limpopo	BioTherm Energy	Project Manager & EAP
Hyperion PV Solar Development 1, 2, 3, 4, 5 & 6	Building Energy	Project Manager & EAP

Basic Assessments

Project Name & Location	Client Name	Role
Aberdeen PV SEF, Eastern Cape	BioTherm Energy	Project Manager & EAP
Christiana PV 1 SEF on Hartebeestpan Farm, North-West	Solar Reserve South Africa	Project Manager & EAP
Heuningspruit PV1 & PV 2 facilities near Koppies, Free State	Sun Mechanics	Project Manager & EAP
Kakamas PV Facility, Northern Cape	iNca Energy	Project Manager & EAP
Kakamas II PV Facility, Northern Cape	iNca Energy	Project Manager & EAP
Machadodorp 1 PV SEF, Mpumalanga	Solar To Benefit Africa	Project Manager & EAP
PV site within the Northern Cape	iNca Energy	Project Manager & EAP
PV sites within 4 ACSA airports within South Africa, National	Airports Company South Africa (ACSA)	Project Manager & EAP
RustMo1 PV Plant near Buffelspoort, North West	Momentous Energy	Project Manager & EAP
RustMo2 PV Plant near Buffelspoort, North West	Momentous Energy	Project Manager & EAP
RustMo3 PV Plant near Buffelspoort, North West	Momentous Energy	Project Manager & EAP
RustMo4 PV Plant near Buffelspoort, North West	Momentous Energy	Project Manager & EAP
Sannaspos PV SEF Phase 2 near Bloemfontein, Free State	SolaireDirect Southern Africa	Project Manager & EAP
Solar Park Expansion within the Rooiwal Power Station, Gauteng	AFRKO Energy	Project Manager & EAP
Steynsrus SEF, Free State	SunCorp	Project Manager & EAP

Project Name & Location	Client Name	Role
Sirius Solar PV Project Three and Sirius Solar PV Project Four (BA in terms of REDZ regulations), Northern Cape	SOLA Future Energy	Project Manager & EAP

Screening Studies

Project Name & Location	Client Name	Role
Allemans Fontein SEF near Noupoot, Northern Cape	Fusion Energy	Project Manager & EAP
Amandel SEF near Thabazimbi, Limpopo	iNca Energy	Project Manager & EAP
Arola/Doornplaat SEF near Ventersdorp, North West	FRV & iNca Energy	Project Manager & EAP
Bloemfontein Airport PV Installation, Free State	The Power Company	Project Manager & EAP
Brakspruit SEF near Klerksorp, North West	FRV & iNca Energy	Project Manager & EAP
Carolus Poort SEF near Noupoot, Northern Cape	Fusion Energy	Project Manager & EAP
Damfontein SEF near Noupoot, Northern Cape	Fusion Energy	Project Manager & EAP
Everest SEF near Welkom, Free State	FRV & iNca Energy	Project Manager & EAP
Gillmer SEF near Noupoot, Northern Cape	Fusion Energy	Project Manager & EAP
Grootkop SEF near Allansridge, Free State	FRV & iNca Energy	Project Manager & EAP
Heuningspruit PV1 & PV 2 near Koppies, Free State	Cronimat	Project Manager & EAP
Kimberley Airport PV Installation, Northern Cape	The Power Company	Project Manager & EAP
Kolonnade Mall Rooftop PV Installation in Tshwane, Gauteng	Momentous Energy	Project Manager & EAP
Loskop SEF near Groblersdal, Limpopo	S&P Power Unit	Project Manager & EAP
Marble SEF near Marble Hall, Limpopo	S&P Power Unit	Project Manager & EAP
Morgenson PV1 SEF South-West of Windsorton, Northern Cape	Solar Reserve South Africa	Project Manager & EAP
OR Tambo Airport PV Installation, Gauteng	The Power Company	Project Manager & EAP
Oryx SEF near Virginia, Free State	FRV & iNca Energy	Project Manager & EAP
Rhino SEF near Vaalwater, Limpopo	S&P Power Unit	Project Manager & EAP
Rustmo2 PV Plant near Buffelspoort, North West	Momentous Energy	Project Manager & EAP
Spitskop SEF near Northam, Limpopo	FRV & iNca Energy	Project Manager & EAP
Steynsrus PV, Free State	Suncorp	Project Manager & EAP
Tabor SEF near Polokwane, Limpopo	FRV & iNca Energy	Project Manager & EAP
Upington Airport PV Installation, Northern Cape	The Power Company	Project Manager & EAP
Valeria SEF near Hartebeestpoort Dam, North West	Solar to Benefit Africa	Project Manager & EAP
Watershed SEF near Lichtenburg, North West	FRV & iNca Energy	Project Manager & EAP
Witkop SEF near Polokwane, Limpopo	FRV & iNca Energy	Project Manager & EAP
Woodmead Retail Park Rooftop PV Installation, Gauteng	Momentous Energy	Project Manager & EAP

Environmental Compliance, Auditing and ECO

Project Name & Location	Client Name	Role
ECO and bi-monthly auditing for the construction of the Adams Solar PV Project Two South of Hotazel, Northern Cape	Enel Green Power	Project Manager
ECO for the construction of the Kathu PV Facility, Northern Cape	REISA	Project Manager
ECO and bi-monthly auditing for the construction of the Pulida PV Facility, Free State	Enel Green Power	Project Manager
ECO for the construction of the RustMo1 SEF, North West	Momentous Energy	Project Manager
ECO for the construction of the Sishen SEF, Northern	Windfall 59 Properties	Project Manager

Project Name & Location	Client Name	Role
Cape		
ECO for the construction of the Upington Airport PV Facility, Northern Cape	Sublunary Trading	Project Manager
Quarterly compliance monitoring of compliance with all environmental licenses for the operation activities at the Kathu PV facility, Northern Cape	REISA	Project Manager
ECO for the construction of the Konkoonies II PV SEF and associated infrastructure, Northern Cape	BioTherm Energy	Project Manager
ECO for the construction of the Aggeneys PV SEF and associated infrastructure, Northern Cape	BioTherm Energy	Project Manager

Compliance Advice and ESAP Reporting

Project Name & Location	Client Name	Role
Aggeneys Solar Farm, Northern Cape	BioTherm Energy	Environmental Advisor
Airies II PV Facility SW of Kenhardt, Northern Cape	BioTherm Energy	Environmental Advisor
Kalahari SEF Phase II in Kathu, Northern Cape	Engie	Environmental Advisor
Kathu PV Facility, Northern Cape	Building Energy	Environmental Advisor
Kenhardt PV Facility, Northern Cape	BioTherm Energy	Environmental Advisor
Kleinbegin PV SEF West of Groblershoop, Northern Cape	MedEnergy	Environmental Advisor
Konkoonies II SEF near Pofadder, Northern Cape	BioTherm Energy	Environmental Advisor
Konkoonies Solar Farm, Northern Cape	BioTherm Energy	Environmental Advisor
Lephalale SEF, Limpopo	Exxaro	Environmental Advisor
Pixley ka Seme PV Park, South-East of De Aar, Northern Cape	African Clean Energy Developments (ACED)	Environmental Advisor
RustMo1 PV Plant near Buffelspoort, North West	Momentous Energy	Environmental Advisor
Scuitdrift 1 SEF & Scuitdrift 2 SEF, Limpopo	Building Energy	Environmental Advisor
Sirius PV Plants, Northern Cape	Aurora Power Solutions	Environmental Advisor
Upington Airport PV Power Project, Northern Cape	Sublunary Trading	Environmental Advisor
Upington SEF, Northern Cape	Abengoa Solar	Environmental Advisor
Ofir-ZX PV SEF near Keimoes, Northern Cape	Networx S28 Energy	Environmental Advisor
Steynsrus PV1 & PV2 SEF's, Northern Cape	Cronimet Power Solutions	Environmental Advisor
Heuningspruit PV SEF, Northern Cape	Cronimet Power Solutions	Environmental Advisor

Due Diligence Reporting

Project Name & Location	Client Name	Role
5 PV SEF projects in Lephalale, Limpopo	iNca Energy	Environmental Advisor
Prieska PV Plant, Northern Cape	SunEdison Energy India	Environmental Advisor
Sirius Phase One PV Facility near Upington, Northern Cape	Aurora Power Solutions	Environmental Advisor

Environmental Permitting, S53, Water Use Licence (WUL), Waste Management Licence (WML) & Other Applications

Project Name & Location	Client Name	Role
Biodiversity Permit & WULA for the Aggeneys SEF near Aggeneys, Northern Cape	BioTherm Energy	Project Manager & EAP
Biodiversity Permit for the Konkoonies II SEF near Pofadder, Northern Cape	BioTherm Energy	Project Manager & EAP
Biodiversity Permitting for the Lephalale SEF, Limpopo	Exxaro Resources	Project Manager & EAP

Project Name & Location	Client Name	Role
Environmental Permitting for the Kleinbegin PV SEF West of Groblershoop, Northern Cape	MedEnergy	Project Manager & EAP
Environmental Permitting for the Upington SEF, Northern Cape	Abengoa Solar	Project Manager & EAP
Environmental Permitting for the Kathu PV Facility, Northern Cape	Building Energy	Project Manager & EAP
Environmental Permitting for the Konkoonsies Solar Farm, Northern Cape	BioTherm Energy	Project Manager & EAP
Environmental Permitting for the Lephalale SEF, Limpopo	Exxaro Resources	Project Manager & EAP
Environmental Permitting for the Scuitdrift 1 SEF & Scuitdrift 2 SEF, Limpopo	Building Energy	Project Manager & EAP
Environmental Permitting for the Sirius PV Plant, Northern Cape	Aurora Power Solutions	Project Manager & EAP
Environmental Permitting for the Steynsrus PV1 & PV2 SEF's, Northern Cape	Cronimet Power Solutions	Project Manager & EAP
Environmental Permitting for the Heuningspruit PV SEF, Northern Cape	Cronimet Power Solutions	Project Manager & EAP
Permits for the Kleinbegin and UAP PV Plants, Northern Cape	MedEnergy Global	Project Manager & EAP
S53 Application for Arriesfontein Solar Park Phase 1 – 3 near Danielskuil, Northern Cape	Solar Reserve / SunCorp	Project Manager & EAP
S53 Application for Hertzogville PV1 & PV 2 SEFs, Free State	Solar Reserve / SunCorp	Project Manager & EAP
S53 Application for the Bloemfontein Airport PV Facility, Free State	Sublunary Trading	Project Manager & EAP
S53 Application for the Kimberley Airport PV Facility, Northern Cape	Sublunary Trading	Project Manager & EAP
S53 Application for the Project Blue SEF, Northern Cape	WWK Developments	Project Manager & EAP
S53 Application for the Upington Airport PV Facility, Free State	Sublunary Trading	Project Manager & EAP
WULA for the Kalahari SEF Phase II in Kathu, Northern Cape	Engie	Project Manager & EAP
Environmental Permitting for the Steynsrus PV1 & PV2 SEF's, Northern Cape	Cronimet Power Solutions	Project Manager & EAP
Environmental Permitting for the Heuningspruit PV SEF, Northern Cape	Cronimet Power Solutions	Project Manager & EAP

RENEWABLE POWER GENERATION PROJECTS: CONCENTRATED SOLAR FACILITIES (CSP)

Environmental Impact Assessments and Environmental Management Programmes

Project Name & Location	Client Name	Role
Ilanga CSP 2, 3, 4, 5, 7 & 9 Facilities near Upington, Northern Cape	Emvelo Holdings	Project Manager & EAP
Ilanga CSP near Upington, Northern Cape	Ilangethu Energy	Project Manager & EAP
Ilanga Tower 1 Facility near Upington, Northern Cape	Emvelo Holdings	Project Manager & EAP

Project Name & Location	Client Name	Role
Karoshhoek CPVPD 1-4 facilities on site 2 as part of the larger Karoshhoek Solar Valley Development East of Upington, Northern Cape	FG Emvelo	Project Manager & EAP
Karoshhoek CSP facilities on sites 1.4; 4 & 5 as part of the larger Karoshhoek Solar Valley Development East of Upington, Northern Cape	FG Emvelo	Project Manager & EAP
Karoshhoek Linear Fresnel 1 Facility on site 1.1 as part of the larger Karoshhoek Solar Valley Development East of Upington, Northern Cape	FG Emvelo	Project Manager & EAP

Environmental Compliance, Auditing and ECO

Project Name & Location	Client Name	Role
ECO for the construction of the !Khi CSP Facility, Northern Cape	Abengoa Solar	Project Manager
ECO for the construction of the Ilanga CSP 1 Facility near Upington, Northern Cape	Karoshhoek Solar One	Project Manager
ECO for the construction of the Solar Park, Northern Cape	Kathu Solar	Project Manager
ECO for the construction of the KaXu! CSP Facility, Northern Cape	Abengoa Solar	Project Manager
Internal audit of compliance with the conditions of the IWUL issued to the Karoshhoek Solar One CSP Facility, Northern Cape	Karoshhoek Solar One	Project Manager

Screening Studies

Project Name & Location	Client Name	Role
Upington CSP (Tower) Plant near Kanoneiland, Northern Cape	iNca Energy and FRV	Project Manager & EAP

Compliance Advice and ESAP reporting

Project Name & Location	Client Name	Role
Ilanga CSP Facility near Upington, Northern Cape	Ilangethu Energy	Environmental Advisor
Ilangaletu CSP 2, Northern Cape	FG Emvelo	Environmental Advisor
Kathu CSP Facility, Northern Cape	GDF Suez	Environmental Advisor
Lephalale SEF, Limpopo	Cennergi	Environmental Advisor
Solis I CSP Facility, Northern Cape	Brightsource	Environmental Advisor

Environmental Permitting, S53, Water Use Licence (WUL), Waste Management Licence (WML) & Other Applications

Project Name & Location	Client Name	Role
Environmental Permitting for the Ilanga CSP Facility near Upington, Northern Cape	Ilangethu Energy	Project Manager & EAP
Environmental Permitting for the Kathu CSP, Northern Cape	GDF Suez	Project Manager & EAP
WULA for the Solis I CSP Facility, Northern Cape	Brightsource	Project Manager & EAP

RENEWABLE POWER GENERATION PROJECTS: WIND ENERGY FACILITIES

Environmental Impact Assessments and Environmental Management Programmes

Project Name & Location	Client Name	Role
Sere WEF, Western Cape	Eskom Holdings SoC Limited	EAP

Project Name & Location	Client Name	Role
Aberdeen WEF, Eastern Cape	Eskom Holdings SoC Limited	Project Manager & EAP
Amakhala Emoyeni WEF, Eastern Cape	Windlab Developments	Project Manager & EAP
EXXARO West Coast WEF, Western Cape	EXXARO Resources	Project Manager & EAP
Goereesoe Wind Farm near Swellendam, Western Cape	iNca Energy	Project Manager & EAP
Hartneest WEF, Western Cape	Juwi Renewable Energies	Project Manager & EAP
Hopefield WEF, Western Cape	Umoya Energy	EAP
Kleinsee WEF, Northern Cape	Eskom Holdings SoC Limited	Project Manager & EAP
Klipheuwel/Dassiesfontein WEF within the Overberg area, Western Cape	BioTherm Energy	Project Manager & EAP
Moorreesburg WEF, Western Cape	iNca Energy	Project Manager & EAP
Oyster Bay WEF, Eastern Cape	Renewable Energy Resources Southern Africa	Project Manager & EAP
Project Blue WEF, Northern Cape	Windy World	Project Manager & EAP
Rheboksfontein WEF, Western Cape	Moyeng Energy	Project Manager & EAP
Spitskop East WEF near Riebeeck East, Eastern Cape	Renewable Energy Resources Southern Africa	Project Manager & EAP
Suurplaat WEF, Western Cape	Moyeng Energy	Project Manager & EAP
Swellendam WEF, Western Cape	IE Swellendam	Project Manager & EAP
Tsitsikamma WEF, Eastern Cape	Exxarro	Project Manager & EAP
West Coast One WEF, Western Cape	Moyeng Energy	Project Manager & EAP

Basic Assessments

Project Name & Location	Client Name	Role
Amakhala Emoyeni Wind Monitoring Masts, Eastern Cape	Windlab Developments	Project Manager & EAP
Beaufort West Wind Monitoring Masts, Western Cape	Umoya Energy	Project Manager & EAP
Hopefield Community Wind Farm near Hopefield, Western Cape	Umoya Energy	Project Manager & EAP
Koekenaap Wind Monitoring Masts, Western Cape	EXXARO Resources	Project Manager & EAP
Koingnaas WEF, Northern Cape	Just Palm Tree Power	Project Manager & EAP
Laingsburg Area Wind Monitoring Masts, Western Cape	Umoya Energy	Project Manager & EAP
Overberg Area Wind Monitoring Masts, Western Cape	BioTherm Energy	Project Manager & EAP
Oyster Bay Wind Monitoring Masts, Eastern Cape	Renewable Energy Systems Southern Africa (RES)	Project Manager & EAP

Screening Studies

Project Name & Location	Client Name	Role
Albertinia WEF, Western Cape	BioTherm Energy	Project Manager & EAP
Koingnaas WEF, Northern Cape	Just Pal Tree Power	Project Manager & EAP
Napier Region WEF Developments, Western Cape	BioTherm Energy	Project Manager & EAP
Tsitsikamma WEF, Eastern Cape	Exxarro Resources	Project Manager & EAP
Various WEFs within an identified area in the Overberg area, Western Cape	BioTherm Energy	Project Manager & EAP
Various WEFs within an identified area on the West Coast, Western Cape	Investec Bank Limited	Project Manager & EAP
Various WEFs within an identified area on the West Coast, Western Cape	Eskom Holdings Limited	Project Manager & EAP

Project Name & Location	Client Name	Role
Various WEFs within the Western Cape	Western Cape Department of Environmental Affairs and Development Planning	Project Manager & EAP
Velddrift WEF, Western Cape	VentuSA Energy	Project Manager & EAP
Wind 1000 Project	Thabo Consulting on behalf of Eskom Holdings	Project Manager & EAP
Wittekleibosch, Snylip & Doriskraal WEFs, Eastern Cape	Exxarro Resources	Project Manager & EAP

Environmental Compliance, Auditing and ECO

Project Name & Location	Client Name	Role
ECO for the construction of the West Coast One WEF, Western Cape	Aurora Wind Power	Project Manager
ECO for the construction of the Gouda WEF, Western Cape	Blue Falcon	Project Manager
EO for the Dassiesklip Wind Energy Facility, Western Cape	Group 5	Project Manager
Quarterly compliance monitoring of compliance with all environmental licenses for the operation activities at the Gouda Wind Energy facility near Gouda, Western Cape	Blue Falcon	Project Manager
Annual auditing of compliance with all environmental licenses for the operation activities at the West Coast One Wind Energy facility near Vredenburg, Western Cape	Aurora Wind Power	Project Manager
External environmental and social audit for the Amakhala Wind Farm, Eastern Cape	Cennergi	Project Manager
External environmental and social audit for the Tsitsikamma Wind Farm, Eastern Cape	Cennergi	Project Manager
ECO for the construction of the Excelsior Wind Farm and associated infrastructure, Northern Cape	BioTherm Energy	Project Manager
External compliance audit of the Dassiesklip Wind Energy Facility, Western Cape	BioTherm Energy	Project Manager

Compliance Advice

Project Name & Location	Client Name	Role
Amakhala Phase 1 WEF, Eastern Cape	Cennergi	Environmental Advisor
Dassiesfontein WEF within the Overberg area, Western Cape	BioTherm Energy	Environmental Advisor
Excelsior Wind Farm, Western Cape	BioTherm Energy	Environmental Advisor
Great Karoo Wind Farm, Northern Cape	African Clean Energy Developments (ACED)	Environmental Advisor
Hopefield Community WEF, Western Cape	African Clean Energy Developments (ACED)	Environmental Advisor
Rheboksfontein WEF, Western Cape	Moyeng Energy	Environmental Advisor
Tiqua WEF, Western Cape	Cennergi	Environmental Advisor
Tsitsikamma WEF, Eastern Cape	Cennergi	Environmental Advisor
West Coast One WEF, Western Cape	Moyeng Energy	Environmental Advisor

Due Diligence Reporting

Project Name & Location	Client Name	Role
Witteberg WEF, Western Cape	EDPR Renewables	Environmental Advisor
IPD Vredenburg WEF within the Saldanha Bay area, Western Cape	IL&FS Energy Development Company	Environmental Advisor

Environmental Permitting, S53, Water Use Licence (WUL), Waste Management Licence (WML) & Other Applications

Project Name & Location	Client Name	Role
Biodiversity Permitting for the Power Line between the Tsitikamma Community WEF & the Diep River Substation, Eastern Cape	Cennergi	Project Manager & EAP
Biodiversity Permitting for the West Coast One WEF, Western Cape	Aurora Wind Power	Project Manager & EAP
Environmental Permitting for the Excelsior WEF, Western Cape	BioTherm Energy	Project Manager & EAP
Plant Permits & WULA for the Tsitikamma Community WEF, Eastern Cape	Cennergi	Project Manager & EAP
S24G and WULA for the Rectification for the commencement of unlawful activities on Ruimsig AH in Honeydew, Gauteng	Hossam Soror	Project Manager & EAP
S24G Application for the Rhebokfontein WEF, Western Cape	Ormonde - Theo Basson	Project Manager & EAP
S53 Application & WULA for Suurplaat and Gemini WEFs, Northern Cape	Engie	Project Manager & EAP
S53 Application for the Hopefield Community Wind Farm near Hopefield, Western Cape	Umoya Energy	Project Manager & EAP
S53 Application for the Project Blue WEF, Northern Cape	WWK Developments	Project Manager & EAP
S53 for the Oyster Bay WEF, Eastern Cape	RES	Project Manager & EAP
WULA for the Great Karoo Wind Farm, Northern Cape	African Clean Energy Developments (ACED)	Project Manager & EAP

CONVENTIONAL POWER GENERATION PROJECTS (COAL)

Environmental Impact Assessments and Environmental Management Programmes

Project Name & Location	Client Name	Role
Mutsho Power Station near Makhado, Limpopo	Mutsho Consortium	Project Manager & EAP
Coal-fired Power Station near Ogies, Mpumalanga	Ruukki SA	Project Manager & EAP
Thabametsi IPP Coal-fired Power Station, near Lephallale, Limpopo	Axia	Project Manager & EAP
Transalloys Coal-fired Power Station, Mpumalanga	Transalloys	Project Manager & EAP
Tshivasho IPP Coal-fired Power Station (with WML), near Lephallale, Limpopo	Cennergi	Project Manager & EAP
Umbani Coal-fired Power Station, near Kriel, Mpumalanga	ISS Global Mining	Project Manager & EAP
Waterberg IPP Coal-Fired Power Station near Lephallale, Limpopo	Exxaro Resources	Project Manager & EAP

Basic Assessments

Project Name & Location	Client Name	Role
Coal Stockyard on Medupi Ash Dump Site, Limpopo	Eskom Holdings	Project Manager & EAP

Project Name & Location	Client Name	Role
Biomass Co-Firing Demonstration Facility at Arnot Power Station East of Middleburg, Mpumlanaga	Eskom Holdings	Project Manager & EAP

Screening Studies

Project Name & Location	Client Name	Role
Baseload Power Station near Lephhalale, Limpopo	Cennergi	Project Manager & EAP
Coal-Fired Power Plant near Delmas, Mpumalanga	Exxaro Resources	Project Manager & EAP
Makhado Power Station, Limpopo	Mutsho Consortium, Limpopo	Project Manager & EAP

Environmental Compliance, Auditing and ECO

Project Name & Location	Client Name	Role
ECO for the Camden Power Station, Mpumalanga	Eskom Holdings	Project Manager

Compliance Advice

Project Name & Location	Client Name	Role
Thabametsi IPP Coal-fired Power Station, near Lephhalale, Limpopo	Axia	Environmental Advisor

Environmental Permitting, S53, Water Use Licence (WUL), Waste Management Licence (WML) & Other Applications

Project Name & Location	Client Name	Role
Permit application for the Thabametsi Bulk Water Pipeline, near Lephhalale, Limpopo	Axia	Project Manager & EAP
S53 & WULA for the Waterberg IPP Coal-Fired Power Station near Lephhalale, Limpopo	Exxaro Resources	Project Manager & EAP
S53 Application for the Tshivasho Coal-fired Power Station near Lephhalale, Limpopo	Cennergi	Project Manager & EAP

CONVENTIONAL POWER GENERATION PROJECTS (GAS)

Environmental Impact Assessments and Environmental Management Programmes

Project Name & Location	Client Name	Role
Ankerlig OCGT to CCGT Conversion project & 400 kV transmission power line between Ankerlig and the Omega Substation, Western Cape	Eskom Holdings SoC Limited	Project Manager & EAP
Gourikwa OCGT to CCGT Conversion project & 400 kV transmission power line between Gourikwa & Proteus Substation, Western Cape	Eskom Holdings SoC Limited	Project Manager & EAP
Richards Bay Gas to Power Combined Cycle Power Station, KwaZulu-Natal	Eskom Holdings SoC Limited	Project Manager & EAP
Richards Bay Gas to Power Plant, KwaZulu-Natal	Richards Bay Gas	Project Manager & EAP
Decommissioning & Recommissioning of 3 Gas Turbine Units at Acacia Power Station & 1 Gas Turbine Unit at Port Rex Power Station to the existing Ankerlig Power Station in Atlantis Industria, Western Cape	Eskom Holdings	Project Manager & EAP
Two 132kV Chickadee Lines to the new Zonnebloem Switching Station, Mpumalanga	Eskom Holdings	Project Manager & EAP

Screening Studies

Project Name & Location	Client Name	Role
Fatal Flaw Analysis for 3 area identified for the establishment of a 500MW CCGT Power Station	Globeleq Advisors Limited	Project Manager & EAP
Richards Bay Gas to Power Combined Cycle Power Station, KwaZulu-Natal	Eskom Holdings SoC Limited	Project Manager & EAP

GRID INFRASTRUCTURE PROJECTS

Environmental Impact Assessments and Environmental Management Programmes

Project Name & Location	Client Name	Role
Aggeneis-Oranjemond Transmission Line & Substation Upgrade, Northern Cape	Eskom Transmission	Project Manager & EAP
Ankerlig-Omega Transmission Power Lines, Western Cape	Eskom Transmission	Project Manager & EAP
Karoshhoek Grid Integration project as part of the Karoshhoek Solar Valley Development East of Upington, Northern Cape	FG Emvelo	Project Manager & EAP
Koeberg-Omega Transmission Power Lines,, Western Cape	Eskom Transmission	Project Manager & EAP
Koeberg-Stikland Transmission Power Lines, Western Cape	Eskom Transmission	Project Manager & EAP
Kyalami Strengthening Project, Gauteng	Eskom Transmission	Project Manager & EAP
Mokopane Integration Project, Limpopo	Eskom Transmission	Project Manager & EAP
Saldanha Bay Strengthening Project, Western Cape	Eskom Transmission	Project Manager & EAP
Steelpoort Integration Project, Limpopo	Eskom Transmission	Project Manager & EAP
Transmission Lines from the Koeberg-2 Nuclear Power Station site, Western Cape	Eskom Transmission	Project Manager & EAP
Tshwane Strengthening Project, Phase 1, Gauteng	Eskom Transmission	Project Manager & EAP

Basic Assessments

Project Name & Location	Client Name	Role
Dassenberg-Koeberg Power Line Deviation from the Koeberg to the Ankerlig Power Station, Western Cape	Eskom Holdings	Project Manager & EAP
Golden Valley II WEF Power Line & Substation near Cookhouse, Eastern Cape	BioTherm Energy	Project Manager & EAP
Golden Valley WEF Power Line near Cookhouse, Eastern Cape	BioTherm Energy	Project Manager & EAP
Karoshhoek Grid Integration project as part of the Karoshhoek Solar Valley Development East of Upington, Northern Cape	FG Emvelo	Project Manager & EAP
Konkoonsies II PV SEF Power Line to the Paulputs Substation near Pofadder, Northern Cape	BioTherm Energy	Project Manager & EAP
Perdekraal West WEF Powerline to the Eskom Kappa Substation, Western Cape	BioTherm Energy	Project Manager & EAP
Rheboksfontein WEF Powerline to the Aurora Substation, Western Cape	Moyeng Energy	Project Manager & EAP
Soetwater Switching Station near Sutherland, Northern Cape	African Clean Energy Developments (ACED)	Project Manager & EAP

Solis Power I Power Line & Switchyard Station near Upington, Northern Cape	Brightsource	Project Manager & EAP
Stormwater Canal System for the Ilanga CSP near Upington, Northern Cape	Karoshhoek Solar One	Project Manager & EAP
Tsitsikamma Community WEF Powerline to the Diep River Substation, Eastern Cape	Eskom Holdings	Project Manager & EAP

Environmental Compliance, Auditing and ECO

Project Name & Location	Client Name	Role
ECO for the construction of the Ferrum-Mookodi Transmission Line, Northern Cape and North West	Trans-Africa Projects on behalf of Eskom	Project Manager
EO for the construction of the Gamma-Kappa Section A Transmission Line, Western Cape	Trans-Africa Projects on behalf of Eskom	Project Manager
EO for the construction of the Gamma-Kappa Section B Transmission Line, Western Cape	Trans-Africa Projects on behalf of Eskom	Project Manager
EO for the construction of the Hydra IPP Integration project, Northern Cape	Trans-Africa Projects on behalf of Eskom	Project Manager
EO for the construction of the Kappa-Sterrekus Section C Transmission Line, Western Cape	Trans-Africa Projects on behalf of Eskom	Project Manager
EO for the construction of the Namaqualand Strengthening project in Port Nolloth, Western Cape	Trans-Africa Projects on behalf of Eskom	Project Manager
ECO for the construction of the Neptune Substation Soil Erosion Mitigation Project, Eastern Cape	Eskom	Project Manager
ECO for the construction of the Ilanga-Gordonia 132kV power line, Northern Cape	Karoshhoek Solar One	Project Manager

Environmental Permitting, S53, Water Use Licence (WUL), Waste Management Licence (WML) & Other Applications

Project Name & Location	Client Name	Role
Environmental Permitting and WULA for the Rockdale B Substation & Loop in Power Lines,	Eskom Holdings	Project Manager & EAP
Environmental Permitting and WULA for the Steelpoort Integration project, Limpopo	Eskom Holdings	Project Manager & EAP
Environmental Permitting for Solis CSP near Upington, Northern Cape	Brightsource	Project Manager & EAP

MINING SECTOR PROJECTS

Environmental Impact Assessments and Environmental Management Programmes

Project Name & Location	Client Name	Role
Elitheni Coal Mine near Indwe, Eastern Cape	Elitheni Coal	Project Manager & EAP
Groot Letaba River Development Project Borrow Pits	liso	Project Manager & EAP
Grootegeluk Coal Mine for coal transportation infrastructure between the mine and Medupi Power Station (EMPr amendment) , Limpopo	Eskom Holdings	Project Manager & EAP
Waterberg Coal Mine (EMPr amendment), Limpopo	Sesoko Resources	Project Manager & EAP
Aluminium Plant WML & AEL, Gauteng	GfE-MIR Alloys & Minerals	Project Manager & EAP

Basic Assessments

Project Name & Location	Client Name	Role
Rare Earth Separation Plant in Vredendal, Western Cape	Rareco	Project Manager & EAP

Decommissioning and Demolition of Kilns 5 & 6 at the Slurry Plant, Kwa-Zulu Natal	PPC	Project Manager & EAP
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Environmental Compliance, Auditing and ECO

Project Name & Location	Client Name	Role
ECO for the construction of the Duhva Mine Water Recovery Project, Mpumalanga	Eskom Holdings SoC Limited	Project Manager
External compliance audit of Palesa Coal Mine's Integrated Water Use License (IWUL), near KwaMhlanga, Mpumalanga	HCI Coal	Project Manager
External compliance audit of Palesa Coal Mine's Waste Management License (WML) and EMP, near KwaMhlanga, Mpumalanga	HCI Coal	Project Manager
External compliance audit of Mbali Coal Mine's Integrated Water Use License (IWUL), near Ogies, Mpumalanga	HCI Coal	Project Manager
Independent External Compliance Audit of Water Use License (WUL) for the Tronox Namakwa Sands (TNS) Mining Operations (Brand se Baai), Western Cape	Tronox Namakwa Sands	Project Manager
Independent External Compliance Audit of Water Use License (WUL) for the Tronox Namakwa Sands (TNS) Mineral Separation Plant (MSP), Western Cape	Tronox Namakwa Sands	Project Manager
Independent External Compliance Audit of Water Use License (WUL) for the Tronox Namakwa Sands (TNS) Smelter Operations (Saldanha), Western Cape	Tronox Namakwa Sands	Project Manager
Compliance Auditing of the Waste Management Licence for the PetroSA Landfill Site at the GTL Refinery, Western Cape	PetroSA	Project Manager

Environmental Permitting, S53, Water Use Licence (WUL), Waste Management Licence (WML) & Other Applications

Project Name & Location	Client Name	Role
Waste Licence Application for the Rare Earth Separation Plant in Vredendal, Western Cape	Rareco	Project Manager & EAP
WULA for the Expansion of the Landfill site at Exxaro's Namakwa Sands Mineral Separation Plant, Western Cape	Exxaro Resources	Project Manager & EAP
S24G & WML for an Aluminium Plant, Gauteng	GfE-MIR Alloys & Minerals	Project Manager & EAP

INFRASTRUCTURE DEVELOPMENT PROJECTS (BRIDGES, PIPELINES, ROADS, WATER RESOURCES, STORAGE, ETC)

Environmental Impact Assessments and Environmental Management Programmes

Project Name & Location	Client Name	Role
Bridge across the Ngotwane River, on the border of South Africa and Botswana	Eskom Holdings	Project Manager & EAP
Chemical Storage Tanks, Metallurgical Plant Upgrade & Backfill Plant upgrade at South Deep Gold Mine, near Westonaria, Gauteng	Goldfields	Project Manager & EAP
Expansion of the existing Welgedacht Water Care Works, Gauteng	ERWAT	Project Manager & EAP

Project Name & Location	Client Name	Role
Golden Valley WEF Access Road near Cookhouse, Eastern Cape	BioTherm Energy	Project Manager & EAP
Great Fish River Wind Farm Access Roads and Watercourse Crossings near Cookhouse, Eastern Cape	African Clean Energy Developments (ACED)	Project Manager & EAP
Ilanga CSP Facility Watercourse Crossings near Upington, Northern Cape	Karoshok Solar one	Project Manager & EAP
Modification of the existing Hartebeestfontein Water Care Works, Gauteng	ERWAT	Project Manager & EAP
N10 Road Realignment for the Ilanga CSP Facility, East of Upington, Northern Cape	SANRAL	Project Manager & EAP
Nxuba (Bedford) Wind Farm Watercourse Crossings near Cookhouse, Eastern Cape	African Clean Energy Developments (ACED)	Project Manager & EAP
Pollution Control Dams at the Medupi Power Station Ash Dump & Coal Stockyard, Limpopo	Eskom	Project Manager & EAP
Qoboshane borrow pits (EMPr only), Eastern Cape	Emalahleni Local Municipality	Project Manager & EAP
Tsitsikamma Community WEF Watercourse Crossings, Eastern Cape	Cennergi	Project Manager & EAP
Clayville Central Steam Plant, Gauteng	Bellmall Energy	Project Manager & EAP
Msenge Emoyeni Wind Farm Watercourse Crossings and Roads, Eastern Cape	Windlab	Project Manager & EAP

Basic Assessments

Project Name & Location	Client Name	Role
Harmony Gold WWTW at Doornkop Mine, Gauteng	Harmony Doornkop Plant	Project Manager & EAP
Ofir-ZX Watercourse Crossing for the Solar PV Facility, near Keimoes, Northern Cape	Networx S28 Energy	Project Manager & EAP
Qoboshane bridge & access roads, Eastern Cape	Emalahleni Local Municipality	Project Manager & EAP
Relocation of the Assay Laboratory near Carletonville, Gauteng	Sibanye Gold	Project Manager & EAP
Richards Bay Harbour Staging Area, KwaZulu-Natal	Eskom Holdings	Project Manager & EAP
S-Kol Watercourse Crossing for the Solar PV Facility, East of Keimoes, Northern Cape	Networx S28 Energy	Project Manager & EAP
Sonnenberg Watercourse Crossing for the Solar PV Facility, West Keimoes, Northern Cape	Networx S28 Energy	Project Manager & EAP
Kruisvallei Hydroelectric Power Generation Scheme, Free State	Building Energy	Project Manager & EAP
Masetjaba Water Reservoir, Pump Station and Bulk Supply Pipeline near Nigel, Gauteng	Naidu Consulting Engineers	Project Manager & EAP
Access Road for the Dwarsug Wind Farm, Northern Cape Province	South Africa Mainsteam Renewable Power	Project Manager & EAP
Upgrade of the Cooling Water Treatment Facility at the Kriel Power Station, Mpumalanga	Eskom	Project Manager & EAP

Screening Studies

Project Name & Location	Client Name	Role
Roodepoort Open Space Optimisation Programme (OSOP) Precinct, Gauteng	TIMAC Engineering Projects	Project Manager & EAP
Vegetable Oil Plant and Associated Pipeline, Kwa-Zulu Natal	Wilmar Oils and Fats Africa	Project Manager & EAP

Environmental Compliance, Auditing and ECO

Project Name & Location	Client Name	Role
ECO and bi-monthly auditing for the construction of the Olifants River Water Resources Development Project (ORWRDP) Phase 2A: De Hoop Dam, R555 realignment and housing infrastructure	Department of Water and Sanitation	Project Manager Auditor
ECO for the Rehabilitation of the Blaaupan & Storm Water Channel, Gauteng	Airports Company of South Africa (ACSA)	Project Manager
Due Diligence reporting for the Better Fuel Pyrolysis Facility, Gauteng	Better Fuels	Project Manager
ECO for the Construction of the Water Pipeline from Kendal Power Station to Kendal Pump Station, Mpumalanga	Transnet	Project Manager
ECO for the Replacement of Low-Level Bridge, Demolition and Removal of Artificial Pong, and Reinforcement the Banks of the Crocodile River at the Construction at Walter Sisulu National Botanical Gardens, Gauteng Province	South African National Biodiversity Institute (SANBI)	Project Manager
External Compliance Audit of the Air Emission Licence (AEL) for a depot in Bloemfontein, Free State Province and in Tzaneen, Mpumalanga Province	PetroSA	Project Manager

Environmental Permitting, S53, Water Use Licence (WUL), Waste Management Licence (WML) & Other Applications

Project Name & Location	Client Name	Role
WULA for the Izubulo Private Nature Reserve, Limpopo	Kjell Bismeyer, Jann Bader, Laurence Saad	Project Manager & EAP
WULA for the Masodini Private Game Lodge, Limpopo	Masodini Private Game Lodge	Environmental Advisor
WULA for the Ezulwini Private Nature Reserve, Limpopo	Ezulwini Investments	Project Manager & EAP
WULA for the Masodini Private Game Lodge, Limpopo	Masodini Private Game Lodge	Project Manager & EAP
WULA for the N10 Realignment at the Ilanga SEF, Northern Cape	Karoshhoek Solar One	Project Manager & EAP
WULA for the Kruisvallei Hydroelectric Power Generation Scheme, Free State	Building Energy	Project Manager & EAP
S24G and WULA for the illegal construction of structures within a watercourse on EFF 24 Ruimsig Agricultural Holdings, Gauteng	Sorrow Language Services	Project Manager & EAP

HOUSING AND URBAN PROJECTS

Basic Assessments

Project Name & Location	Client Name	Role
Postmasburg Housing Development, Northern Cape	Transnet	Project Manager & EAP

Compliance Advice and reporting

Project Name & Location	Client Name	Role
Kampi ya Thude at the Olifants West Game Reserve, Limpopo	Nick Elliot	Environmental Advisor

Project Name & Location	Client Name	Role
External Compliance Audit of WUL for the Johannesburg Country Club, Gauteng	Johannesburg Country Club	Project Manager

Environmental Compliance, Auditing and ECO

Project Name & Location	Client Name	Role
Due Diligence Audit for the Due Diligence Audit Report, Gauteng	Delta BEC (on behalf of Johannesburg Development Agency (JDA))	Project Manager

ENVIRONMENTAL MANAGEMENT TOOLS

Project Name & Location	Client Name	Role
Development of the 3rd Edition Environmental Implementation Plan (EIP)	Gauteng Department of Agriculture and Rural Development (GDARD)	Project Manager & EAP
Development of Provincial Guidelines on 4x4 routes, Western Cape	Western Cape Department of Environmental Affairs and Development Planning	EAP
Compilation of Construction and Operation EMP for the Braamhoek Transmission Integration Project, Kwazulu-Natal	Eskom Holdings	Project Manager & EAP
Compilation of EMP for the Wholesale Trade of Petroleum Products, Gauteng	Munaca Technologies	Project Manager & EAP
Operational Environmental Management Programme (OEMP) for Medupi Power Station, Limpopo	Eskom Holdings	Project Manager & EAP
Operational Environmental Management Programme (OEMP) for the Dube TradePort Site Wide Precinct	Dube TradePort Corporation	Project Manager & EAP
Operational Environmental Management Programme (OEMP) for the Kusile Power Station, Mpumalanga	Eskom Holdings	Project Manager & EAP
Review of Basic Assessment Process for the Wittekleibosch Wind Monitoring Mast, Eastern Cape	Exxaro Resources	Project Manager & EAP
Revision of the EMPr for the Sirius Solar PV	Aurora Power Solutions	Project Manager & EAP
State of the Environment (SoE) for Emalahleni Local Municipality, Mpumalanga	Simo Consulting on behalf of Emalahleni Local Municipality	Project Manager & EAP
Aspects and Impacts Register for Salberg Concrete Products operations	Salberg Concrete Products	EAP
First State of Waste Report for South Africa	Golder on behalf of the Department of Environmental Affairs	Project Manager & EAP
Responsibilities Matrix and Gap Analysis for the Kruisvallei Hydroelectric Power Generation Scheme, Free State Province	Building Energy	Project Manager
Responsibilities Matrix and Gap Analysis for the Roggeveld Wind Farm, Northern & Western Cape Provinces	Building Energy	Project Manager

PROJECTS OUTSIDE OF SOUTH AFRICA

Project Name & Location	Client Name	Role
Advisory Services for the Zizabona Transmission Project, Zambia, Zimbabwe, Botswana & Namibia	PHD Capital	Advisor
EIA for the Semonkong WEF, Lesotho	MOSCET	Project Manager & EAP
EMP for the Kuvaninga Energia Gas Fired Power Project, Mozambique	ADC (Pty) Ltd	Project Manager & EAP
Environmental Screening Report for the SEF near Thabana Morena, Lesotho	Building Energy	EAP
EPBs for the Kawambwa, Mansa, Mwense and Nchelenge SEFs in Luapula Province, Zambia	Building Energy	Project Manager & EAP
ESG Due Diligence for the Hilton Garden Inn Development in Windhoek, Namibia	Vatange Capital	Project Manager
Mandahill Mall Rooftop PV SEF EPB, Lusaka, Zambia	Building Energy	Project Manager & EAP
Monthly ECO for the PV Power Plant for the Mocuba Power Station	Scatec	Project Manager

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Werner C. Marais

Summary of qualifications

Late 2009
Started PhD (Biodiversity and Conservation) – Still in progress *University of Johannesburg*

2008
MSc (Biodiversity and Conservation) *University of Johannesburg*

2006
Hons (Biodiversity and Conservation) *University of Johannesburg*

2005
BSc (Zoology and Botany) *University of Johannesburg*

Education

PhD (Biodiversity and Conservation)

- In-depth study of the subterranean and epiphoreal ecosystems of caves and their surrounding environments in the Gauteng province, and more specifically the Carletonville Dolomite Grassland vegetation unit.
- Special reference is paid to cave dwelling bats and their specific conservation needs inside as well as outside caves, where foraging takes place.
- A thorough understanding of grassland ecology as well as mammalian biology/behavior is essential for the study.
- The impacts of urbanisation on cave bat colonies are an essential focus of the research.
- Strong ecological focus.

MSc (Biodiversity and Conservation)

- The potential of using insectivorous bats (Microchiroptera) as a means of insect pest control in agricultural areas – Passed with distinction
- Involved a large scale in-depth survey of the bat diversity in the Tzaneen and Waterpoort areas, Limpopo.
- Understanding and observing the biology and behavior of local bat species.

- Designing and experimenting with artificial bat roosts.

Hons Biodiversity and Conservation

- Research project: Preliminary study of the terrestrial Arthropoda associated with caves of the Cradle of Humankind World Heritage Site – Passed with distinction
- Introduction to Environmental Management
- Herpetology
- Terrestrial and conservation ecology
- Resource management (incl. forestry, fire ecology, animal behavior)
- Practical fieldwork methodology (4X4, boat training and mapping)
- Mammology
- Population genetics and biosystematics
- Philosophy and research methodology: Zoology Nature conservation
- Parasitology
- Molecular evolution

BSc Zoology and Botany

- One-year course in animal diversity and identification
- Six month course in basic and marine ecology
- Limnology and terrestrial ecology
- Coastal diversity excursion (Marine ecology)
- Introduction to SASS Freshwater pollution monitoring methodology
- Applied freshwater ecotoxicology
- Waterborne diseases
- Integrated animal physiology and processes
- General parasitology
- Cytology
- Six-month course in the identification and diversity of South African flora
- Ethno and economical plants
- Biotechnology
- Plant physiology
- Plant pathology
- Cellular and molecular biology
- Introduction to organic and physical chemistry
- General chemistry
- Mineralogy and earth dynamics

Additional:

- ***Experienced report writing skills, sufficient computer skills.***
- ***Proficient in GIS, bioacoustics analysis.***
- ***Snake Identification and Handling Course – Presented by MHB Enviro Developments.***
- ***Multiple training courses in bat related topics - Gauteng and Northern Regions Bat Interest Group (GNoRBIG; 2005-2009).***
- ***Soil Classification and Wetland Delineation Course – Presented by Terrasoil.***
- ***Fall Arrest Level 2 qualification (for working at heights).***
- ***Advanced driving course in 4x4 off-road driving.***

Affiliations to professional bodies and societies

- Pr.Sci.Nat.– SACNASP (Zoological Science; registration number 400169/10)
- Steering committee member of the SABAA (South African Bat Assessment Association).
- Bat Conservation International (BCI)
- Serving on the research committee of the Gauteng and Northern Regions Bat Interest Group (GNoRBIG).
- Serving on the steering committee of the Zoological Society of the University of Johannesburg.

Experience

- i. 2008 – Current Founder of Animalia Zoological & Ecological Consultation CC. Animalia has completed more than **300 specialist reports and numerous large scale projects** under the supervision and lead of Werner Marais:
- ii. 2008 University of Johannesburg Gauteng
 - Sensitivity and biodiversity surveys of five caves in the Cradle of Humankind World Heritage Site (COHWHS) and Pretoria areas.
 - Preliminary survey to investigate the correlation between insectivorous bats and prey insects in the Krugersdorp Game Reserve.
- iii. 2007, 2008 Limpopo
 1. Bertie van Zyl (Pty) Ltd.(ZZ2 Tomato Farms)
 2. University of Johannesburg Gauteng

Two year project to research the biological pest control method of utilizing insectivorous bats in agriculture. Required to conduct an in-depth study of bat (Microchiroptera) behavior and ecologically important factors.
- iv. 2006 University of Johannesburg Gauteng

Six month survey of cave dwelling arthropods in the Cradle of Humankind World Heritage Site.

Additional:

Invited by the EWT (Endangered Wildlife Trust) to deliver a presentation on current ecological issues regarding bats and wind energy.

Invited to present on current ecological issues regarding bats and wind energy for ESSA (Exploration Society of Southern Africa).

Contributing editor for the: “South African Good Practice Guidelines for Surveying Bats at Wind Energy Facility Developments – Pre-construction; 3rd Edition February 2014”

As a co-author, received the Dow Greeff price for best annual scientific publication: "Die karst-ekologie van die Bakwenagrot (Gauteng)" published in the Suid-Afrikaanse Tydskrif vir Natuurwetenskap en Tegnologie, Vol. 31(1), 2012.

Public and educational presentations related to bats, and presented a part of a Bat Training Course at Nylsvley Nature Reserve.

Presented the following papers at conferences:

- **The potential of using insectivorous bats (*Microchiroptera*) as a means of insect pest control in agricultural areas. The Zoological Society of Southern Africa's 50th Anniversary Conference. July 2009.**
- **Inseketende vlermuise (*Microchiroptera*) en vlermuishuise in landbougebiede. Suid Afrikaanse Akademie vir Wetenskap en Kuns se 100 jaar Eufees kongres. October 2009.**

Interviewed for two popular magazine articles on ecological aspects of biological pest control utilising bats; published in two consecutive issues of Farmers Weekly.

Languages Afrikaans / English – Full professional proficiency in both.

References ***Dr Francois Durand – Karst ecologist and paleontologist. Pr.Sci.Nat. (Zoology and Earth Sciences).***

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University of Pretoria,
Department of Microbiology and Plant Pathology,
Faculty of Natural and Agricultural Sciences,
New Agricultural Building, Room 9-2
Pretoria
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Dr David Hoare (Pr.Sci.Nat.) – David Hoare Consulting CC

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***Stephan du Toit (MSc; Pr.Sci.Nat.) – Specialist: Environmental Protection;
Mogale City Municipality***

083 306 3441
stephant@mogalecity.gov.za

Julio Balona – Chairman of the GNoRBIG

082 359 1295
Julio.Balona@lurgi.com

Thank You

CURRICULUM VITAE – DR BRETT WILLIAMS

Name of organisation: Safetech
Profession: Registered Occupational Hygienist / HSE Specialist
Position in Firm: Owner
Date of Birth: 21/04/1963
Years with Firm: 25

BIOGRAPHICAL SKETCH

Dr Brett Williams has been a Health Safety and Environmental Management practitioner since 1987. Safetech have offices in Pretoria and Port Elizabeth. He has consulted too many different industries including pharmaceutical, mining, oil and gas, chemical, automotive, food production, power utilities etc. He is registered with the Department of Labour and Chamber of Mines to measure environmental stressors, which include chemical monitoring, asbestos, noise and other physical stresses. He has also been trained by the United States Environmental Protection Agency on air pollution measurement and dispersion modelling.

He is a longstanding member of TC 207 and TC 283 at the South African Bureau of Standards for the development of Health & Safety Management Systems as well as Environmental Management Systems. He has thus worked on the development of both the ISO14001:2015 version and the ISO 45001:2018 version. He has assisted many companies in their certification to OHSAS 18001 and ISO 14001 and audited at over 135 companies. He holds a current Private Pilot Licence.

He has also worked in the off-shore oil and gas industry in South Africa, Angola and Nigeria.

TERTIARY EDUCATION

- PhD (Pretoria) – Environmental Management.
- National Diploma Health & Safety Management
- Bachelor of Arts (UPE)
- Master of Business Administration (University of Wales) with dissertation on HSE reporting in South Africa.
- Harvard University – School of Public Health – Advanced Occupational Hygiene Principles
- United States EPA Pollution Measurement course conducted at the University Of Cincinnati (EPA Training Centre)
- US EPA Air Dispersion Modelling Training Course
- Various Health & Safety Courses.
- Environmental Auditor (ISO 14001)
- Health & Safety Auditor (ISO 45001 and OHSAS 18001)

PROFESSIONAL SOCIETIES/ APPROVALS

- Department of Labour - Approved Inspection Authority
- South African Institute Of Safety Management
- Southern Africa Institute of Occupational Hygienists
- Member Technical Committee TC 177 at the SABS for Health & Safety Management Systems.
- Member National Clean Air Association
- Member of Mine Ventilation Society

KEY EXPERIENCE

1. Consultant with National Occupational Safety Association (NOSA) from 1987 – 1991.
2. Implementation of OHSAS 18001 & ISO 14001.
3. External Auditor for TUV (Sud) on ISO 14001 and OHSAS 18001 systems.
4. Lecturing to the Safety Management Diploma students at the Port Elizabeth Technikon (OHS Act as well).
5. Participation in the following HSE monitoring:
 - HSE Management System audits and process reviews (including risk assessments)
 - Occupational Hygiene Monitoring
 - Air pollution monitoring and modelling as part of the technical evaluations for environmental impact assessments (ambient and point sources).
 - Noise impact evaluation
 - Waste identification, management and auditing
6. Safety Health & Environmental consulting and examples of experience in the following industries:
 - Electrical Energy Utility – Eskom (Risk Assessments and general HSE consulting for two power generation plants and power distribution systems)
 - Rubber – Goodyear Tyres
 - Vehicle Assembly – BMW, Nissan, Ford, Volkswagen, General Motors
 - Vehicle component manufacture – Dorbyl, Rehau, Faurecia, Armstrong Hydraulics
 - Petrochemical – PetroSA -GTL Plant
 - Oil & Gas – PetroSA - FA Platform, FPSO Xicomba etc
 - Chemical – BASF, Kansai
 - Confectionary – Cadburys
 - Dairy – Parmalat, Woodlands Dairy
 - Aircraft Maintenance – National Airways Corp
 - Local Authority – Nelson Mandela Metro
 - Industrial Gas Manufacture - Afrox
 - Pharmaceutical – Aspen Pharmacare, Winthrop
 - Textile – Industex
 - Construction – Grinaker LTA

References:

Mrs Zelda Lourens, Volkswagen South Africa – 041 -9944549

Mrs Fleur Wilson, Aspen South Africa - 041 - 4072111

Mr Pieter van den Berg, SHEQ Manager, BMW South Africa - 012 - 522 3163

LANGUAGES

Language	Speaking	Reading	Writing
English	Excellent	Excellent	Excellent
Afrikaans	Good	Good	Fair

CERTIFICATION

I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe my qualifications, my experience, and me.



Dr Brett Williams

CURRICULUM VITAE

Name: Timothy James Graham Hart

Profession: Archaeologist

Date of Birth: 29/07/60

Parent Firm: ACO Associates cc

Position in Firm: Director

Years with Firm: 11

Years experience: +33 years

Nationality: South African

HDI Status: n/a

Education: Matriculated Rondebosch Boys High, awarded degrees BA (UCT) BA Hons (UCT) MA (UCT).

Professional Qualifications: Principal Investigator ASAPA, member of Association of Heritage Professionals (APHP)

Languages: Fully literate in English, good writing skills. Conversation in Afrikaans, mediocre writing skills, good reading skills.

KEY QUALIFICATIONS

- Bachelor of Arts in Archaeology and Psychology
- BA Honours in Archaeology
- MA in Archaeology
- Recipient of Frank Schweitzer Memorial Prize (UCT) for student excellence
- Professional member (no 50) Association of Southern African Professional Archaeologists (ASAPA)
- Principal Investigator, cultural resources management section (ASAPA)
- Professional member in specialist and generalist categories Association of Heritage Professionals (APHP)
- Committee Member Heritage Western Cape, Committee Member SAHRA
- Awarded Department of Arts and Culture and Sport award (joint recipient) for **best heritage study in 2014**,

SELECTED PROJECTS

- Excavation, conservation and museum creation: Battery Chavonnes, V&A Waterfront, Cape Town
- Excavation and conservation – Amsterdam Battery, V&A Waterfront, Cape Town
- Excavation and conservation – Sea Point Battery, Sea Point, Cape Town
- Excavation and grave location, museum creation – Prestwich Place, Cape Town
- Conservation plan for East Fort, Table Mountain National Park, Hout Bay, Cape Town, SANParks
- Archaeological survey of Bordjiesrif and Buffels Bay, Table Mountain National Park, Cape Town, SANParks
- Assessment and conservation plan – Ratel Rivier, Agulhas National Park, SANParks
- Specialist consultant – Eskom's Nuclear 1 programme, Eastern, Western and Northern Cape
- Specialist consultant – Eskom's PBMR programme
- Specialist consultant – Department of Water Affairs, raising of Clanwilliam Dam project, Western Cape
- Specialist consultant to De Beers Namaqualand Mines (multiple projects since 1995)
- Specialist consultant – Saldanha Ore Handling Facility phase 2 upgrade

- Three years of involvement in Late Stone Age projects in the Central Great Karoo
- Wind Energy systems: Koekenaap, Hopefield, Darling, Vredendal, Bedford, Sutherland, Caledon (some 75) completed to date.
- Karoo uranium prospecting, various sites
- HIA Houses of Parliament, Cape Town
- Proposed Sunbird Ibhubesi gas project, West Coast of South Africa.
- 1991 – 1997 Annual surveys and mitigation work, De Beers Namakwaland Mines Division.

EXPERIENCE

After graduating from UCT with my honours degree I joined the Southern Methodist University (SMU Dallas Texas) team undertaking Stone Age research in the Great Karoo. After working in the field for a year I registered for a Masters degree in pre-colonial archaeology with support from SMU. On completion of this degree in 1987 I commenced working for the ACO when it was based at UCT. This was the first unit of its kind in RSA.

In 1991 I took over management of the unit with David Halkett. We nursed the office through new legislation and were involved in setting up the professional association and assisting SAHRA with compiling regulations. The office developed a reputation for excellence in field skills with the result that ACO was contracted to provide field services for a number of research organisations, both local and international. Since 1987 in professional practise I have has been involved in a wide range of heritage related projects ranging from excavation of fossil and Stone Age sites to the conservation of historic buildings, places and industrial structures. To date the ACO Associates CC (of which I am co-director) has completed more than 3000 projects throughout the country ranging from minor assessments to participating as a specialist in a number of substantial EIA's as well as international research projects. Some of these projects are of more than 4 years duration.

Together with my colleague Dave Halkett I have been involved in heritage policy development, development of the CRM profession, the establishment of 2 professional bodies and development of professional practice standards. Notable projects I have been involved with are the development of a heritage management plan and ongoing annual mitigation for the De Beers Namaqualand Mines Division, heritage management for Namakwa Sands and other west coast and Northern Cape mining firms. Locally, I was responsible for the discovery of the "Battery Chavonnes" at the V&A Waterfront (now a conserved as a museum and exhibition centre), the discovery of a massive paupers burial ground in Green Point (now with museum and memorial), the fossil deposit which is now the subject of a public display at the West Coast Fossil Park National Heritage Site as well as participating in the development of the Robben Island Museum World Heritage Site. ACO also recently did the archaeology informing the Battery Part project at the V&A and exposed the rare disappearing gun in Sea Point (<http://www.bbc.com/travel/gallery/20190423-the-mystery-of-cape-towns-disappearing-gun?ocid=ww.social.link.twitter>) I have teaching experience within a university setting and have given many public lectures on archaeology and general heritage related matters. I ran a NLF funded project (R1.2m) to research the historic burial grounds of Green Point which culminated in the publication of a publically well-received book.

Academic Publications

- Cruz-Uribe, K., Klein, R.G., Avery, G., Avery, D.M., Halkett, D., Hart, T., Milo, R.G., Sampson, C.G. & Volman, T.P. 2003. Excavation of buried late Acheulean (mid-quaternary) land surfaces at Duinefontein 2, Western Cape Province, South Africa. *Journal of Archaeological Science* 30.
- Dewar, G., Halkett, D., Hart, T., Orton, J. & Sealy, J. 2006. Implications of a mass kill site of springbok (*Antidorcas marsupialis*) in South Africa: hunting practices, gender relations, and sharing in the Later Stone Age. *Journal of Archaeological Science* 33 (9), 1266-127.

- Finnegan, E., Hart, T. & Halkett, D. 2011. The informal burial ground at Prestwich Street, Cape Town: Cultural and chronological indicators for the informal Cape underclass. *The South African Archaeological Bulletin* Vol. 66 No. 194 (December 2011), 136-148.
- Halkett, D., Hart, T., Yates, R., Volman, T.P., Parkington, J.E., Orton, J., Klein, R.G., Cruz-Uribe, K. & Avery, G. 2003. First excavation of intact Middle Stone Age layers at Ysterfontein, Western Cape Province, South Africa: implications for Middle Stone Age ecology. *Journal of Archaeological Science* 30 (2003) 955–971.
- Hart, T. 1987. Porterville survey. In Parkington, J. & Hall, M.J. eds. *Papers in the Prehistory of the Western Cape, South Africa*. Oxford: BAR International Series 332.
- Hart, T. & Halkett, D. 1994. Reports compiled by the Archaeology Contracts Office, University of Cape Town. Crossmend, HARG. University of Cape Town.
- Hart, T. & Halkett, D. 1994. *The end of a legend?* Crossmend, HARG. University of Cape Town.
- Hart, T. 2000. The Chavonnes Battery. *Aquapolis. Quarterly of the International Center for Cities on Water*. 3-4 2000.
- Hart, T. 2017. The archaeology of the infirm, Robben Island. University of Leuven. International conference on sense of place, November 2017.
- Hine, P., Sealy, J., Halkett, D. & Hart, T. 2010. Antiquity of stone walled fish traps on the Cape Coast of South Africa. *The South African Archaeological Bulletin*. Vol. 65, No. 191 (June 2010), pp. 35-44.
- Klein, R.G., Avery, G., Cruz-Uribe, K., Halkett, D., Hart, T., Milo, R.G. & Volman, T.P. 1999. Duinefontein 2: An Acheulean Site in the Western Cape Province of South Africa. *Journal of Human Evolution* 37, 153-190.
- Klein, R.G., Cruz-Uribe, K., Halkett, D., Hart, T. & Parkington, J.E. 1999. Paleoenvironmental and human behavioral implications of the Boegoeberg 1 late Pleistocene hyena den, Northern Cape Province, South Africa. *Quaternary Research* 52, 393-403.
- Malan, A., Halkett, D., Hart, T. & Schietecatte, L. 2017. *Grave Encounters. Archaeology of the burial grounds, Green Point, South Africa*. With preface by Professor Carmel Schrire. ISBN: 978-0-620-71752-6
- Orton, J., Halkett, D., Hart, T., Patrick, M. & Pfeiffer, S. 2015. An unusual pre-colonial burial from Bloubergstrand, South Africa. *South African Archaeological Bulletin* 70 (201): 106–112.
- Orton, J., Hart, T. & Halkett, D. 2005. Shell middens in Namaqualand: two later Stone Age sites at Rooiwalbaai, Northern Cape Province, South Africa. *South African Archaeological Bulletin*. Volume 60 No 181.
- Parkington, J.E., Poggenpoel, C., Halkett, D. & Hart, T. 2004 Initial observations from the Middle Stone Age coastal settlement in the Western Cape In Conard, N. Eds. *Settlement dynamics of the Middle Paleolithic and Middle Stone Age*. Tubingen: Kerns Verlag.
- Plug, I., Bollong, C.A., Hart, T. & Sampson, C.G. 1994. Context and direct dating of pre-European livestock in the Upper Seacow River Valley. *Annals of the South African Museum, Cape Town*.
- Sampson, C.G., Hart, T., Wallsmith, D.L. & Blagg, J.D. 1988. The Ceramic sequence in the upper Sea Cow Valley: Problems and implications. *South African Archaeological Bulletin* 149: 3-16.
- Smith, A., Halkett, D., Hart, T. & Mütti, B. 2001. Spatial patterning, cultural identity and site integrity on open sites: evidence from Bloeddrift 23, a pre-colonial herder camp in the Richtersveld, Northern Cape Province, South Africa. *South African Archaeological Bulletin* 56 (173&174): 23-33.

Smith, A., Halkett, D., Hart, T. & Mütti, B. 2001. Spatial patterning, cultural identity and site integrity on open sites: evidence from Bloeddrift 23, a pre-colonial herder camp in the Richtersveld, Northern Cape Province, South Africa. *South African Archaeological Bulletin* 56 (173&174): 23-33.



Combined Curriculum Vitae :

Bernard Oberholzer Landscape Architect + Environmental Planner (BOLA)

Qualifications:

Bachelor of Architecture (UCT 1970), Master of Landscape Architecture (U. of Pennsylvania 1975)

Professional registration/membership:

Professional member of the SA Council for the Landscape Architectural Profession (SACLAP), reg. no. 87018.

Fellow of the Institute of Landscape Architects of South Africa.

B-BBEE Status: Level 4.

Bernard has 40 years experience as a professional landscape architect, specialising in, environmental planning, coastal planning, urban landscape design and visual assessments.

He is currently an independent consultant, and was for 7 years the Convenor of the Master of Landscape Architecture Programme at UCT.

He has presented papers on Visual and Aesthetic Assessment Techniques, and provides specialist services as a reviewer of visual impact studies prepared by other firms.

He is the author of Guideline for Involving Visual and Aesthetic Specialists in EIA Processes, prepared with the CSIR for the Dept. of Environmental and Development Planning, Provincial Government of the Western Cape, 2005.

Bernard has been involved in numerous land use suitability studies and visual assessments for a wide range of projects, and serves as a member of the Stanford Heritage Committee.

Quinton Lawson Architect (qarc)

Qualifications:

Bachelor of Architecture (Univ. of Natal 1977)

Professional registration/membership:

Professional member of the SA Council for the Architectural Profession (SACAP), reg. no. 3686. Member of the Cape Institute for Architecture and SA Institute of Architects.

B-BBEE Status: Level 4.

Quinton has practiced as a professional architect since 1978, specialising in architectural and urban design, environmental design and computer visualisation.

He was one of the founding partners of Meirelles Lawson Architects formed in 1988, initially specialising in economic and sustainable housing. He was a senior partner at MLB Architecture and Urban Design, with specialist expertise in visual modelling and design solutions, and he retired from MLB Architects in 2018.

In the past he has been a visiting lecturer at UCT teaching a post-graduate course on Computer Techniques in Landscape Architecture, including visualisation and visual assessment techniques.

Together with BOLA, Quinton has been involved in numerous visual impact assessments over a number of years, and he recently served a 5 year term on the Impact Assessment Review Committee of Heritage Western Cape.

List of Projects / Expertise :

1. Rietvlei Environmental Visitor Centre: Visual Impact Assessment, for CSIR and Blaauberg Municipality, 1998. (MLB & BOLA)
2. Proposed Hotel Developments at Spier: Visual Impact Assessment, for Spier Management (Pty) Ltd. 1999. (MLB & BOLA)
3. Portnet Iron-ore Harbour Extensions, Saldanha: Visual and Scenic Impact Assessment, prepared for SRK Consulting, 2000. (MLB & BOLA)
4. Zeconi Optic-fibre Plant at Capricorn Park: Visual and Scenic Impact Assessment, prepared for SRK Consulting, 2001. (MLB & BOLA)
5. Proposed Wind Farm near Darling, Western Cape: Visual Impact Assessment, for Environmental Evaluation Unit UCT, 2001 (MLB & BOLA)
6. Pechiney Aluminium Smelter, Coega, Port Elizabeth: Visual Impact Assessment prepared for CSIR, 2002. (MLB & BOLA)
7. FiberCore Optic Fibre Plant, Somerset West: Visual Impact Assessment, prepared for SRK Consulting, 2002. (MLB & BOLA)
8. Port of Cape Town Container Terminal: Visual Impact Assessment, prepared for CSIR, 2002. (MLB & BOLA)
9. Proposed Fisantekraal Wastewater Treatment Works and Pipeline: Visual Impact Assessment, for SRK and City of Cape Town, 2003. (MLB & BOLA)
10. Proposed Closed Cycle Gas Turbine Power Plant at Oranjemund, Namibia: Visual Impact Assessment, prepared for CSIR and NamPower, 2004. (MLB & BOLA)
11. Proposed Regional Waste Site in Kalbaskraal / Atlantis area: Visual Impact Assessment for CCA Environmental and City of Cape Town, 2005. (MLB & BOLA)
12. Proposed Madiba Bay Leisure Park, Port Elizabeth: Visual Impact Assessment for Coastal Environmental Services and the Madiba Bay Municipality, 2005. (MLB & BOLA)
13. Proposed Boschendal Founders Estate: Visual Impact Assessment for Winter and Baumann, on behalf of Boschendal Estates, 2005. (MLB & BOLA)
14. Proposed Gateway Precinct Developments at the Victoria and Alfred Waterfront: Visual Impact Assessment for GAPP Architects and the V&AW Co. 2006. (MLB)
15. Proposed Normandy Farm Residential Development, Stellenbosch: Visual Baseline Study for CCA Environmental, 2009. (MLB & BOLA)
16. Proposed Residential and Commercial Development, Phase 2, Boschendal: Visual Baseline Study and Visual Impact Assessment for Winter and Baumann on behalf of Boschendal Estates, 2009. (MLB & BOLA)
17. Proposed Solar Power Plant near Touwsrivier: Visual Scoping Report and Visual Impact Assessment for the EEU (UCT), on behalf of Concentrix Solar, 2010. (MLB & BOLA)
18. Proposed Renewable Energy Facilities in the Western and Northern Cape: Visual Baseline Study and Visual Impact Assessment for ERM (Cape Town), on behalf of Mainstream SA, 2010. (MLB & BOLA).
19. Proposed Wind Energy Facilities in the Western and Northern Cape by G7 Renewable Energies: for ERM Southern Africa, 2010. (MLB & BOLA).
20. Proposed Solar Power Farms in the Northern Cape and Free State: Visual impact assessment for ERM Southern Africa, on behalf of Intikon Energy, 2010. (MLB & BOLA).
21. Proposed Wind Farm at Kerrie Fontein, near Darling: Visual baseline and visual impact assessment for Environmental Evaluation Unit, UCT, on behalf of the Oelsner Group, 2011. (MLB & BOLA).
22. Proposed Photovoltaic Power Plants at De Aar and Skeifontein, Northern Cape: Visual baseline studies, for CCA Environmental (Pty) Ltd on behalf of RVA. (MLB & BOLA).
23. Proposed Solar Power Farms in the Northern Cape and Eastern Cape: Visual Impact Assessment for ERM Southern Africa, on behalf of Solaire Direct, 2012. (MLB & BOLA).
24. Proposed Eco-village Development at Hoek van de Berg, Hermanus: Visual Impact Assessment for PHS Consulting, 2012. (MLB & BOLA)

25. Proposed Road Development Programme: Visual Impact Assessment for CCA Environmental, on behalf of the Roads Development Agency, Mauritius, 2013. (MLB & BOLA).
26. Proposed Shell Filling Station Parklands, Western Cape. Visual Impact Assessment for ERM Southern Africa PTY Ltd, on behalf of Shell SA Marketing PTY Ltd., 2013. (MLB & BOLA)
27. Proposed Upgrade of Electrical Infrastructure: Goedverwacht Mission Village, near Piketberg. Visual Impact Assessment for SiVest Environmental, on behalf of Eskom Holdings SOC LTD, 2013. (MLB & BOLA).
28. Strategic Environmental Assessment of the Klappmuts N1 Precinct, for the Drakenstein Municipality, Western Cape, for SiVest Environmental, 2013. (MLB & BOLA).
29. Proposed Extension of the Breakwater Dolos Revetment Across Granger Bay, Reclamation of Land in the Sea and Associated Mixed Use Development within the Granger Bay Precinct, V&A Waterfront, Cape Town. Visual Baseline Study for Khula Environmental Consultants, on behalf of V&A Waterfront Holdings PTY Ltd, 2013. (MLB & BOLA).
30. Proposed Eskom Kwaggaskloof-Hammanshof 66kV Powerline Re-Build and Dismantling of Old Powerline, Visual Impact Assessment for SiVest Environmental, on behalf of Eskom Holdings SOC LTD, 2013. (MLB & BOLA).
31. Proposed Abengoa Phase II Concentrated Solar Power Plant near Upington, Visual Impact Assessment for Savannah Environmental, on behalf of Abengoa Solar Power PTY Ltd, 2013.(MLB & BOLA).
32. Proposed Wind Energy Facility near Murraysburg, Western Cape. Visual baseline study prepared for Arcus. 2014. (BOLA and MLB).
33. Proposed Eskom Longdown Substation, Theewaterskloof, Western Cape. Visual impact assessment prepared for SiVest on behalf of Eskom Distribution. 2014. (BOLA and MLB).
34. National Wind and Solar PV SEA: Landscape Assessment, for the CSIR on behalf of the Dept. of Environmental Affairs, to identify areas best suited for the rollout of wind and solar PV energy projects based on visual/scenic resources within 8 focus areas of South Africa. 2014. (MLB and BOLA).
35. National Electricity Grid Infrastructure SEA: Visual Assessment for the CSIR on behalf of Eskom and the Dept. of Environmental Affairs, to identify suitable corridors for future transmission lines. The visual specialist study focused on scenic and heritage resources, and related visual sensitivity within 5 selected corridors across the country. 2015. (MLB and BOLA).
36. Proposed Ibhubesi Gas Pipeline and Gas Receiving Facility, West Coast. Visual impact assessment prepared for CCA Environmental. 2015.
37. Proposed Wind Energy Facility, Komsberg, Western Cape. Visual baseline study prepared for Arcus Consulting Services. 2015. (BOLA and MLB).
38. SEA for Shale Gas Development in South Africa. Chapter 14 : Visual, Aesthetic and Scenic Resources for the CSIR and DEA. (Contributing Author). 2015. (BOLA and MLB).
39. Proposed Residential and Commercial Development, Boschendal Estate: Visual Baseline Study and Visual Impact Assessment for Winter and Baumann on behalf of Boschendal Estates, 2015. (MLB & BOLA).
40. Proposed Paulputs 200MW CSP and PV Facility near Pofadder, Northern Cape. Visual Baseline Study for Savannah Environmental on behalf of Abengoa Solar Power SA PTY Ltd. 2015. (BOLA and MLB).
41. Proposed Developments on Erven 3025 and 9795, Constantia Uitsig Farm, Constantia Valley. Visual Baseline and Visual Impact Assessment for Henry Aikman, Heritage Practitioner, on behalf of Meerenhof Properties PTY Ltd. 2015. (MLB & BOLA).
42. Proposed Development of Aquaculture Facility, Paternoster, Western Cape. Visual Impact Assessment for Anchor Environmental Consultants. 2015. (MLB & BOLA).
43. Proposed Bon Espirange Substation and 132kV Power Line for the authorised Roggeveld WEF, Western Cape. Visual Impact Assessment prepared for Savannah Environmental on behalf of Roggeveld Wind Power. 2016. (BOLA and MLB).
44. Proposed Phezukomoya and Sankraal Wind Energy Facilities near Noupoot, Northern and Eastern Cape Provinces. Visual Baseline and Visual Impact Assessments for Arcus Consulting Services on behalf of Innowind PTY Ltd. 2016. (BOLA and MLB).
45. Proposed Karee and Kolkies Wind Energy Facilities and associated Grid Connections near Touwsrivier, Western Cape. Visual Baseline and Visual Impact Assessments for Arcus Consulting

- Services on behalf of Mainstream Renewable Power Developments PTY Ltd. 2016. (BOLA and MLB).
46. Square Kilometre Array Phase 1 South Africa near Carnarvon, Northern Cape. SEA Specialist Report : Visual and Landscape Assessment for the CSIR (Environmental Management Services). 2016. (BOLA and MLB).
 47. Proposed Lamloch Game Farm Developments near Kleinmond, Visual Impact Assessment prepared for Doug Jeffery Environmental Consultants. 2016. (MLB and BOLA).
 48. Winery Road Mixed Use SDF near Somerset West - Raithby, Western Cape. Visual Baseline Study, prepared for MLH Architects and Planners on behalf of Milnerton Estates. 2016. (MLB and BOLA).
 49. Proposed Sand Mine on Erf 560, Schaap Kraal, Philippi : Visual Assessment prepared for ASHA Consulting and Klipberg Consulting on behalf of NV Donadio. 2017 (MLB and BOLA).
 50. SEA for Aquaculture Development in South Africa, Spatial Analysis, Visual Aesthetics and Scenic Resources Chapter prepared for the CSIR and the DEA. 2017 (MLB and BOLA).
 51. Proposed Expansion of Harkerville Sand Quarry near Knysna : Visual Assessment prepared for Klipberg Consulting on behalf of Shelfcorp 63. 2017 (MLB and BOLA).
 52. Proposed Impofu Wind Energy Facilities and Grid Connections near Oyster Bay, Eastern Cape : Visual Baseline, Scoping and Visual Impact Assessments prepared for Aurecon South Africa for Red Cap PTY LTD. 2017 (MLB and BOLA).
 53. Proposed Highlands Wind Energy Facilities and Grid Connections, Eastern Cape: Visual Baseline, Scoping and Visual Impact Assessment prepared for Arcus Consultancy Services for WKN Windcurrent South Africa PTY LTD. 2017 (MLB and BOLA).
 54. Proposed Kap Vley Wind Energy Facility and Grid Connection near Kleinzee, Northern Cape. Basic Assessment and Visual Impact Assessment prepared for the CSIR (Environmental Management Services) for JUWI Renewable Energies PTY LTD. 2017 (MLB and BOLA).
 55. Proposed Namies Wind Energy Facility and Grid Connection near Aggenys, Northern Cape : Amendment to Visual Impact Assessment prepared for Aurecon South Africa for JUWI Renewable Energies PTY LTD. 2018 (MLB and BOLA).
 56. National Electricity Grid Infrastructure SEA Visual Specialist Report Assessment of Additional Corridors prepared for the CSIR (Environmental Management Services). 2018 (MLB and BOLA).
 57. Proposed Nitida Wine Farm Boutique Hotel, Durbanville, Western Cape : Visual Impact Assessment prepared for Emily Herschell Environmental Assessment Practitioner. 2018 (QARC and BOLA).
 58. Proposed Expansion of I&J Abalone Farm and Processing Facility at Danger Point near Gansbaai, Western Cape : Visual Impact Assessment prepared for SLR Consulting on behalf of I&J Limited. 2018 (BOLA and QARC).
 59. Proposed Perdekraal West Wind Energy Facility near Touwsrivier, Western Cape : Amendment Report to Visual Impact Assessment prepared for Savannah Environmental on behalf of BioTherm. 2018 (BOLA and QARC).
 60. Proposed Witberg Wind Energy Facility near Matjiesfontein, Western Cape : Amendment Report to Visual Impact Assessment prepared for Savannah Environmental on behalf of Witberg Wind Power PTY LTD. 2018 (BOLA and QARC).
 61. Proposed Paulputs Solar PV Energy Facility near Pofadder, Northern Cape : Visual Impact Assessment prepared for GAEA Enviro PTY LTD for JUWI Renewable Energies PTY LTD. 2018 (BOLA and QARC).
 62. Proposed Lamloch Game Farm Amended Developments near Kleinmond, Visual Impact Assessment prepared for Doug Jeffery Environmental Consultants. 2018. (BOLA and QARC).
 63. Proposed Banna ba Pifhu Wind Energy Facility near Humansdorp, Eastern Cape : Amendment Report to Visual Impact Assessment prepared for Arcus Consulting on behalf of WKN Windcurrent South Africa PTY LTD. 2018 (BOLA and QARC).
 64. National Wind and Solar PV SEA: **Phase 2** Landscape Assessment, for the CSIR on behalf of the Dept. of Environmental Affairs, to identify areas best suited for the rollout of wind and solar PV energy projects based on visual/scenic resources. 2018. (BOLA and QARC).
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Dr. Neville Bews & Associates – Johannesburg, South Africa

EDUCATION

- *B.A. (Soc), University of South Africa, 1980*
- *B.A. (Soc) (Hons), University of South Africa, 1984*
- *The Henley Post Graduate Certificate in Management, Henley Management College, United Kingdom*
- *M.A. (Cum Laude), Rand Afrikaans University, 1999*
- *D. Litt. et Phil., Rand Afrikaans University, 2000*

Dr Neville Bews is a senior social scientist and human resource professional with 38 years' experience. He consults in the fields of Social Impact Assessments and research, and human resource management. He has worked on a number of large infrastructure, mining and water resource projects. He at times lectures on social impact assessment for the Department of Sociology, University of Johannesburg.

EXPERIENCE – EXAMPLES

Water resources and regional planning Social Impact Assessments

Department of Water Affairs and Forestry

South Africa

Social impact assessment for the Mokolo and Crocodile River (West) Water Augmentation Project for increased and assurance of water supply. Research socio-economic circumstances, data analysis, assessment, authored report.

Mzimvubu Water Project Eastern Cape. Research socio-economic circumstances, data analysis, assessment, authored report. Umkhomazi Water Project Phase 1 – Raw Water Component Smithfield Dam - 14/12/16/3/3/3/94; Water Conveyance Infrastructure - 14/12/16/3/3/3/94/1; Balancing Dam - 14/12/16/3/3/3/94/2.

Umkhomazi Water Project Phases 1 – Raw Water Components

Smithfield Dam – 14/12/16/3/3/3/94/

Water Conveyance Infrastructure – 14/12/16/3/3/3/94/1

Balancing Dam – 14/12/16/3/3/3/94/2

Umkhomazi Water Project Phases 2 – Potable Water Component – 14/12/16/3/3/3/95.

The Aveng (Africa) Group Limited (Grinaker LTA)

South Africa

Assisting the construction company with the social management of the Mokolo and Crocodile River (West) Water Augmentation Project. Consult and mediate between contractors and affected parties advise on strategies to reduce tensions between contractors and the public.

Sedibeng District Municipality

South Africa

Social impact assessment for the Environmental Management Plan for the Sedibeng District, on behalf of Felehetsa Environmental (Pty) Ltd. Research socio-economic circumstances, data analysis, assessment, authored report.

Felehetsa Environmental (Pty) Ltd

South Africa

Social Impact Assessment for Waterfall Wedge housing and business development situated in Midrand Gauteng. Research socio-economic circumstances, data analysis, assessment, authored report.

NEMAI Consulting Environmental & Social Consultants

South Africa

Ncwabeni: Off-Channel Storage Dam, KwaZulu-Natal. Research socio-economic circumstances, data analysis, assessment, authored report.

Social Assessments for mining clients

Vale

Mozambique

Socio-economic impact assessment of proposed Moatize power plant, Tete. Research socio-economic circumstances, data analysis, assessment, authored report.

Exxaro Resources Limited

South Africa

Social impact assessment for the social and labour plan for Leeuwpan Coal Mine, Delmas. Research socio-economic circumstances, data analysis, assessment, authored report.

Social impact assessment for the social and labour plan for Glen Douglas Dolomite Mine, Henley-on-Klip. Research socio-economic circumstances, data analysis, assessment, authored report.

Social impact assessment for the social and labour plan for Grootegeluk Open Cast Coal Mine, Lephallale. Research socio-economic circumstances, data analysis, assessment, authored report.

Social and labour plan for the Paardekraal Project, Belfast. Research socio-economic circumstances, data analysis, assessment, authored report.

Social impact assessment for the Paardekraal Belfast Project Belfast. Research socio-economic circumstances, data analysis, assessment, authored report.

Kumba Resources Ltd

South Africa

Social Impact Assessments for the Sishen Iron Ore Mine in Kathu Northern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

Social Impact Assessments for the Sishen South Project in Postmasburg, Northern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

Social Impact Assessments for the Dingleton resettlement project at Sishen Iron Ore Mine Kathu, Northern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

Gold Fields

South Africa

Social Impact Assessment for the Gold Fields West Wits Project. Research socio-economic circumstances, data analysis, assessment, authored report.

Anglo Coal

South Africa

Review of social impact assessment for the proposed Waterberg Gas 37-spot coalbed methane (CBM) bulk yield test project.

Sekoko Mining

South Africa

Sekoko Wayland Iron Ore, Molemole Local Municipalities in Limpopo Province. Research socio-economic circumstances, data analysis, assessment, authored report.

Memor Mining (Pty) Ltd

South Africa

Langpan Chrome Mine, Thabazimbi, Limpopo. Research socio-economic circumstances, data analysis, assessment, authored report.

Prescali Environmental Consultants (Pty) Ltd

South Africa

Vlakpoort Open Cast Mine – Thabazimbi, Limpopo. Research socio-economic circumstances, data analysis, assessment, authored report.

Afrimat Ltd

South Africa

1. Marble Hall Lime Burning Project: Social Impact Assessment – Limpopo.
2. Glen Douglas Lime Burning Project: Social Impact Assessment - Henley-on Klip, Midvaal

Social assessments for regional and linear projects

Gautrans

South Africa

Social impact for the Gautrain Rapid Rail Link, Pretoria to Johannesburg and Kempton Park. Managed a team of 10 field workers, research socio-economic circumstances, data analysis, assessment, and co-authored report.

South African National Road Agency Limited

South Africa

Social Impact of tolling the Gauteng Freeway Improvement Project. Research socio-economic circumstances, data analysis, assessment, authored report.

Social Impact of the N2 Wild Coast Toll Highway. Managed a team of three specialists. Research socio-economic circumstances, data analysis, assessment, co-authored report.

SIA for the N3 Keeversfontein to Warden (De Beers Pass Section). Research socio-economic circumstances, data analysis, assessment, authored report.

Transnet

South Africa

Social impact assessment for the Transnet New Multi-Product Pipeline Project (555 km) (Commercial Farmers). Research socio-economic circumstances, data analysis, assessment, authored report.

Expansion of Railway Loops at Arthursview; Paul; Phokeng and Rooiheuvel Sidings in the Bojanala Platinum District Municipality in the North West Province for Transnet Soc Ltd.

Eskom Holdings Limited

South Africa

Social Impact Assessment for the Ubertas 88/11kV Substation in Sandton, Johannesburg. Research socio-economic circumstances, data analysis, assessment, authored report.

Nuclear 1 Power Plant. Assisted with the social impact assessment consulting to Arcus GIBB Engineering & Science. Peer review and adjusted the report and assisted at the public participation feedback meetings.

Social impact assessment for Eskom Holdings Limited, Transmission Division's Neptune-Poseidon 400kV Power Line in the Eastern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

Social Impact assessment for Eskom Holdings Limited, Transmission Division, Forskor-Mernsky 275kV±130km Powerline and Associated Substation Works in Limpopo Province. Research socio-economic circumstances, data analysis, assessment, authored report.

Eskom Holdings Limited, Transmission Division

South Africa

Social Impact assessment for Eskom Holdings Limited, Transmission Division, Tubatse Strengthening Phase 1 – Senakangwedi B Integration in Limpopo Province. Research socio-economic circumstances, data analysis, assessment, authored report.

Basic SIA study for Proposed 1 X 400 kV Eskom Maphutha - Witkop 170 km Powerline.

Social Impact Assessment for the Mulalo Main Transmission Substation and Power Line Integration Project, Secunda

MGTD Environmental

South Africa

Social impact assessment for a 150MW Photovoltaic Power Plant and Associated Infrastructure in Mpumalanga. Research socio-economic circumstances, data analysis, assessment, authored report.

10MWp Photovoltaic Power Plant & Associated Infrastructure, North West Province. Research socio-economic circumstances, data analysis, assessment, authored report.

eThekweni Municipality

South Africa

Social impact assessment for the proposed infilling of the Model Yacht Pond at Blue Lagoon, Stiebel Place, Durban. Research socio-economic circumstances, data analysis, assessment, authored report.

Kennedy Road Housing Project, Ward 25 situated on 316 Kennedy Road, Clare Hills (Erf 301, Portion 5).

Afzelia Environmental Consultants and Environmental Planning & Design

South Africa

Proposed Cato Ridge Crematorium In Kwazulu-Natal Province

MGTD Environmental

South Africa

ABC Prieska Solar Project; Proposed 75 MWp Photovoltaic Power Plant and its associated infrastructure on a portion of the remaining extent of ERF 1 Prieska, Northern Cape. Research socio-economic circumstances, data analysis, assessment, authored report.

ABC Prieska Solar Project; Proposed 75 MWp Photovoltaic Power Plant and its associated infrastructure on a portion of the remaining extent of ERF 1 Prieska, Northern Cape.

Assessments for social projects and social research

Australia – Africa 2006 Sport Development Program

South Africa

To establish and assess the impact of the Active Community Clubs Initiative on the communities of NU2 (in the township of Mdantsane)*and Tshabo (a rural village). Lead researcher social, data collection and analysis, assessment.

United Nations Office on Drugs and Crime **South Africa**
Evaluation of a Centre for Violence Against Women in Upington. Research socio-economic circumstances, data analysis, assessment, co-authored report.

University of Johannesburg **South Africa**
Research into research outputs of academics working in the various departments of the university. Research socio-economic circumstances, data analysis, assessment, authored report.

Human Resource and management training

Various national companied **South Africa**
Developed and run various management courses such as, recruitment selection & placement; industrial relations / disciplinary hearings; team building workshops; multiculturalism workshop.
1986-2007

University of South Africa, Department of Industrial Psychology **South Africa**
Developed the performance development study guide for industrial psychology 3. 2000

Authored Chapters in HR books **South Africa**
In Slabbert J.A. de Villiers, A.S. & Parker A (eds.). Managing employment relations in South Africa. Teamwork within the world-class organisation. 2005

In Muchinsky, P. M. Kriek, H. J. & Schreuder, A. M. G. Personnel Psychology 3rd Edition
Chapter 9 – Human resource planning.
Chapter 10 – The changing nature of work. 2005

In Rossouw, G. J. and van Vuuren, L. Business Ethics - Made in Africa 4th Edition.
Chapter 11 – Building Trust with Ethics. 2010

South African Management Development Institute (SAMDI) **Democratic Republic of the Congo**
Developed a course on Strategic Human Resource Planning for SAMDI and the Democratic Republic of the Congo as well as trainer's manuals for this course. 2006.

Competition Tribunal **South Africa**
Developed a Performance Management System and Policy for the Competition Tribunal South Africa. 2006

PUBLICATIONS

Bews, N. & Martins, N. 2002. An evaluation of the facilitators of trustworthiness. SA Journal of Industrial Psychology. 28(4), 14-19.

Bews, N. Martins, N. & von der Ohe, H. 2002. Editorial. SA Journal of Industrial Psychology. 28(4), 1.

Bews, N. & Rossouw, D. 2002. Contemporary organisational change and the importance of trust. SA Journal of Industrial Psychology. 28(4), 2-6.

Bews, N. & Uys, T. 2002. The impact of organisational restructuring on perceptions of trustworthiness. SA Journal of Industrial Psychology. 28(4), 21-28.

Bews, N & Rossouw, D. 2002. A role for business ethics in facilitating trustworthiness. Journal of Business Ethics. 39: 377-390.

Bews, N. 2009. A matter of trust – Gaining the confidence of the public and client. IAIA Newsletter Forthcoming (Spring 2009).

Bews, N. 2009. Does he who pays the bill call the shots? Sitting astride client and public interest – the dilemma of maintaining credibility in impact assessments. IAIA Newsletter Winter – 2009.

Bews, N. 2002. Reducing your company's risk of sexual harassment claims. HR Future. (2) 2 10-11.

Bews, N. & Martins, N. von der Ohe, H. 2002. Organisational change and trust: Experiences here and abroad. Management Today, (18) 8 34-35.

Martins, N. Bews, N. & von der Ohe, H. 2002. Organisational change and trust. Lessons from Europe and South African organisations. HR Future, (2)9 46-47.

Rossouw, D. & Bews, N. 2002. The importance of trust within a changing business environment. Management Today. 18(2) 26-27.

Bews, N. 2001. You can put a value to trust in the new economy. HR Future, (1)1 48-49.

Bews, N. 2001. Maintaining trust during organisational change. Management Today, (17) 2 36-39.

Bews, N. 2001. Business ethics, trust and leadership: how does Africa fare? Management Today, (17) 7 14-15.

Rossouw, D & Bews, N. 2001. Trust is on the decline in the workplace, yet it's vital for modern organisational success. People Dynamics. (18) 6 28-30.

Bews, N. & Uys, T. 2001. The effects of restructuring on organisational trust. *HR Future*, (1)8 50-52.

Rossouw, G. J. & Bews, N. F. 2010. Building Trust with Ethics. In Rossouw, G. J. and van Vuuren, L. *Business Ethics - Made in Africa 4th Edition*. Cape Town: Oxford University Press.

Bews N. 2005. Teamwork within the world-class organisation. In Slabbert J.A. de Villiers, A.S. & Parker A (eds.). *Managing employment relations in South Africa*. Durban : Butterworths.

Bews, N. F. 2005. Human resource planning. In Muchinsky, P. M. Kriek, H. J. & Schreuder, A. M. G. 2005. *Personnel Psychology 3rd Edition*. Cape Town; Oxford University Press.

Bews, N. F. 2005. The changing nature of work. In Muchinsky, P. M. Kriek, H. J. & Schreuder, A. M. G. 2005. *Personnel Psychology 3rd Edition*. Cape Town; Oxford University Press.

Bews, N. F. 2005. Chapter 9 & 13. In Muchinsky, P. M. Kriek, H. J. & Schreuder, A. M. G. 2005. *Instructor's Manual. Personnel Psychology 3rd Edition*. Cape Town; Oxford University Press.

Bews, N. F., Schreuder, A. M. G. & Vosloo, S. E. 2000. *Performance Development. Study guide for Industrial Psychology 3*. Pretoria: University of South Africa.

Uys, T. and Bews, N. 2003. "Not in my Backyard": Challenges in the Social Impact Assessment of the Gautrain. Department of Sociology Seminar, RAU. 23 May 2003.

Bews, N. 2002. The value of trust in the new economy. Industrial Relations Association of South Africa (Irasa). Morning seminar 21 August 2002.

Bews, N. 2002. The issue of trust considered. Knowledge Recourses seminar on Absenteeism. The Gordon Institute of Business. 27 August 2002.

Bews, N. & Uys, T. 2001. The impact of organisational trust on perceptions of trustworthiness. South African Sociological Association Conference. Pretoria.

Bews, N. 2001. Business Trust, Ethics & Leadership:- Made in Africa. International Management Today/Productivity Development Conference. Hosted by Productivity Development (Pty) Ltd & Management Today. Best Knowledge in Leadership Practice Conference 23-24 July 2001.

Bews, N. 2001. Charting new directions in leading organisational culture and climate change. Workplace Transformation and Organisational Renewal. Hosted by The Renaissance Network. November 2001.

Bews, N. 2000. Towards a model for trust. South African Sociological Association Conference. Saldanha.


Bews, N. 2003. 'Social Impact Assessments, theory and practice juxtaposed – Experience from a South African rapid rail project.' New Directions in Impact Assessment for Development: Methods and Practice Conference. University of Manchester, Manchester, England.

MEMBERSHIP OF PROFESSIONAL BODIES

Member of South African Affiliate of the International Association for Impact Assessment (IAIAsa).
Membership Number: 2399

Registered on database for scientific peer review of iSimangaliso GEF project outputs

Short CV/Summary of Expertise – Simon Todd

 <p>SIMON TODD CONSULTING</p> <p>ECOLOGICAL SPECIALIST SERVICES</p> <p>Assessment/Management/Research</p>	<p>Simon Todd Pr.Sci.Nat</p> <p>C: 082 3326502 O: 021 782 0377 Simon.Todd@3foxes.co.za</p> <p>60 Forrest Way Glencairn 7975</p>	<p>Ecological Solutions for People & the Environment</p>
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Professional Profile

Simon Todd has extensive experience in biodiversity management and ecological assessment across South African ecosystems. This includes a variety of broad-scale strategic assessments and best-practice guidelines for a range of industries. In addition, Simon Todd has conducted a large amount of research on the impacts of land-use on biodiversity and has published numerous scientific papers in international peer-reviewed journals on this topic. Simon Todd is a recognised ecological expert and is a past chairman and current executive committee member of the Arid-Zone Ecology Forum and has over 20 years' experience working throughout the country. Simon Todd is registered with the South African Council for Natural Scientific Professions (No. 400425/11).

Recent notable projects include:

- First-author of a book chapter on the ecological impacts of Shale Gas development on the Karroo of South Africa. (2017)
 - Co-author on the Biodiversity chapter of the Shale Gas SEA being conducted by CSIR. (2016)
 - Co-author on the Eskom Grid Infrastructure SEA, managed by CSIR. (2016)
 - Co-author on the Wind and Solar SEA, managed by CSIR. (2015)
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Abbreviated CV

- Profession: Independent Ecological Consultant - Pr.Sci.Nat 400425/11
- Specialisation: Plant & Animal Ecology
- Years of Experience: 20 Years

Skills & Primary Competencies

- Research & description of ecological patterns & processes in Thicket, Savannah Nama Karoo, Succulent Karoo, Arid Grassland and Fynbos Ecosystems.
- Ecological Impacts of land use on biodiversity and provision of associated management advice.

- Vegetation surveys & degradation assessment & mapping
- Long-term vegetation monitoring
- Faunal surveys & assessment.
- GIS & remote sensing

Tertiary Education:

- 1992-1994 – BSc (Botany & Zoology), University of Cape Town
- 1995 – BSc Hons, Cum Laude (Zoology) University of Natal
- 1996-1997- MSc, Cum Laude (Conservation Biology) University of Cape Town

Employment History

- 1997 – 1999 – Research Scientist (Contract) – South African National Biodiversity Institute
- 2000-2004 – Specialist Scientist (Contract) - South African National Biodiversity Institute
- 2004-2007 – Senior Scientist (Contract) – Plant Conservation Unit, Department of Botany, University of Cape Town
- 2007-Present – Senior Scientist (Associate) – Plant Conservation Unit, Department of Botany, University of Cape Town.
- 2010-Present – Self-employed as consultant and sole proprietor of Simon Todd Consulting, which has conducted more than 150 specialist assessments.

General Experience & Expertise

- Lead ecologist on several SEA chapters, including Eskom Grid Infrastructure, Wind and Solar SEA and Shale Gas SEA.
- Conducted a large number of fauna and flora specialist assessments distributed widely across South Africa. Projects have ranged in extent from <50 ha to more than 50 000 ha.
- Widely-recognized ecology specialist. Published numerous peer-reviewed scientific publications based on various ecological studies across the country. Past chairman of the Arid Zone Ecology Forum and current executive committee member.
- Extensive field and personal experience across a broad range of South African ecosystems, with particular focus on the Western, Northern and Eastern Cape.
- Strong research background which has proved invaluable when working on ecologically sensitive and endangered ecosystems, habitats and species.
- Published numerous research reports as well as two book chapters and a large number of papers in leading scientific journals dealing primarily with human impacts on the vegetation and ecology of South African ecosystems.
- Maintain several long-term vegetation monitoring projects which have led to several publications.
- Guest lecturer at two universities and have also served as an external examiner.
- Reviewed papers for more than 12 international ecological journals.
- SACNASP registered as a Professional Natural Scientist, (Ecology) No. 400425/11.

Current Committees

- SANBI Vegmap Committee – 2015 – present
- CSIR Wind and Solar SEA Phase II advisory committee – 2016-present
- AZEF deputy chair – 2012-present
- SANBI Karoo Biogaps Taxon leads' committee and executive committee member.

Recent & Relevant Outputs & Publications

Strategic Environmental Assessments

Co-Author. Chapter 7 - Biodiversity & Ecosystems - Shale Gas SEA. CSIR 2016.

Co-Author. Chapter 1 Scenarios and Activities – Shale Gas SEA. CSIR 2016.

Co-Author – Ecological Chapter – Wind and Solar SEA. CSIR 2014.

Co-Author – Ecological Chapter – Eskom Grid Infrastructure SEA. CSIR 2015.

Contributor – Ecological & Conservation components to SKA SEA. CSIR 2017.

Specialist Fauna and Flora Assessments:

Specialist Ecological studies for many different developments distributed across the country including:

- Over 30 Wind Energy projects
- More than 60 Solar Energy developments
- More than 30 different housing, roads, mining and other infrastructure development projects.
- More than 20 electricity transmission infrastructure projects.

A full list of projects is available on request.
