

APPENDIX 2:

CURRICULA VITAE (INCLUDING REGISTRATIONS) OF THE PROJECT TEAM



MATTHEW HEMMING

TECHNICAL DISCIPLINE MANAGER & AFRICA INFRASTRUCTURE SECTOR LEAD

Environmental Management Planning & Approvals,
South Africa

QUALIFICATIONS

MSc	2001	MSc (Conservation Biology), with distinction, from University of Cape Town
BSc (Agric)	1999	BSc (Agriculture) in Wildlife Science, with Zoology major, from University of Natal

EXPERTISE

- Environmental legislation
- Environmental and Social Impact Assessment
- Environmental planning & licensing
- Public Participation
- Environmental & Social Screening & Site Selection
- Waste management
- Stakeholder engagement
- Environmental training

Matthew is a Senior Environmental Consultant with SLR and has over 15 years' experience as an Environmental Assessment Practitioner within the environmental consulting field. Matthew is well versed in the authorisation and compliance requirements of all South African environmental legislation. He is currently the Technical Discipline Manager for SLR's Environmental & Social Impact Assessment team in Africa and SLR's lead for business development in the Infrastructure Sector.

He has managed a wide range of licensing projects including environmental authorisations, water use license and waste management license applications, mainly in the oil and gas exploration, waste management, mining, industry and electricity generation sectors. His role included project management and co-ordination; specialist and engineering team management; environmental impact assessment; and co-ordination, facilitation and undertaking of stakeholder engagement processes, including for contentious projects.

Over the past few years Matthew's focus has been on assisting clients in the waste management and oil and gas field sectors. He has also had involvement a number of projects in the onshore oil and gas sector. Matthew also has involvement in environmental and social risk management work in terms of the World Bank/IFC performance standards for projects around Africa.

PROJECTS

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

Infrastructure

KfW Development Bank – Sustainable Urban Development in Namibia (2020 - ongoing)

KfW has established a Financial Cooperation project with Development Workshop Namibia for poverty-oriented development of infrastructure in urban areas to sustainably improve the living standard of the people living in informal settlements..

Matthew project managed the development of an Environmental and Social Management Framework to provide guidance for the management of environmental and social risks and impacts of the proposed project interventions.

Magil Construction Company – Eastern Entrance to Douala (2020 - 2021)

Magil is appointed by the Government of Cameroon to design and construct the road upgrade for the Eastern Entrance to Doula. An EIA had previously been completed to meet local legislative requirements.

Matthew project managed the review (Gap Analysis) of the local EIA and development of an ESIA in terms of the IFC Performance Standards, as required by the lenders.

Lund Consulting Engineers – NamParks V Infrastructure, Namibia (2020 - 2021)

Phase V of the Namibia National Parks Programme (NamParks), executed by the MEFT and co-financed by the Federal Republic of Germany (KfW), intends to develop/upgrade park management infrastructure at six stations within the Coastal National Parks.

Matthew was the Environmental Assessment Practitioner responsible for the EIA process required to inform the applications for Environmental Clearance Certificates.

EnviroServ Waste Management - Chloorkop Landfill Site, Midrand (2019 - ongoing)

EnviroServ intend to expand their Chloorkop Landfill Site to enable ongoing disposal of general wastes.

Matthew was the Environmental Assessment Practitioner responsible for the Basic Assessment process required to inform the application for a waste management licence made in terms of NEM:WA, and an application in terms of the NWA.

HHO Consulting Engineers (Pty) Ltd for SANRAL - Upgrading of N1 Section 18 (2017 - ongoing)

EIA and compliance monitoring for the widening of the National Route 1 Section 18, between Heuningspriet and Koppies, Free State Province.

Matthew was the reviewer responsible for oversight of the environmental authorisation application, Basic Assessment process and water use licence application.

Gibb Engineering & Architecture (Pty) Ltd (Gibb) for SANRAL – Upgrading of N2 Section 18 (2017 - ongoing)

EIA and compliance monitoring for the widening of the National Route 2 Section 18, including road upgrade and material sourcing, between Viedgesville and Mthatha, Eastern Cape Province.

Matthew was the reviewer responsible for oversight of the environmental authorisation application, Basic Assessment process and water use licence application.

NamWater - Desalination Plant and Water Carriage System (2019 - 2020)

The Namibia Water Corporation Limited is undertaking a Feasibility Study for the development of a Desalination Plant and Water Carriage System, to secure water supply to the central coastal area of Namibia and Windhoek, as well as en-route users. Matthew provided technical support to the Environmental Assessment Practitioner team responsible for undertaking the Scoping process required to inform the application for an Environmental Clearance Certificate in terms of Namibia's EMA.

Sun International – Pyrolysis and Ash to Brick Plant (2018 - 2019)

Sun International Limited proposed the establishment and operation of a waste to energy Pyrolysis plant and Ash-to-Brick plant at its Sun City resort in the North West Province. Residual general waste and certain hazardous wastes will be recovered at the Pyrolysis plant to generate approximately 100 kW of electricity for the resort.

Matthew was the Environmental Assessment Practitioner responsible for the Basic Assessment process required to inform the application for a waste management licence made in terms of NEM:WA, and an atmospheric emissions licence in terms of the NEM:AQA.

RHDHV for Quidenica Investments – Thornridge Waste Park Conservancy (2018)

Quidenica Investments has proposed the development of a waste park on a property at Cato Ridge, KwaZulu-Natal.

Matthew provided environmental inputs into an initial desktop environmental screening of the property and subsequent Master Plan development.

<p>Dundee Precious Metals - Tsumeb Smelter, Namibia (2017)</p>	<p>As part of plans to increase the capacity of the Tsumeb Smelter, Dundee Precious Metals appointed SLR to provide a high-level overview and opinion on current waste management strategies and operational procedures at the Tsumeb Smelter, including for both general and hazardous waste.</p> <p>Matthew managed the project which included the assessment of waste management strategies relative to national and international legislation and a review of current waste management practices and impacts of managed and unmanaged wastes at the site.</p>
<p>EnviroServ Waste Management - Holfontein Extension: Integrated Waste Management Facility, Gauteng (2014 to 2017)</p>	<p>EnviroServ intended to expand the facilities at their Holfontein Hazardous Waste Disposal Facility to include a range of additional disposal, recycling, recovery and treatment activities for both general and hazardous wastes. The project was withdrawn.</p> <p>Matthew was the Environmental Assessment Practitioner responsible for the integrated Scoping and EIA process required to inform the applications for authorisation made in terms of NEMA, NEM:WA, NWA and NEM:AQA.</p>
<p>EnviroServ Waste Management - Shongweni Landfill Site, Durban (2012 to 2017)</p>	<p>EnviroServ own and operate the Shongweni Landfill Site in terms of a waste management licence. EnviroServ made application to the Department of Water and Sanitation for a water use licence in terms of the NWA.</p> <p>Matthew was the project manager responsible for the integrated water use licence application made in terms of the NWA.</p>
<p>EnviroServ Waste Management - Holfontein Hazardous Waste Disposal Site, Gauteng (2013 to 2016)</p>	<p>EnviroServ own and operate the Holfontein Hazardous Waste Disposal Site in terms of a waste management licence. EnviroServ made application to the Department of Water and Sanitation for a water use licence in terms of the NWA.</p> <p>Matthew was the project manager responsible for the integrated water use licence application made in terms of the NWA.</p>
<p>EnviroServ Waste Management – Treatment technologies at Shongweni, KZN (2011 - 2012)</p>	<p>EnviroServ proposed to introduce a range of technologies for the recycling, recovery and treatment of wastes at the Shongweni Landfill Site, KZN.</p> <p>Matthew was the Environmental Assessment Practitioner responsible for the Scoping and EIA process required to inform the application for authorisation made in terms of the NEM:WA.</p>
<p>EnviroServ Waste Management – Treatment technologies at Holfontein, Gauteng (2011 - 2012)</p>	<p>EnviroServ proposed to introduce a range of technologies for the recycling, recovery and treatment of wastes at the Holfontein Hazardous Waste Disposal Site, Gauteng.</p> <p>Matthew was the Environmental Assessment Practitioner responsible for the Scoping and EIA process required to inform the application for authorisation made in terms of the NEM:WA.</p>
<p>EnviroServ Waste Management – Treatment technologies at Aloes, Port Elizabeth (2011 - 2012)</p>	<p>EnviroServ proposed to introduce a range of technologies for the recycling, recovery and treatment of wastes at the Aloes Landfill Site, Port Elizabeth.</p> <p>Matthew was the Environmental Assessment Practitioner responsible for the Scoping and EIA process required to inform the application for authorisation made in terms of the NEM:WA.</p>

	<p>Oil and Gas</p>
<p>Total Exploration & Production South Africa – Additional Exploration in Block 11B/12B, South Africa (2020 – ongoing)</p>	<p>Total Exploration & Production South Africa lodged an application with the Petroleum Agency of South Africa for environmental authorisation to undertake additional exploration activities in Block 11B/12B offshore of the Cape south coast, South Africa. The proposal included well drilling, CSEM and metocean monitoring campaigns.</p> <p>Matthew was the Environmental Assessment Practitioner responsible for the Scoping and ESIA process required to inform the application for environmental authorisation in terms of NEMA. Matthew managed the environmental impact assessment as well as an extensive public consultation process.</p>
<p>Afro Energy (Pty) Ltd – Regulation 54 A Audits of onshore exploration rights, South Africa (2018)</p>	<p>The Petroleum Agency of South Africa required that Afro Energy complete and submit Environmental Audit Reports for three onshore Exploration Rights.</p> <p>Matthew prepared reports reflecting the level of performance against and compliance with the EMPs and the suitability of the EMPs to manage the avoidance, management and mitigation of environmental impacts.</p>
<p>Rhino Oil and Gas Exploration South Africa (Pty) Ltd - Onshore exploration right applications, South Africa (2018 to 2020)</p>	<p>Rhino Oil & Gas Exploration South Africa lodged two applications with the Petroleum Agency of South Africa for Exploration Rights to explore for petroleum products across onshore areas in the central-eastern regions of South Africa.</p> <p>Matthew was the Environmental Assessment Practitioner responsible for the Scoping and EIA process required to inform the application for environmental authorisation in terms of NEMA. Matthew managed the environmental impact assessment as well as an extensive public consultation process.</p>
<p>De Beers Marine (Pty) Ltd – Offshore Geophysical Survey in West Greenland (2019)</p>	<p>De Beers Marine proposed to undertake a short, geophysical survey in offshore West Greenland during July/August 2020. The geophysical survey would include seven seismic lines, undertaken between 66° and 67°N, for the purpose of testing different types of seismic equipment and obtaining high-resolution geophysical data.</p> <p>Matthew managed the preparation of environmental inputs to the Pre-scope application document in accordance with the requirements of the Greenland Minerals Authority.</p>
<p>Afro Energy (Pty) Ltd – Renewal of onshore exploration rights, South Africa (2018)</p>	<p>Afro Energy lodged made application with the Petroleum Agency of South Africa to renew two onshore Exploration Rights.</p> <p>Matthew prepared reports reflecting the extent of compliance with the requirements of the environmental authorisation for the exploration work programme.</p>
<p>Afro Energy (Pty) Ltd - Onshore exploration right applications, South Africa (2016 - 2017)</p>	<p>Afro Energy lodged two applications with the Petroleum Agency of South Africa for Exploration Rights to explore for petroleum products across various onshore areas.</p> <p>Matthew was the overall project manager, responsible for ensuring that the Scoping and EIA process meet the legislative and client requirements.</p>
<p>Rhino Oil and Gas Exploration South Africa (Pty) Ltd - Onshore exploration right applications, South Africa (2015 to 2017)</p>	<p>Rhino Oil & Gas Exploration South Africa lodged five applications with the Petroleum Agency of South Africa for Exploration Rights to explore for petroleum products across various onshore areas in the eastern regions of South Africa.</p> <p>Matthew was the Environmental Assessment Practitioner responsible for the Scoping and EIA process required to inform the application for environmental authorisation in terms of NEMA. Matthew managed the environmental impact assessment as well as an extensive public consultation process.</p>

Centlube (Pty) Ltd - Blending Plant at Wadeville (2014 to 2016)	Centlube own an oil and lubricant blending and packaging facility in Wadeville that was operating without the required environmental authorisations. Matthew was the Environmental Assessment Practitioner responsible for the Section 24G process required to inform the rectification application for environmental authorisation in terms of both the ECA and NEMA.
Energy Oil (Pty) Ltd - Waste oil recycling plant at Wadeville (2014 to 2016)	Energy Oil own a waste oil recycling facility in Wadeville that was operating without the required waste management licence. Matthew was the Environmental Assessment Practitioner responsible for the Section 24G process required to inform the rectification application for environmental authorisation in terms of NEM:WA.
Afro Energy (Pty) Ltd - Onshore exploration right applications, South Africa (2013 - 2014)	Afro Energy lodged three applications with the Petroleum Agency of South Africa for Exploration Rights to explore for petroleum products across various onshore areas in the eastern regions of South Africa. Matthew was the Environmental Assessment Practitioner responsible for the EIA process required to inform the application for environmental authorisation in terms of the MPRDA.
Badimo Gas (Pty) Ltd - Onshore exploration right applications, South Africa (2010 to 2013)	Badimo Gas, and later Kinetiko Energy, lodged 12 applications with the Petroleum Agency of South Africa for Exploration Rights to explore for petroleum products across various onshore areas around Volksrust and Amersfoort, South Africa. Matthew was the Environmental Assessment Practitioner responsible for the EIA process required to inform the application for environmental authorisation in terms of the MPRDA.
	Industry
Rappa Holdings - Homestead Road, Gauteng (2020 - ongoing)	Rappa operates a facility that specialises in the recovery of gold from various materials and wastes acquired from mining and mineral processing operations. Some of the facilities and activities pose risk to the water resource and thus require a water use licence in terms of the NWA. Matthew is the project manager responsible for provision of support to Rappa in engaging with the Department of Water Affairs and for engineering solutions to surface water management.
The South African Breweries – Glass Bottle Manufacturing Plant, Gauteng (2018 - 2019)	SAB proposed the development of a glass bottle manufacturing plant on the farm Leeuwkuil 596 IQ in Vereeniging, Gauteng. The proposed glass bottle manufacturing plant would produce approximately 290 000 tons of green and amber coloured glass bottles using two gas fired furnaces. The facility would comprise a batch plant, main manufacturing building and warehouse. Matthew was the Environmental Assessment Practitioner responsible for the integrated Scoping and EIA process required to inform the applications for authorisation made in terms of NEMA, NEM:WA and NEM:AQA. An application for general authorisation under the NWA was also made.
Clay Industry cc – Brick Manufacturing Plant (2018 – 2019)	Clay Industry cc operates a brick manufacturing plant in Fisantekraal, Durbanville. Matthew was the project manager responsible for undertaking a general environmental compliance audit of the operations and managing an application for the renewal of the facilities atmospheric emissions licence in terms of the NEM:AQA.

SmartMatta (Pty) Ltd – Anderbolt (2016 - 2017)	Smart Matta made application for a Recycling and Waste Management Facility in Anderbolt, Boksburg. Matthew was the Environmental Assessment Practitioner responsible for management of the Basic Assessment process to inform a Waste Management Licence in terms of the NEM:WA.
Rappa Holdings - Homestead Road operations, South Africa (2014 to 2017)	Rappa operates a facility that specialises in the recovery of gold from various materials and wastes acquired from mining and mineral processing operations. Some of the facilities and activities may pose risk to the water resource and thus require a water use licence in terms of the NWA. Matthew was the project manager responsible for the integrated water use licence application made in terms of the NWA.
Scaw South Africa - Electrical Cogeneration Power Plant and Ash Disposal Facility, Union Junction (2011 to 2015)	Scaw proposed to establish a 67 MW Electrical Cogeneration Power Plant and Ash Disposal Facility at their Union Junction facility. The Ash Disposal Facility was designed to cater for power plant ash and other Scaw wastes. Matthew was the Environmental Assessment Practitioner responsible for the integrated Scoping and EIA process required to inform the applications for authorisation made in terms of NEMA, NEM:WA and NEM:AQA. The development was authorised.
EnviroServ Waste Management – Treatment technologies at Shongweni, Durban (2011 - 2012)	EnviroServ proposed to introduce a range of technologies for the recycling, recovery and treatment of wastes at the Shongweni Landfill Site, Durban. Matthew was the Environmental Assessment Practitioner responsible for the Scoping and EIA process required to inform the application for authorisation made in terms of the NEM:WA.
	Mining
Jindal Iron Ore (Pty) Ltd (2021 - ongoing)	Jindal Iron Ore has proposed to develop the Melmoth Iron Ore Mine in KwaZulu-Natal. Application will shortly be made for the authorisations required to support the mining right application. Matthew is the Stakeholder Engagement Manager responsible for planning and implementing public participation required in terms of the MPRDA, NEMA, NEM:WA and NWA.
Hotazel Manganese Mines (Pty) Ltd (2020)	Hotazel Manganese Mines operates a the Mamatwan Mine manganese mine near to Hotazel in the Northern Cape. Application has been made for an integrated Environmental Authorisation and update of the mine's EMPr to address a number of layout and activity change. Matthew assisted in drafting and review of the Scoping Report prepared in terms of the MPRDA, NEMA and NEM:WA.
Tshipi É Ntle Manganese Mining (Pty) Ltd (2017)	Tshipi É Ntle operates a manganese mine near to Kathu in the Northern Cape. Matthew undertook a review of reported non-compliances and corrective actions taken by Tshipi in response to previous audit findings and associated authorisation conditions. Covering the Environmental Authorisation, EMPr and Water Use Licence held by Tshipi for the period 2014 to 2017.

Gecko Salt (Pty) Ltd - Cape Cross Salt Project (2016 – 2018)	<p>Gecko Salt intends to develop a new solar salt production facility at the Cape Cross Salt Pan. The proposed project involves the mining of natural rock-salt and the establishment of salt crystallization pans for salt production by solar evaporation.</p> <p>Matthew was the Environmental Assessment Practitioner responsible for the compilation of the EIA Report required to inform the application for an environmental clearance certificate in terms of the Environmental Management Act, 2007.</p>
Tronox Limited - Port Durnford Prospecting Rights, KwaZulu-Natal (2015)	<p>Tronox hold prospecting rights over an area at Port Durnford and required investigations into the environmental features of the area to inform decision-making on future mining right applications.</p> <p>Matthew was the environmental scientist responsible for Environmental Sensitivity Study, Risk Review and Findings report.</p>
Tronox Limited - Port Durnford Prospecting Rights, KwaZulu-Natal (2015)	<p>Tronox hold prospecting rights over an area at Port Durnford and required investigations into the environmental features of the area to inform decision-making on future mining right applications.</p> <p>Matthew undertook a gap analysis of Specialist Studies previously compiled for the Port Durnford area.</p>
Kumba Iron Ore - Sishen Mine, Dingleton (2014)	<p>As part of the Sishen Western Expansion Project, Kumba Iron Ore proposed to demolish Dingleton Town to make way for mining operations. Waste arising from the demolition requires to be managed.</p> <p>Matthew compiled the draft waste management strategy for the Dingleton Resettlement Project.</p>
Sishen Iron Ore Company - Kolomela Mine, Postmasburg (2014)	<p>The activities, infrastructure and staff supporting the mining operations at Kolomela Mine generate significant volumes of waste. All of the wastes produced at Kolomela Mine require to be managed.</p> <p>Matthew project managed the compilation of a waste management strategy for the Kolomela Mine and the development of awareness and training material on the implementation of the waste management strategy.</p>
MEMBERSHIPS	
EAPASA	Registered Environmental Assessment Practitioner (2019/1107)
SACNASP	Registered with South African Council for Natural Scientific Professions as a Professional Natural Scientist (Pr.Sci.Nat) in Environmental Science (400155/17)
IWMSA	Member of the Institute of Waste Management South Africa (20112082) Committee member on the KZN branch of the IWMSA
IAIASa	Member of the International Association of Impact Assessors (1753)
DCCI	Member of the Durban Chamber of Commerce and Industry and Vice-chair of the Environmental Forum (2019-2020)

EAPASA

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**Environmental Assessment
Practitioners Association
of South Africa**

Advancing environmental assessment practice in South Africa



Email: registrar@eapasa.org / Website: www.eapasa.org

Mr Matthew Hemming
2 Wattle Grove
Hilton
Pietermaritzburg
3245

Sent by email to: mhemming@slrconsulting.com

Dear Mr Hemming

**Registered Environmental Assessment Practitioner: Number 2019/1107
Matthew Grahame Hemming : South African ID 7703295043089**

The Environmental Assessment Practitioners Association of South Africa (EAPASA) herewith certifies that Matthew Grahame Hemming is a Registered Environmental Assessment Practitioner (EAP) in accordance with the prescribed criteria of Regulation 15.(1) of the Section 24H Registration Authority Regulations (Regulation No. 849, Gazette No. 40154 of 22 July 2016, of the National Environmental Management Act (NEMA), Act No. 107 of 1998, as amended).

Your registration is duly authorised by EAPASA as the single Registration Authority for EAPs in South Africa (appointed as per Regulation No. 104, Gazette No. 41434 of 8 February 2018, in terms of section 24H(3)(a) of the NEMA). Your status as a Registered EAP is displayed in the 'EAP Register' - please find your name and contact email address at

<https://registration.eapasa.org/registered-practitioners>

Your registration is effective for a period of five years from 30 June 2020, and expires on 30 June 2025. The renewal of your registration in 2025 will be contingent on you having met the requirements of EAPASA's Continuing Professional Development (CPD) policy during each year of registration.

As a Registered EAP you are required to uphold the EAPASA Code of Ethical Conduct and Practice in your professional endeavours, towards the goal of quality assurance in environmental assessment practice.

Please accept my congratulations on your registration.

Best regards

Dr Richard Hill
Registrar
Date: 30 June 2020

Board Members: Ms Snowy Makhudu (Chairperson), Mr Khangwelo Desmond Musetsho (Vice-Chairperson), Mr Ntsako Baloyi, Mr Zama Dlamini, Mr Siyabonga Gqalangile, Ms Jacqui Hex, Mr Phumudzo Nethwadi, Mr Danie Neumann.
Registrar: Dr Richard Hill
NPO Reg. No. 122-986



THEO WICKS

SENIOR ENVIRONMENTAL ASSESSMENT PRACTITIONER

Environmental Management Planning & Approvals, South Africa

QUALIFICATIONS

M (Phil)	2010	Environmental Management
BSc (HONS)	2006	Geographic and Environmental Science
BSocSci	2005	Geographic and Environmental Science

EXPERTISE

- Environmental Assessment and Applications
- Stakeholder Management
- Rehabilitation Planning, Environmental Auditing and Monitoring.
- Environmental due diligence

Theo is an Environmental Assessment Practitioner (EAP) and Project Manager with SLR. He has more than 14 years' experience in civil infrastructure development, waste management, private sector commercial development and the mining sector. Theo has fulfilled several Project Leader positions for large South African parastatals including Transnet SOC Limited, South African National Road Agency Limited and Umgeni Water and has fulfilled the responsibility of the Environmental Assessment Practitioner on these and many more. In addition to this, Theo has functioned as the Environmental Control Officer (ECO) on several construction sites.

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

PROJECTS

Power

South Africa Mainstream Renewable Power Developments (Pty) Ltd
Klipfontein, Sonoblo, Kentani and Braklaagte amendments (2021)

South Africa Mainstream Renewable Developments (Pty) Ltd hold several Environmental Authorizations including the Klipfontein, Sonoblo, Kentani and Braklaagte Solar Photovoltaic Energy Facilities. To ensure that these Environmental Authorisations were implementable, it was necessary to unbundle them to assign the generation and 33kV portion of the project to a Special Purpose Vehicle while the remaining grid alignment and 132kV portion of the substation was allocated to Eskom. Theo was the Environmental Assessment Practitioner responsible for preparing these amendment applications.

HDF Energy Renewable*Swakopmund
(2022- ongoing)

The HDF Renewable* Swakopmund Project combines solar photovoltaic power along with hydrogen production to generate stable, dispatchable power to the national grid. Theo is the Environmental Assessment Practitioner responsible for undertaking the ESIA process and compiling the scoping and environmental impact assessment reports in terms of Namibia's Environmental Management Act, 2007

Confidential Clients
Southern corridor development initiative
(2021 – ongoing)

In 2021 the Republic of Namibia solicited bids for the development of a green hydrogen mega project in the Tsau //Khaeb National Park, Namibia. SLR was invited to support several bidding companies with Theo functioning as the project manager and responsible for compiling the environmental screening report as an input into their tender submissions.

Sun International Limited – Pyrolysis and Ash to Brick Plant (2018 to 2019)

Sun International Limited proposed the establishment and operation of a waste to energy Pyrolysis plant and Ash-to-Brick plant at its Sun City resort in the North West Province. Residual general waste and certain hazardous wastes will be recovered at the Pyrolysis plant to generate approximately 100 kW of electricity for the resort. Theo was the Environmental Assessment Practitioner responsible for the Basic Assessment process required to inform the application for a Waste Management Licence (WML) made in terms of National Environmental Management: Waste Act, 2008 (No. 59 of 2008) (NEM:WA), and an Atmospheric Emissions Licence (AEL) in terms of the National Environmental Management: Air Quality Act, 2004 (No. 39 of 2004) (NEM:AQA).

Confidential Client
Environmental Authorisation Review for a 1507MW OCGT/CCGT Power Plant in Saldanha Bay, South Africa (2020)

Project consultant for the review of the Environmental Authorisation for the change of Phase 1 of the project from OCGT Power Plant using LNG as a fuel source, to a OCGT power plant using LPG as a fuel source. The EA Amendment includes undertaking revised air quality, noise, risk assessment, climate change, flora and heritage studies. Process includes stakeholder engagement.

Confidential Client
E&S Advisory for the establishment of a 450MW OCGT Power Plant in Richards Bay (2020)

Project consultant for advisory services for the development of a 450MW LPG OCGT Power Plant in Richards Bay. Advisory services included the review of the environmental and water use licence application processes and associated documents.

Infrastructure - Roads

MCA Uganda – Upgrade of the Kituma – Kapeeka – Butalango road, Uganda
(2020 – 2021)

Environmental and Social Impact Assessment for the proposed upgrading of two sections of road between the towns of 1) Kituma and Kapeeka, and 2) Kapeeka and Butalango in central Uganda. The project is being implemented by MCA Uganda on behalf of the Uganda National Roads Authority (UNRA). Theo is the project manager leading the project and is responsible for client liaison, management of subconsultants, compiling the environmental and social impact assessment and environmental and social management plan in terms of both national legislative and international lender requirements.

Magil Construction Company – Eastern Entrance to Douala, Cameroon (2020 - 2021)

Magil is appointed by the Government of Cameroon to design and construct the road upgrade for the Eastern Entrance to Doula. An EIA had previously been completed to meet local legislative requirements. Theo served as a project consultant and assisted in compiling the environmental and social impact assessment and the environmental and social management plan in terms of IFC Performance Standards, as required by the lenders

QGM1, Road - Upgrade Project in Accra, Environmental and Social Impact Assessment, Ghana (2019)	Environmental Impact Assessment (EIA) Addendum Report for the Obetsebi Lamptey Interchange in Accra, Ghana in collaboration with local consultants SAL Consult Limited. Theo was responsible for compiling the EIA Addendum Report.
iX Engineers (Pty) Ltd for the Nkosazana Dlamini Zuma Municipality – Construction of the Sdangeni Access Road (2019)	EIA and Water Use Licence for the proposed construction of a greenfield road linking two communities in the Creighton area of the Nkosazana Dlamini Zuma Municipality. Theo was the project manager fulfilling the role of EAP responsible for the Basic Assessment process required to inform the application for authorisation made in terms of National Environmental Management Act (NEMA), and an application in terms of the National Water Act (NWA).
HHO Consulting Engineers (Pty) Ltd for South African National Roads Agency SOC Limited (SANRAL) - Upgrading of N1 Section 18 (2017-ongoing)	EIA and compliance monitoring for the widening of the National Route 1 Section 18, between Heuningspriet and Koppies, Free State Province. Theo's responsibilities as the EAP included managing the environmental application and Basic Assessment processes for the road upgrade in terms of the NEMA and the registration of the associated water uses in terms of the NWA.
Gibb Engineering & Architecture (Pty) Ltd (Gibb) for SANRAL – Upgrading of N2 Section 18 (2017-ongoing)	EIA and compliance monitoring for the widening of the National Route 2 Section 18, between Viedgesville and Mthatha, Eastern Cape Province. Responsibilities included managing the separate application and Basic Assessment processes for the road upgrade and material sources, and the registration of the associated water uses in terms of the NWA.
Royal Haskoning DHV (Pty) Ltd (RHDHV) on for the KwaZulu-Natal (KZN) Department of Transport (DoT) - Construction of the Mashunka, Mtateni, Ngubo Access Road & Bridge (2015-16)	EIA for the construction of the Mashunka, Mtateni, Ngubo Access Road including a 170 m bridge over the Tugela River near Tugela Ferry, KwaZulu-Natal. Theo functioned as the Environmental Assessment Practitioner (EAP) responsible for compiling the application for environmental authorisation, undertaking the Basic Assessment process, compiling the WULA and overall project management.
Naidu Consulting (Pty) Ltd for SANRAL - Upgrading of National Route 2 Section 27 (2015)	EIA for the upgrading of N2 Section 27 between the uMvoti and uMhali Rivers in KwaZulu-Natal. Theo functioned as the EAP responsible for compiling the application for environmental authorisation, undertaking the Basic Assessment process, compiling the WULA and overall project management.
Gibb for SANRAL – Upgrading of N11 Section 3 (2012-2013)	EIA for the upgrading of N2 Section 27 between the Nkunzi River and Sunset Rest, KwaZulu-Natal. Theo functioned as the EAP responsible for compiling the application for environmental authorisation, undertaking the BA process, compiling the WULA and overall project management. He also functioned as the project's independent Environmental Control Officer (ECO), a five (5) year appointment.

UWP Consulting (Pty) Ltd (UWP) for SANRAL - Upgrading of National Route 5 Section 2 and 3 (2012-2013)	EIA for the upgrading of N5 Sections 2 and 3 between the Kestel and Bethlehem in the Free State Province, KwaZulu-Natal. Theo functioned as the EAP responsible for compiling the application for environmental authorisation, undertaking the BA process and overall project management. He also functioned as the project's independent ECO, a three (3) year appointment.
RHDHV for the KZN DoT – Construction of the Qudeni Link Road (2009-2014)	EIA For the construction of a 37 km greenfield road through the uMzinyathi River valley linking the towns of Qudeni and Pomeroy, KwaZulu-Natal. Included in the design was a 140m bridge across the uMzinyathi River. Theo functioned as the EAP responsible for compiling the application for environmental authorisation, undertaking the Scoping and EIA (S&EIA) process and overall project management. He also functioned as the project's independent ECO, a four (4) year appointment.
Infrastructure – Water, Waste and Wastewater	
UWP (now Mariswe Pty Ltd) for the Amajuba District Municipality (DM) – Upgrading of the Durnacol Water Treatment Works (2018)	Water Use License (WUL) and construction monitoring for the upgrading of the existing Water Treatment Works (WTW) at Durnacol, KwaZulu-Natal. Theo functioned as the EAP responsible for managing the WUL application process as well as performing the role of the ECO, monitoring construction activities.
EnviroServ Waste Management – Closed Site Due Diligence (2020)	EnviroServ Waste Limited hold several “closed” waste disposal sites located in Gauteng, KwaZulu-Natal and the Eastern and Western Cape Provinces. Theo was responsible for undertaking an internal environmental due diligence of these sites to confirm whether either of these sites presented any environmental or legal liabilities to EnviroServ.
EnviroServ Waste Management - Holfontein Extension: Integrated Waste Management Facility, Gauteng (2014 to 2017)	EnviroServ intended to expand the facilities at their Holfontein Hazardous Waste Disposal Facility to include a range of additional disposal, recycling, recovery and treatment activities for both general and hazardous wastes. The project was withdrawn. Theo was the assistant Environmental Assessment Practitioner responsible for the integrated Scoping and EIA process required to inform the applications for authorisation made in terms of NEMA, NEM:WA, NWA and NEM:AQA.

<p>Mariswe for the Amajuba DM - Dannhauser Regional Water Supply Scheme (2019)</p>	<p>An EIA and WUL application for the proposed Dannhauser Regional Water Supply Scheme linking the Durnacol Water Treatment Works to the settlements of Skombaren, Hilltop, Hattingspruit and Ramaphosa in northern KwaZulu-Natal.</p> <p>Theo functioned as the EAP responsible for compiling the application for environmental authorisation and WUL, undertaking the BA process and overall project management.</p>
<p>Nathoo Mbenyane Engineers (Pty) Ltd (NME) - Upgrading of the Balfour WWTW (2019)</p>	<p>WUL for the proposed upgrading of the Balfour WWTW increasing the treatment capacity from 4 MI/ day to 12 MI/ day.</p> <p>Theo's function as the EAP included compiling the WUL application and managing the associated process.</p>
<p>PYLON PARK SUGAR ESTATE -IRRIGATION SUPPLY DAM (2017-2019)</p>	<p>EIA for the construction of a new 12 m high earth embankment irrigation dam near Empangeni, KwaZulu-Natal.</p> <p>Theo functioned as the EAP responsible for compiling the application for environmental authorisation, undertaking the Scoping and EIA (S&EIA) process and overall project management.</p>
<p>NME for the City of Mbombela - Upgrading of the Rocky Drift Waste Water Treatment (2017-ongoing)</p>	<p>EIA, WUL and construction monitoring for the upgrading of the capacity of the Rocky Drift Waste Water Treatment Works (WWTW) from 2 MI/day to 7.5 MI/day, near Nelspruit, Mpumalanga.</p> <p>Theo is functioning as the EAP responsible for compiling a detailed environmental screening assessment, BA and WULA processes and overseeing construction as the ECO.</p>
<p>Umgeni Water - UMZIMKHULU BULK WATER SUPPLY SCHEME (2017-ONGOING)</p>	<p>EIA for the development of the uMzimkhulu Bulk Water Supply Scheme near Underberg, KwaZulu-Natal. The project scope includes a 48 m high embankment, flooding an area of 8.5 square kilometres, a WTW, a 12 km potable water pipeline and a 15 MI reservoir.</p> <p>Theo's function is as the projects EAP responsible for compiling the application for environmental authorisation, undertaking the S&EIA process and overall project management.</p>
<p>NME for Govan Mbeki Municipality – Infrastructure Environmental Due Diligence (2017)</p>	<p>A due diligence assessment of four proposed water and wastewater related project in the Govan Mbeki Municipality, Mpumalanga. The outcome of the assessment was utilized in compiling a funding application to finance the proposed development.</p> <p>Theo was the project manager responsible for compiling the assessment report.</p>
<p>Umgeni Water - Upgrading of the Nungwane Pipeline (2014-2015)</p> <p>NME ON BEHALF OF THE HARRY GWALA DISTRICT MUNICIPALITY (DM) – UFAFA WATER SUPPLY SCHEME (2014-2015)</p>	<p>EIA for the replacement of a 500 mm diameter gravity main from the Nungwane Dam to the Amanzimtoti WTW in KwaZulu-Natal.</p> <p>Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation, BA process and WUL.</p> <p>EIA for the development of the Ufafa Water Supply Scheme near Ixopo, KwaZulu-Natal. The project scope provided for approximately 137 km of pipeline reticulation.</p> <p>Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation, BA process and WUL.</p>

<p>MAKHAOTSE, NARASIMULU & ASSOCIATES (MNA) ON BEHALF OF HARRY GWALA DM - MANGWANENI WATER SUPPLY SCHEME (2014-2015)</p>	<p>EIA for the development of the Mangwaneni Water Supply Scheme near Bulwer, KwaZulu-Natal. The project scope provided for approximately 2.5 m high weir on the Mangwaneni Stream, rising main, reservoir and reticulation.</p> <p>Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation, BA process and WULA.</p>
<p>Worley Parsons RSA (Pty) Ltd on behalf of the uMgungundlovu DM - Upgrading of the Richmond WWTW (2014-2015)</p>	<p>EIA for the upgrading of the Richmond WWTW in KwaZulu-Natal. The upgrade provided for increasing the facilities capacity from 2 MI/day to 4 MI/day.</p> <p>Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation, BA process and WUL.</p>
<p>Infrastructure - Residential, commercial and industrial developments</p>	
<p>Lazuli Estate (Pty) Ltd Lazuli Lifestyle and Retirement Estate (2021 – ongoing)</p>	<p>Lazuli Lifestyle and Retirement Estate is an existing residential development near Ballito, Durban. Role-out of the development is subject to compliance notices issued by provincial and national department.</p> <p>Theo is responsible for coordinating responses to the compliance notices including engaging with authorities and the management of specialists as an input into this process.</p> <p>The development is similarly subject to further applications in terms of the NEMA and NWA which Theo is responsible for compiling.</p>
<p>Cedar Falls Property 25 (Pty) Ltd St John's Village (2017-ongoing)</p>	<p>SLR was appointed as the external environmental managers for the development of the St Johns Village: Lifestyle and Estate in Howick, KwaZulu-Natal.</p> <p>As part of services to the development, Theo has compiled and undertaken an amendment process in terms of the NEMA and functions as the environmental auditor</p>
<p>Devrog Family Trust – Panorama Gardens Business Park (2012-2013)</p>	<p>EIA for the development of a 13-ha commercial development on the outskirts of Pietermaritzburg.</p> <p>Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation, BA process and WUL.</p>
<p>JR Investments (Pty) Ltd - Edendale Business and Industrial Development (2011-2012)</p>	<p>EIA for the development of a 16 ha commercial and light industrial development in Edendale, Pietermaritzburg.</p> <p>Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation, BA process and WUL.</p>
<p>Inkonjane Projects on behalf of the KZN Department of Human Settlements -Pomeroy Housing Development (2010-2013)</p>	<p>EIA for the development of a 28 ha housing development outside Pomeroy, KwaZulu-Natal.</p> <p>Theo's functioned as the projects EAP responsible for compiling the application for environmental authorisation, undertaking the S&EIA process and overall project management.</p>
<p>Infrastructure – Rail and Port infrastructure</p>	

Transnet Capital Projects - Rail and tidal gate upgrade (2013)	EIA for the upgrading of the rail line near the tidal gate, Richards Bay coal terminal. Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation and BA process.
Transnet National Ports Authority – Locomotive turn around (2014)	EIA for the construction of a locomotive turn around table with the Richards Bay harbour. Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation and BA process.
Transnet Capital Projects Port of Durban, Pier 1 Phase 2 (2013-2016)	Theo functioned as the EAP, appointed by Transnet Capital Projects to provide environmental services for the eastward expansion of Pier 1 container terminal (Pier 1 Phase 2). Responsibilities included a detailing environmental screening, environmental due diligence of the proposed development, compilation of the application for environmental authorisation, assessment and overall project management.
	Mining
Dundee Precious Metals - Tsumeb Smelter, Namibia (2020)	Dundee Precious Metals Tsumeb (DPMT) is a copper concentrate processing smelter, wholly owned by Canadian based Dundee Precious Metals (Pty) Ltd. SLR were appointed to develop a Closure Plan Theo was functioned as the environmental specialist responsible for identifying environmental risks associated with the facility and its future closure
Concrete 2000 CC – Stanger Quarry (2014)	EIA and mining right application for the establishment of greenfields aggregate (tillite) quarry near Stanger, KwaZulu-Natal. Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation, S&EIA and Environmental Management Programme (EMPR).
Afrimat Limited – Ladysmith Quarry (2014)	EIA and mining right application for the establishment of greenfields aggregate (weathered dolerite) quarry near Ladysmith, KwaZulu-Natal. Theo functioned as the overall project manager responsible for compiling the application for environmental authorisation, S&EIA and EMPR.
	Oil and Gas
Rhino Oil and Gas Exploration South Africa (Pty) Ltd - Onshore exploration right applications ER350, South Africa (2019 to 2020)	Rhino Oil & Gas Exploration South Africa lodged an application with the Petroleum Agency of South Africa for Exploration Rights to explore for petroleum products across onshore areas in the central-eastern regions of South Africa. Theo was the assistant Environmental Assessment Practitioner assisting for the Scoping and EIA process and was responsible for compiling the EIA report.
Afro Energy (Pty) Ltd - Coal bed methane exploration in Mpumalanga and Free State (270, 271, 272, 38 and 56 ER) (2020)	Afro Energy hold Exploration Rights (ER) for 270, 271, 272, 38 and 56 for the exploration of coal bed methane in the Free State and Mpumalanga Provinces. Theo was responsible for the auditing of the Environmental Management Programmes and their approvals in terms of the EIA Regulations, 2014

Afro Energy (Pty) Ltd - Coal bed methane exploration in Mpumalanga and Free State (ER 320 & 321) (2016-ongoing)	Afro Energy lodged two applications with the Petroleum Agency of South Africa for Exploration Rights to explore for petroleum products across in KwaZulu-Natal, Mpumalanga and the Free State provinces Theo was responsible for compiling the application for environmental authorisation and S&EIA.
Afro Energy (Pty) Ltd - ER 271 Exploration right environmental monitoring	Afro Energy hold several exploration right which were recently consolidated as ER 271 to form a single contiguous area in southern Mpumalanga. SLR was appointed as the environmental managers responsible the development and of a water quality monitoring protocol and inspection, monitoring and auditing of the exploration drilling. Theo functioned as the project manager and auditor.
Energy Oil (Pty) Ltd Due diligences assessment	Due diligence assessment of the Energy Oil's Wadeville facility in Gauteng auditing compliance with the various South African statutes. Theo functioned as lead auditor.
Centlube (Pty) Ltd Due diligences assessments (2016-2018)	SLR has provided various due diligence assessments for Centlube largely associated with the re-establishment of a motor oil lubrication facility in Anderbolt, Gauteng. Theo was responsible for undertaking these assessments and advising the client as to the statutory environmental limitations and requirements.
	MEMBERSHIPS
IAIAsa	Member of International Association for Impact Assessment South Africa
IQ	Member of the Institute of Quarries
	AWARDS
IAIAsa Advance Award 2013	Environmental planning and management of the Edendale Business and Industrial Park.



GUGU DHLAMINI

ENVIRONMENTAL CONSULTANT

QUALIFICATIONS

BSc (Hons)	2018	Environmental Sciences
BSc	2017	Applied Sciences in Environmental Technology

EXPERTISE

- Basic Assessment Report (BAR) and Environmental Impact Assessment Report (EIAR)
- Stakeholder Engagement
- Public Participation Processes

Gugu is an Environmental Consultant with three years' experience within the environmental consulting. Gugu has predominantly worked on various mining projects since joining SLR and is currently also branching into the renewables sector. Gugu has undertaken Visual Impact Assessment fieldwork for a confidential client in the renewables sector. Gugu has also performed the role of an Environmental Auditor/Environmental Control Officer for a gas exploration project in Mpumalanga

PROJECTS

Environmental Impact / Basic Assessments

Marula Platinum (Pty) Ltd - Marula Solar PV Plant Project (2021 – present)	Scoping and Environmental Impact Assessment (EIA) process for the proposed establishment of a solar PV plant at the marula platinum mine. Gugu is assisting with the compilation of the Scoping Report and EIA Report and the undertaking of the required public participation process.
Marula Platinum (Pty) Ltd - Proposed Changes to the Approved Layout to the Marula Platinum Mine (2021 – present)	Basic Assessment Report (BAR) and Environmental Management Programme Report (EMPr) for the Proposed Changes to the Approved Layout at the Marula Platinum Mine. Gugu's roles included the compilation of the BAR and the undertaking of the required public participation process.

Mn48 Pty (Ltd) - Mn48 EMP Amendment (2020 - Present)	Basic Assessment and Environmental Management Programme Report for the Consolidation of the Mn48 Mining Right Area and Khwara Mining Right Application Area, Including the Associated Environmental Management Programmes and Changes to Approved Surface Infrastructure Layout. Gugu assisted with the compilation of the BAR, the undertaking of the required public participation process, the appointment and management of specialists and the compilation of the Integrated Water and Waste Management Plan.
Richards Bay Minerals (Pty) Ltd (RBM) - RBM Evaluation of Resettlement and Relocation (2021)	Assessment of the implementation of the RBM Zulti South resettlement program to assess its effectiveness and compliance. Gugu acted as project assistant and assisted with conducting the interviews for the audit of the resettlement with the Potentially Affected Parties.
Northam Platinum Limited - Norplats Plant Substation Expansion (2020-2021)	Basic Assessment and Environmental Management Programme Report for the Upgrade of the Plant Substation at the Zondereinde Mine. Gugu assisted in the compilation of the Basic Assessment Report.
Hotazel Manganese Mines (Pty) Ltd - Mamatwan Basic Assessment- Waste Rock Dump merge (2019 - 2020)	Basic Assessment Report and Environmental Management Programme Report for the Merging of The Mamatwan Sinterfontein WRD and Tshipi Eastern WRD. Gugu's role included being the overall project assistant and assisting with the undertaking of the required public participation process.
Hotazel Manganese Mines (Pty) Ltd - Mamatwan Integrated Regulatory Process (2019 - 2021)	EIA and EMP to cater for layout/activity changes that have already taken place at the MMT as well as proposed layout/activity changes. Gugu's role included being the overall project assistant and assisting with the undertaking of the required public participation process.
Tshipi é Ntle Manganese Mining (Pty) Ltd - Tshipi EMP3 Closure project (2019)	Basic Assessment Report and Environmental Management Programme Report for The Alternative Closure and Rehabilitation Project at the Tshipi Borwa Mine. Gugu's role included general project administration tasks and assisting with the undertaking of the required public participation process.
United Manganese of Kalahari (Pty) Ltd - UMK Closure Amendment EIA- (2019)	Environmental Impact Assessment and Environmental Management Programme for UMK Mine Closure Amendment. Gugu's role included the appointment of specialists and assisting with the undertaking of the required public participation process.
	Environmental Auditing
Kinetiko Energy Limited - General Environmental Services to Kinetiko (2021 – present)	Environmental advisory services for the ongoing gas exploration in the Amersfoort project. Gugu plays the role of the environmental auditor and undertakes the audit process, review of findings and reporting of findings. Gugu also assists the geologist to undertake the water monitoring and sampling.
	Visual Fieldwork
Confidential Client – Proposed Wind Energy Facilities and Solar Energy Facilities in South Africa (Present)	Proposed Wind Energy Facilities and Solar Energy Facilities in South Africa. Gugu's role included the undertaking of fieldwork for two visual impact assessments for the proposed wind and solar energy facilities.
	Projects outside of South Africa

AngloGold Ashanti Iduapriem Limited - Sustainability Report for the Redevelopment of Iduapriem Mine Block 1 (Ghana) (2021)	Sustainability Report for the Redevelopment of Iduapriem Mine Block 1. Gugu assisted with the compilation of the sustainability report and the appointment of specialists.
	Stakeholder Engagement/Public Participation
Jindal Iron Ore (Pty) Ltd - Jindal Melmoth Iron Ore Project (2021 – Present)	Scoping and EIA process for the proposed Melmoth Iron Ore Project. Gugu was the Stakeholder Engagement Facilitator and assisted the Stakeholder Engagement Manager with the undertaking of the required robust Public Participation Process for the proposed project, including the facilitation of approximately 30 public and authority meetings.
Impala Platinum Limited - Impala Social & Labour Plan (SLP) Public Participation (2021)	Stakeholder engagement on the SLP Implementation for the Financial Year 2020. Gugu facilitated the SLP Public Participation (PP) and assisted in the compilation of the SLP PP report.
Afplats (Pty) Ltd - Afplats Wolvekraal PR Closure (2020)	Basic Assessment, Environmental Management Programme and Closure Plan for the Closure of the Wolvekraal Prospecting Right. Gugu assisted with the undertaking of the required public participation process.
Project Badger (2019 – 2020)	Project Assistant. Registration of the Storage of Alcohol at the Anheuser-Busch Inbev (Abinbev) Chamdor Brewery. Gugu was the overall project assistant for the registration of the project with the Gauteng Department of Agriculture and Rural Development.
Impala Platinum Limited - Minimum Air Quality Emissions Standards Postponement Application for Impala Platinum Limited (North West Province) (2019)	Project Assistant. Gugu assisted with the Stakeholder Engagement Process as part of an Air Quality Minimum Emissions Standards Postponement Application Process for the Impala Smelter Complex.
Northam Platinum Limited - Minimum Air Quality Emissions Standard Postponement Application for the Zondereinde Northam Platinum Mine in the Limpopo Province (2019)	Project Assistant. Gugu assisted with the Stakeholder Engagement Process as part of an Air Quality Minimum Emissions Standards Postponement Application Process for the Zondereinde Smelter Complex.

Minimum Air Quality Emissions Standard Postponement Application for Anglo American Platinum's Polokwane (Limpopo Province), Waterval (North West Province) and Mortimer Smelter (Limpopo Province) operations (2019)	Project Assistant. Gugu assisted with the Stakeholder Engagement Process as part of an Air Quality Minimum Emissions Standards Postponement Application Process for the Waterval, Polokwane and Mortimer Smelter Complexes.
	MEMBERSHIPS
IAIASA	Member of the International Association for Impact Assessments (South Africa).
	TRAINING
IAIASA MPU Branch Event	Attended the DFFE Updates to the Screening Tool Webinar