



Appendix A: EAP's curriculum vitae and qualification certificates



Name Brett Coutts

Profession Principal Project Manager and Implementation Specialist

Department Environmental Legal Services

Education BSc Honours in Ecology, Environment and Conservation - University of the Witwatersrand

Registrations / Affiliations International Association for Impact Assessment (South Africa)

1 Overview

Specialisation Project Manager and Implementation Specialist

Expertise Business Development and Innovation, Senior Project Management,, Environmental Management Programmes (EMP's), Scoping and Environmental Impact Reporting (S&EIR), Compilation of Specialist Studies and EIA's in terms of IFC Requirements, Basic Assessments (BA), Rehabilitation Specialist, Project Management Unit and Departmental Management, Impact and Risk Assessments, Closure Costing, Compliance Auditing, Wetlands Assessments, Ecological Assessments, Proposal Compilation and Report Reviewing, Geographic Information Systems (GIS), ArcGIS, ArcView, ArcCatalogue Mapping, Spatial Analysis, 3D Analysis, Capturing, Analysis and Interpretation of Spatial Data, Design, develop and creating geo-databases, Fauna and Flora Surveys

Employment August 2021 – Present: Digby Wells Environmental. Principal Project Manager and Implementation Specialist

March 2021 – August 2021: AESG, Saudi Arabia. Environmental Project Manager

September 2012 – March 2021: Digby Wells Environmental –Principal Consultant: Closure and Rehabilitation

October 2008 – August 2012: Terra Pacis Environmental (Pty) Ltd – Environmental Consultant

Languages English and Afrikaans (read, write and speak)

2 Project Experience

Client	Sibanye Still Water
Location	Gauteng
Name of Project	Wetlands and Ecological Assessments for Closure Application for Sibanye Cooke Operations
Year Completed	2020
Project Description	Principal Technical Specialist

Client	Exxaro Coal (Pty) Ltd
Location	Matla Coal Mine
Name of Project	Matla Alien Invasive Tree Eradication
Year Completed	2018-Presnet
Project Description	Implementation and Eradication of Alien Invasive Plant Species Project. Project Lead/Manager

Client	Exxaro Coal (Pty) Ltd
Location	Limpopo
Name of Project	Scoping and Environmental Impact Assessment for the Proposed Thabametsi Coal Mine
Year Completed	2015
Project Description	Project Management of Impact Assessment and associated specialists studies for the development of a Coal Mine

Client	Barrick Gold
Location	DRC, Ivory Coast, Mali and Tanzania
Name of Project	Closure Cost Assessment
Year Completed	2020, 2019, 2018, 2017 and 2016
Project Description	Associated site visits and update of closure costing (financial provisions for the respective sites)
Client	Barrick
Location	Ivory Coast (Tongon Mine)
Name of Project	Biodiversity Offsets
Year Completed	2018
Project Description	Compilation of Offset report and determining offset requirements for the Tongon Mining Operation
Client	Exxaro Coal (Pty) Ltd
Location	Delmas, Mpumalanga
Name of Project	Wetland Offset and Design for Leeupa
Year Completed	2018
Project Description	Development of a Wetland Offset and Design Report for Wetlands that have been impacted upon as a result of mining related activities.

Client Barrick Gold

Location Senegal

Name of Project Massawa Gold Mine

Year Completed 2017

Project Description Environmental Impact Assessment and Environmental Management Plan in support of the proposed development of the gold mine. Technical reviewer, report compilation, review of chimpanzee data and interpretation and closure cost assessment

Client Thabazimbi Iron Ore Mine

Location Limpopo, Thabazimbi, South Africa

Name of Project Helicopter Seeding Trials

Year Completed 2016

Project Description Seeding of Waste Rock Dumps utilising a helicopter and seeding hopper. Oversee and monitor progress of project, compile technical seeding and ecological report

Client IMIC Plc

Location Cameroon

Name of Project NTEM Iron Ore Mine and Pipeline Project

Year Completed 2016

Project Description Environmental Impact Assessment and Environmental Management Plan in support of the proposed iron ore mine. Technical reviewer and report compilation.

Client Exxaro Coal (Pty) Ltd

Location Mpumulanga, South Africa

Name of Project Erosion Assessment (River Diversion) for Matla Coal Mine

Year Completed 2016

Project Description Erosion Assessment and costing

Client Exxaro Coal (Pty) Ltd

Location Mpumalanga

Name of Project Remote Sensing at Matla Coal Mine

Year Completed 2016,2017 and 2018

Project Description Data review, project manager and report compilation

Client Aureus Mining

Location Liberia

Name of Project New Liberty Gold Project

Year Completed 2014

Project Description Environmental Impact Assessment and Environmental Management Plan in support of the proposed gold mine.

Client	Barrick
Location	DRC, Ivory Coast and Mali
Name of Project	Biodiversity Action Plans
Year Completed	2012/2013
Project Description	Development of related Biodiversity Action Plans for Randgold Operations



Ms. Mia Smith

Divisional Manager: Environmental Services

Environmental Services

Digby Wells Environmental

1 Education

- 2005: BSc Geography and Environmental Management (University of Johannesburg)
- 2006: BSc Geography (Honours) (University of Johannesburg)
- 2008: MSc Geography, Environmental Management & Energy Studies (University of Johannesburg)

2 Language Skills

- English
- Afrikaans
- Basic French

3 Employment

- *July 2020 – Present:* Digby Wells Environmental – Divisional Manager: Environmental Services
- *October 2018 – June 2020:* Digby Wells Environmental – Manager: Compliance
- *August 2015 – September 2018:* Sappi SA Ltd, Ngodwana Mill – Risk Manager
- *November 2012 – July 2015:* Sappi SA Ltd, Ngodwana Mill –Risk Specialist: Environmental
- *September 2008 – October 2012:* Digby Wells Environmental – Environmental Consultant

4 Experience

In my current role as Divisional Manager, my duties are to lead and direct the Environmental Services Division of Digby Wells Environmental, a leading international environmental and social consulting services provider specialising in the resources and energy sectors. The division consists of three business units, namely Environmental Management Services, Compliance and GIS.

In my previous role as Manager of the Compliance Unit, I was tasked to develop and expand the Environmental Management Systems, Environmental Auditing, and Legal Compliance service offerings of the company, which included development of consulting staff; development and marketing of new service offerings; and setting and maintaining the quality standards and value-add of our services.

Other experience includes:

- Directing, facilitating and auditing the implementation of certification requirements in respect of ISO 9001, ISO 14001 and OSHAS 18001.
- Measuring and assessing organisational risks to continuously reduce organisation risk profiles.
- Advising on environmental legal requirements for all aspects of the project lifecycle.
- Conducting environmental legal compliance and other environmental-, air-, water- and waste- licence audits.
- Project management and completion of Environmental and Social Impact Assessments (ESIAs) in line with the International Finance Corporation (IFC) Environmental, Health and Safety (EHS) Guidelines and Equator Principles.
- Project management and completion of Environmental Impact Assessments (EIAs), Basic Assessments and Environmental Management Plans (EMPs) for environmental authorisations in terms of the South African National Environmental Management Act (NEMA), 1998 (Act 107 of 1998).
- Project management and completion of Environmental Management Programmes (EMPRs) for Mining Right Applications in terms of the South African Mineral and Petroleum Resources Development Act (MPRDA), 2002 (Act 28 of 2002)
- Engaging with government departments, government agencies, NGOs, interested and affected parties, stakeholders, business forums, service providers and subject matter experts.
- Support services and data collection frameworks for Corporate Social Responsibility (CSR) Reporting Processes for international gold mining companies in accordance with the Global Reporting Initiative™ (GRI) Sustainability Reporting Guidelines.
- Engaging with government departments, government agencies, NGOs, interested and affected parties, stakeholders, business forums, service providers and subject matter experts.

5 Project Experience

Most Notable Projects:

- Development of a Policy Framework for Social Closure Planning for one of SA's most renowned gold mining companies.

- The assessment of various mining projects' environmental impact management practices and recommending revisions to policies, procedures and programmes to ensure conformance to international environmental and social standards (i.e., ISO14001:2015, IFC Performance Standards and Sustainable Development Goals).
- Auditing compliance of projects and operations against local environmental legislation across the SADC region and sub-Saharan Africa.
- The development of risk-based Project Management Systems for large-scale social resettlement projects in sub-Saharan Africa.
- Acting as Non-Technical Project Manager on the Resettlement Action Plan for the East African Crude Oil Pipeline (EACOP) Project in Tanzania.
- Project manager, Greenhouse Gas (GHG) analyst and sustainability practitioner – Randgold Resources Limited: 2013 Global Reporting Initiative™ (GRI) and Carbon Disclosure Project (CDP) reporting frameworks and data management systems (May 2012 – November 2012).
- Project manager and EAP – Orlight SA (Pty) Ltd: EIA process for the proposed Graafwater, Vanrhynsdorp, Aggeneys, Loeriesfontein and Kenhardt solar PV power plant in the Western Cape Province (November 2011 – November 2012).
- Project manager – CIC Energy Corp: Environmental and Social Impact Assessment (ESIA) for the Mmamabula Optimisation Project, Central District, Botswana (July 2011 – November 2012).
- Project manager and EAP – CIC Energy Corp and Golden Concord Holdings Limited: ESIA for the Mookane Domestic Power Project, Central District, Botswana (August – December 2010).

6 Professional Affiliations

- International Association for Impact Assessment South Africa (IAIAsa).

7 Professional Registration

- Registration as Environmental Assessment Practitioner (EAP) with the Environmental Assessment Practitioner's Association of South Africa (EAPASA) (Reg. No. 2019/1282).
- Registration as professional scientist with South African Council for Natural Scientific Professions (SACNASP) in process.

8 Publications

- Smith, M., 2010: A multiple scenario analysis into the potential for bioethanol production from maize in South Africa. Dissertation submitted in fulfilment of the requirements for the degree Magister Scientiae, Department of Geography, Environmental Management and Energy Studies, Faculty of Science, University of Johannesburg (November 2008).



- Smith, M., N. Kotze and C. Cooper, 2010: The production of biofuels in South Africa: Policy and availability of energy crops. *Journal of Environmental Science and Engineering*, 4(2), 70 – 9.
- Ackermann, M., 2010: Environmental authorisation process for Renewable Energy Projects in South Africa. Presented at the 1st Wits Green Energy Seminar, November 2010.
- Ackermann, M., 2011: Environmental authorisation process for Renewable Energy Projects in South Africa. Presented at the 2nd Wits Green Energy Seminar, May 2011.