

# CURRICULUM VITAE



## ED PERRY

### OPERATIONS MANAGER

Environmental Management Planning & Approvals,  
South Africa

### QUALIFICATIONS

Postgrad Cert.	2016	Postgraduate Certificate in Occupational Health and Safety, University of Cape Town
Postgrad Cert.	2012	Postgraduate Certificate in Environmental Law, Centre for Environmental Management, Potchefstroom
Postgrad Cert.	2008	Postgraduate Certificate in Environmental Assessment, Oxford Brookes University
MSc	1994	MSc Applied Hydrobiology, Cardiff University
BSc (Hons)	1990	BSc (Hons) Environmental Science, Plymouth University

### EXPERTISE

- Environmental and Social Impact Assessments
- EHSS Auditing
- Environmental Compliance
- Management Systems
- Due Diligence

Ed Perry joined SLR as the Operations Manager for the Environmental Management Planning and Approvals (EMPA) team in Africa in August 2019. He has worked in environmental consultancy for over twenty years for a wide range of public and private sector clients.

Ed is a registered Environmental Auditor with the Institute for Environmental Management and Assessment and a Lead Auditor with the International Cyanide Management Institute. Prior to moving to South Africa in 2011 Ed worked in the UK on a wide range of projects including EIAs and Integrated Pollution and Prevention Permits. This included permitting the first hazardous waste landfill in the UK under the new integrated permitting mechanism and undertaking a study for the European Commission on the implementation of the Landfill Directive in 15 European countries.

Since moving to South Africa, Ed has been involved with ESIA's and environmental authorisations throughout Africa. Ed has been Project Director / Partner in Charge of EIAs for a wide range of facilities including: Renewable Energy Facilities; Metal Extractive Industries; Large Water Storage Schemes; and New Mine and Extensions to Mines.

Ed has also undertaken a wide range of environmental audits including; due diligence audits, EMPR audits, and over 20 international cyanide code audits of mines throughout Africa. These audits include assessing ESHIA's, RAPs and associated documentation against the requirements of the IFC Performance Standards. Ed is a registered Environmental Assessment Practitioner with the Environmental Assessment Practitioners Association of South Africa (EAPASA).

### PROJECTS

A sample of Ed's project experience, summarised by sector, is provided below.

#### Mining

#### Kefi Minerals – Tulu Kapi Gold Mine, Ethiopia

Ed is the Technical Reviewer for an Environmental and Social Due Diligence review of the ESHIA and associated documents against the requirements of the IFC Performance Standards, local legislation, and best practice. This includes liaison with the Environmental Assessment Practitioners producing the ESHIA and the Lender's representatives.

<b>Swakop Uranium – Heap Leach Project, Namibia</b>	Ed is the Technical Reviewer and Project Director for the heap leach project, undertaking screening and subsequent ESIA for the location of a heap leach.
<b>West Wits Gold Mine – South Africa</b>	Ed is the Technical Reviewer and Project Director for an ESIA for a new gold mine in South Africa including open cast and underground mining. The application for a mining right was successful with an Environmental Authorisation being issued. A Water Use Licence is currently being applied for.
<b>Maamba Collieries Limited – Maamba Coal Mine, Zambia</b>	Ed was the lead auditor leading the creation and implementation of an integrated management system in accordance with the requirements of the IFC performance standards, ISO 14001, ISO 9001, and OHSAS 18001.
<b>Eramet - Senegal</b>	Lead Auditor for a due diligence audit of a mineral sands mining operation. The operation was the subject of a possible joint venture. The environmental audit, which included 3 days on site, was to establish if what environmental risks were involved with the project, which was just about to enter the construction phase.
<b>Continental Coal Limited – Penumbra, South Africa</b>	Ed was the Lead Auditor undertaking review of EIA, EMP and site procedures against the requirements of the IFC Procedures.
<b>Eurasian Natural Resources Corporation – Kakanda Mine, DRC</b>	Ed was the Project Manager for the review of a Safety, Health, Environment and Community Management System for Kakanda Mine in the DRC.
<b>Anglo-American – Polokwane Smelter, Polokwane</b>	Ed was the Project Manager responsible for undertaking an external compliance audit for the Anglo-American Polokwane Smelter as stipulated in the slag stockpile permit for the Polokwane Metallurgical Complex. This included a review of the permit for the temporary stockpile of ash as part of the expansion of the Complex.
<b>Ruighoek Mine, South Africa</b>	Ed was the Project Manager for an ESIA associated with the expansion of this chromium mine in South Africa.
<b>AngloGold Ashanti – Yatela, Sadiola, Siguri Gold Mines, Mali and Guinea</b>	Ed was the Lead Auditor and Project Manager undertaking a re-certification audit against the requirements of the International Cyanide Code for three gold mines.
<b>Freda Rebecca Gold Mine - Zimbabwe</b>	Ed was the Lead Auditor and Project Manager for a gap audit to ascertain the status of the gold mine with regards to its ability to comply with the International Cyanide Code
<b>Gold Fields Ghana – Tarkwa and Damang Gold Mines</b>	Ed was the Lead Auditor and Project Manager undertaking a re-certification audit against the requirements of the International Cyanide Code for the two gold mines.
<b>Goldfields, Harmony, AngloGold Ashanti – South Africa</b>	Ed was the Lead Auditor and Project Manager undertaking a re-certification audit against the requirements of the International Cyanide Code for 5 gold mines for AngloGold Ashanti, 4 gold mines for Harmony, and a gold mine for Gold Fields.
<b>Riversdale Capital – Zambeze Coal Mine, Zambia</b>	Ed was the Technical Reviewer for an ESHIA for the development of the Zambeze Coal Mine on behalf of Riversdale Capital.

<b>Confidential – proposed mine, South Africa</b>	Ed was the Project Manager for an ESIA for a new proposed iron ore mine in South Africa. This application was withdrawn following baseline studies by specialist showing the existence of fatal flaws with regards to water use and location of the TSF.
	<b>Industry</b>
<b>Distell – South Africa</b>	Ed was Project Manager for a number of projects for Distell in order to obtain various environmental authorisations for their brewing facilities including the one for the siting of a new waste water treatment works.
<b>SPAR – South Africa</b>	Ed was Project Manager for a number of energy projects undertaken for SPAR in South Africa including looking at Science Based Targets, Internal Carbon Pricing, and an ISO 50001 Energy Management System.
<b>SCAW – South Africa.</b>	Ed was the Project Manager for a range of Environmental Authorisations, including ESIA's, Air Emissions Licences, Water Use Licences and contaminated land assessments. These studies were undertaken for SCAW at a number of their smelter sites in Gauteng over a 5 year period.
<b>Confidential – South Africa</b>	Ed lead an EHS audit of a cable tie manufacturer using plastic extrusion as part of a due diligence project.
<b>Pfizer – South Africa</b>	Ed was the Project Manager and Lead Auditor for an EHS audit of the head offices of Pfizer in South Africa.
<b>Sasol - Sasolburg</b>	Ed was the Project Manager and Lead Auditor for International Cyanide Code recertification audit for the Sasol cyanide production facility at Sasolburg.
<b>Sohar Aluminium - Oman</b>	Ed was the Lead Auditor of Sohar Aluminium's environmental management system auditing the system against the requirements of ISO 14001 and benchmarking this facility against international requirements.
<b>Confidential – KZN, South Africa</b>	Lead Auditor for a due diligence audit of a white goods manufacturing company in Kwa-Zulu Natal.
<b>Sasol – Secunda</b>	Ed was the Lead Auditor for a third party audit of waste contractors operating on behalf of Sasol. The audit investigated compliance with South African environmental legislation and environmental best practice.
<b>Confidential – South Africa, Kenya, UAE</b>	Ed was the project manager for a due diligence audit of a packaging company's facilities in South Africa, Kenya and UAE.
	<b>Infrastructure</b>
<b>Lesotho Highlands Development Agency - Lesotho</b>	Ed took over as Project Manager undertaking an ESIA for the Polihali Reservoir and Western Access Road in Lesotho on behalf of the Lesotho Highlands Development Agency.
<b>Freight Forwarders Group – Kenya and Tanzania</b>	Ed was the Lead Auditor undertaking a re-certification audit against the requirements of the International Cyanide Code for the Freight Forwarders transportation group of companies.

<b>Transnet Pipelines – South Africa</b>	Ed was the Project Manager responsible for the creation and implementation of an Energy Management System for all of the pumps stations, workshops and offices for Transnet Pipelines, who pump crude oil and petroleum products from Durban to Johannesburg.
<b>Interwaste – South Africa</b>	Ed was the Technical Reviewer for the EIA for a new integrated waste management facility including a new landfill in South Africa against the requirements of NEMA and NEM:WA.
	<b>Oil and Gas</b>
<b>Shell – South Africa</b>	Ed was the Project Manager for various environmental authorisations in South Africa associated with the Shell GUESS program. This program related to the closure and clean up of Shell service stations.
<b>Vopak – Richards Bay, South Africa</b>	Ed was the Project Manager for an ESIA for a new terminal operated by Vopak at Richards Bay for the handling and storage of Liquid Petroleum Gas and Clean Petroleum Products.
<b>Vopak – Durban, South Africa</b>	Ed was the Project Manager for an ESIA for the expansion of the Vopak terminal at Durban Docks for the handling and storage of Liquid Petroleum Gas and Clean Petroleum Products.
<b>Bidvest – Durban South Africa</b>	Ed was the Project Manager for an ESIA for the expansion of the Bidvest terminal at Durban Docks for the handling and storage of Liquid Petroleum Gas and Clean Petroleum Products.
	<b>Power</b>
<b>Nampower - Namibia</b>	Ed is the Technical Reviewer for an ESIA for a biomass power plant that will use wood from encroacher bush in Namibia. This project is being funded by the European Investment Bank and it is therefore required to comply with the IFC Performance Standards.
<b>Department for International Development – UK Government</b>	The UK Department for International Development is providing support to medium sized renewable energy facilities ( mainly hydroelectric power plants) in Uganda through the Global Energy Transfer Feed in Tariff programme (GET FiT). The project was to assess how local communities in the vicinity of these facilities could obtain power and how environmental and social safeguards for these types of facilities could be improved in the future. Ed was the lead environmental and social advisor undertaking a review of the environmental and social safeguards.
<b>Confidential - Angola</b>	Ed was Project Manager for a project undertaking a Strategic Environmental Assessment of locations for renewable energy facilities in Angola.
<b>Confidential - Mozambique</b>	Ed was the Project Manager for an ESIA to be submitted to the Mozambican authorities for the development of a unique renewable energy pilot facility.
<b>MEMBERSHIPS</b>	
<b>IEMA</b>	Practitioner for the Institute of Environmental Management and Assessment
<b>IEMA</b>	Registered Environmental Auditor
<b>EAPSA</b>	Registered Environmental Assessment Practitioner

**PUBLICATIONS**

- The Role of Socio-Economic Factors, Seasonality and Geographic Differences on Household Waste Generation and Composition in the City of Tshwane. 2016 (Wastcon).
- EMS as a Tool for Integrated Business Risk Management. 2005 (various journals).
- Golder Associates EMS Roadmap. 2004 (CD ROM).
- Incentives to Encourage Recycling. 2002. Materials Recycling Week
- Recycle of Life. 2002. Government Business
- New Approaches to Management of Waste. 2002 (various journals)
- Minimise the Waste – Maximise the Message. 2001
- Guide to Waste Reduction on Construction Sites. 1999. Construction Confederation

# CURRICULUM VITAE



## KATE HAMILTON

Associate Environmental Consultant

Environmental Management, Planning and Approvals,  
Africa

### QUALIFICATIONS

BSc	1997	Majors in Environmental & Geographical Science, Zoology and Botany, UCT, RSA
BSc (Hons)	1999	Majors in Environmental & Geographical Science and Zoology, UCT, RSA

### EXPERTISE

- Environmental Impact Assessments
- Environmental Management Programmes
- Water Use Licence Applications
- Project Management

Kate is an Associate Environmental Consultant based in Johannesburg. As a specialist environmental project manager she has over 14 years of private sector experience in environmental consulting. Kate has worked as a project manager in the environmental field where she has developed core competencies in environmental impact assessments and management programmes, project management and coordination and environmental monitoring, with a focus in the mining sector.

Kate has worked on projects throughout the project lifecycle from exploration/ site identification through pre-feasibility to feasibility, to operation and closure for the mining, power, infrastructure and oil and gas sectors. This includes conducting site identification, screening and scoping studies, baseline studies and specialist management, impact assessments, monitoring, management planning and implementation, as well as public consultation processes; for local regulatory permitting processes. Other areas of expertise include project finance and development finance institution's alignment with requirements for international best practice standards.

Kate has worked extensively in the SADC region as well as in West Africa and has experience in managing large scale environmental projects with large integrated teams in challenging locations across the continent. Kate has also worked in the APAC region in both the Philippines and Papua New Guinea.

Kate started work with SLR in May 2019.

PROJECTS	
	<p><b>Projects at SLR and prior to SLR</b></p>
<p><b>Jindal Melmoth Iron Ore Project, KZN, Current</b></p>	<p>Project Manager for the Mining Right Application (MRA) for the proposed greenfields Jindal Melmoth Iron Ore Mine. The project involved the application for a mining right for two prospecting areas (North and South Blocks) and includes the development of open pit/ underground iron ore operations; a processing plant; tailing storage facility (TSF) and associated infrastructure. Included in the process is the application for a Waste Management Licence (DMRE), Water use Licence (DHSWS) and an Atmospheric Emission Licence. In addition, a complex stakeholder engagement process will be undertaken in compliance with requirements of the National Environmental Management Act (NEMA).</p>
<p><b>Pilanesberg Platinum Mine West Portal, North West, Current</b></p>	<p>Project Manager for the EIA and Environmental Management Programme (EMPr) amendment process for the development of the West Portal at the Pilanesberg Platinum Mine (PPM) to allow access to adjacent underground mining areas. A Water Use Licence Application will also be undertaken for the various S21 water uses proposed. In addition, a complex stakeholder engagement process will be undertaken in compliance with requirements of the NEMA.</p>
<p><b>IBMR East Portal and Mining Right Consolidation, North West, Current</b></p>	<p>Project manager for the Itereleng Bakgatla Mineral Resources (IBMR) consolidation project. The project involved the reconfiguration of the approved East Portal on the Wilgespruit (Sedibelo) mining area and an amended underground mine plan to include a MRA for the Kruidfontein prospecting right area. On conclusion of the Kruidfontein, Magazynskraal and Wilgespruit projects, the intention is to consolidate these three operations into a single mining operation under IBMR. In addition, a complex stakeholder engagement process will be undertaken in compliance with requirements of the NEMA.</p>
<p><b>Pella Bulk Water Pipeline Upgrade, Northern Cape, Current</b></p>	<p>Project Manager for the Pella Bulk Water Pipeline Upgrade Basic Assessment process. The project involved the upgrading of the existing underground pipeline for the increased water requirements at the Gamsberg Zinc Mine. Included in the process is the application for a General Authorisation from the Department of Water and Sanitation (DWS).</p>
<p><b>Gamsberg Zinc Smelter EIA, Northern Cape, Current</b></p>	<p>Project Manager for the Gamsberg Smelter Project at the Gamsberg Zinc Mine in the Northern Cape Province of South Africa. Project included the Scoping and EIA process, Waste Management Licence (WML), Water Use Licence Application (WULA) and Atmospheric Emissions Licence (AEL).</p>
<p><b>Venetia Diamond Mine, Limpopo, 2019</b></p>	<p>Project Manager for the public participation process undertaken in accordance with Regulation 34 of the National Environmental Management Act (NEMA) for the Environmental Audit Reports prepared and submitted to the Department of Minerals and Energy (DMRE).</p>

<b>Confidential Power Project, Nigeria, 2017 –2019</b>	Update of ESIA's for the Power Plant and the Transmission Line including relevant specialist studies, as well as compilation of a consolidated Environmental and Social Management and Monitoring Plan (ESMMP) for submission to the Nigerian Authorities. This included a Baseline Revalidation Report for both ESIA's.
<b>Kangra Coal (Pty) Ltd, South Africa, 2016 –2018</b>	Project Manager for the Environmental Impact Assessment (EIA) and Environmental Management Programme (EMPr) for the construction, operation and decommissioning of a new discard dump, a new adit and overland conveyor, and new underground works at Kangra Coal's Savmore Colliery, Mpumalanga, South Africa. Mitigation and management measures were identified through various specialist studies to reduce/minimise impacts on the environment due to project related activities and were included in the EMPr. A thorough stakeholder engagement process was also undertaken whereby all interested and/or affected parties were informed of the process and given the opportunity to comment. This EIA and EMPr was compiled in accordance with the South African EIA Regulations (December, 2014).
<b>James Durrans &amp; Sons Ltd, South Africa, 2016 –2017</b>	Project manager for the EIA and EMPr for a new Calcination Plant in the Sasolburg area.
<b>ESIA for 350 MW solar PV project in Zambia, 2016 – 2018.</b>	Scoping and EIA process for a greenfield Solar PV Plant in the vicinity of Lusaka for submission to ZEMA.
<b>Kangra Coal (Pty) Ltd, South Africa, 2015 –2017</b>	In terms of Section 22 (4a) of the Mineral and Petroleum Resources Development Act (Act No. 28 of 2002) (MPRDA), Kangra Coal was required to apply for a Mining Right from the Regional DMR. This involved the compilation, submission and approval of an EIA and EMPr in terms of Section 39 of the MPRDA. As part of the regulatory process a Scoping and EIA Phase was undertaken including the required stakeholder engagement.
<b>Encorex Tsepa Joint Venture, South Africa, 2015</b>	Project Manager for the Installation of aboveground storage tanks (AST's) for the storage of LPG at the Masakhane Laundry Facility, Rosslyn.
<b>Shell Rocky Drift, South Africa, 2015</b>	Effluent disposal permit application.
<b>Distell Group Limited, South Africa, 2015</b>	Project Manager for the Basic Assessment Report for the installation of Carbon Dioxide and Ethanol storage tanks.
<b>Vodacom Midrand Ltd, South Africa, 2014</b>	Project Manager for numerous applications for the installation of diesel tanks at various locations on their Midrand Campus site. EMP training was also undertaken for Vodacom staff.
<b>Prominent Paints, South Africa, 2014</b>	Project Manager for the Section 24 G application for the installation of tanks at their site.
<b>Engen Petroleum Ltd, South Africa, 2013-2014</b>	Basic Assessment Application for a new service station and associated bridge widening.



<b>Venetia Diamond Mine, South Africa, 2013-2014</b>	Project Manager for the EIA process to license the waste activities at Venetia Diamond Mine. The waste management facilities for the open pit and underground operations required licensing under the National Environmental Management: Waste Act (Act 59 of 2008).
<b>Western Cluster Limited, Liberia, 2012 -2013</b>	Project Manager for the Environmental and Social Impact Assessment (ESIA) for the redevelopment of the Bomi Iron Ore Mine. The project involved the redevelopment of an 80 mtpa iron ore mine near Tubmanburg in Liberia. The ESIA was undertaken in line with IFC Performance Standards under severe time constraints. Timely submission of the ESIA enabled the client to achieve environmental authorisation of the Mine prior to the Project being put on hold due to the Ebola outbreak in early 2014.
<b>Letseng Diamond Mine, Lesotho, 2012</b>	The Social and Environmental Management Plan (SEMP) Report included the management of a new diamond processing plant (Plant No. 3), a new Tailings Storage Facility (TSF), expansions to the Waste Rock Dump (WRD) and relocation of the mining complex to allow for the expansion of the mining pits. The process included the consolidation of the existing EMPs to include all current and future operations, and to align the LDM SEMP to relevant good international industry practice.
<b>Venetia Diamond Mine, South Africa, 2011</b>	An EIA process was undertaken for the Venetia Mine for the expansion of the current open pit operations to include underground operations. In order for DBCM to meet all regulatory requirements a parallel EIA approval process was followed in order to meet all the requirements of the Mineral and Petroleum Resources Development Act (MPRDA), 2002; the National Environmental Management Act (NEMA), 1998; the National Environmental Management: Waste Act (NEMWA), 2008; and the National Water Act (NWA), 1998.
<b>ExxonMobil PNG LNG Project, Papua New Guinea, 2010</b>	Part of the extensive stakeholder engagement team based both in Port Moresby and in the Highlands for disseminating information to communities in the area. Worked closely with local consultants in the project roll out phases.
<b>Anglo Platinums' Lebowa Platinum Mine, South Africa, 2008-2010</b>	EIA and EMP for amendment to an Environmental Management Plan for the installation of above ground storage tanks at Anglo Platinums' Lebowa Platinum Mine.
<b>Mmamabula Energy Project, Botswana, 2006 - 2009</b>	The Mmamabula Energy Project involved the development of a coal mine, power station and associated infrastructure in southern Botswana. Kate also assisted with the stakeholder consultations for the project.
<b>Anglo Platinums' Twickenham Platinum Mine, South Africa, 2008</b>	Social and Environmental Scan at Anglo Platinums' Twickenham Platinum Mine, to identify environmental and social sensitivities at the potential temporary tailings dam sites.
<b>Goldfields Kloof, South Deep and Driefontein Gold Mines, South Africa, 2008-2009</b>	Compilation of an EIA and EMP report for the amendment of the EMP for the installation of emergency power generators and associated diesel storage at Goldfields Kloof, South Deep and Driefontein Gold Mines, South Africa, 2008-2009.

<p><b>Shell NEMA Rectification Applications for above and underground fuel storage tanks, 2007</b></p>	<p>Undertaking of site visits, report writing and the submission of Rectifications reports for the Western Cape Province. The role entailed the coordination of site visits and reporting requirements, project database management, quality control of report deliverables, authority liaison and submission of the required deliverables.</p>
<p><b>Environmental review of the Durban International Airport site for redevelopment into a container port, South Africa, 2007</b></p>	<p>Compilation of a report to identify potential environmental and social restrictions associated with future development of the site. Issues considered included historical soil and groundwater contamination, biodiversity and social issues such as resettlement of existing land users. Cost estimates to address both environmental site liabilities as well as cost to meet legislative requirements in terms of the EIA regulations were provided.</p>
<p><b>Copper Resources Corporation, Philippines, 2006-2007</b></p>	<p>Environmental Control Officer for a greenfields copper prospecting operation on the Philippine island of Negros.</p>
<p><b>MEMBERSHIPS</b></p>	
<p><b>Member</b></p>	<p>International Association for Impact Assessment (South Africa)  EAPASA Registration in progress</p>