

CURRICULUM VITAE

Name:	Monica Cornelia Niehof
Nationality:	South African
Date of Birth:	13 February 1979
Profession:	Environmental Consultant
Professional Qualification/ Training:	BSc Honours Environmental Management; University of South Africa, 2018
	National Diploma Tourism Management; Tshwane University of Technology, 2001
	Environmental Legal Training: <ul style="list-style-type: none"> • May 2017: Environmental Legal Training: MacRobert Attorneys. • February 2016: Environmental Legal Training: Imbewu Sustainability Legal Specialists. • August 2013: Mining and resources legislation: Imbewu Sustainability Legal Specialists.
Professional Membership/ Registrations:	Other: <ul style="list-style-type: none"> • July 2015: Innovative Design and Management of Tailings and Heap Leach Pads (Ian Hammond). • March 2025: South African Greenhouse Gas Emissions Reporting Regulations. • March 2025: GHG Emissions Inventory, GHG Carbon Verification. Projects, Trading & Offsetting (ISO 14064-1-3). • March 2025: South African Carbon Tax Requirements. • Field Guides Association of South Africa (FGASA) Level 1 Theory.
	EAPASA Registered Environmental Assessment Practitioner (2024/8835) Registered as a Green STAR SA Accredited Professional – 2014 - 2017
Current Employer:	Environmental Impact Management Services (Pty) Ltd.

KEY EXPERIENCE

Monica Niehof has 13 years' working experience in the environmental field and 24 years' work experience overall in a variety of fields including the tourism industry. Key experience in the environmental field include Environmental Impact Assessments, Water Use Licence (WUL) Applications, Waste Management Licence (WML) Applications, Atmospheric Emissions Licence (AEL) Applications, Environmental Management Programmes, Public Participation Processes, Environmental Authorisation, AEL and WML Auditing, Environmental Control and Monitoring for a variety of



development projects including, residential, retail, mixed-use, commercial, infrastructure, industrial and mining projects. In 2020 she became a fulltime Stretch Therapist, running her own practice, but was still involved in some environmental projects part time. She is now employed fulltime by EIMS as a Senior Environmental Consultant.

CAREER SUMMARY

<p>Period: February 2024 - Present:</p> <p>Part time: February to May 2024</p> <p>Fulltime: June 2024 - Present</p>	<p>Organisation: EIMS</p>	<p>Position: Senior Environmental Consultant</p>
<p>Key Projects/Assignments</p>	<p><u>Senior EAP:</u> Responsible for managing projects. Main responsibilities include:</p> <ul style="list-style-type: none"> • Compilation of EIA reports • Environmental audits and compliance reporting • Compilation of Environmental Management Plans • Acted as internal environmental manager for several months for Mbali Coal Open Cast Mine Plant Operations in Ogies, Mpumalanga. 	
<p>Period: January 2018 – February 2020:</p>	<p>Organisation: Prism EMS</p>	<p>Position: Senior Environmental Consultant</p>
<p>Key Projects/Assignments</p>	<p>Worked on the following projects:</p> <p><u>Main EAP – Full process:</u></p> <p>Environmental Authorisation Process (BA, EIA, WML, AEL, WULA/GA):</p> <ul style="list-style-type: none"> • Coega Tank Farm – EIA and AEL for proposed tank farm in Coega IDZ – 2018 – 2020; • Wilfordon X8-11 WULA for mixed-use township – 2018 – 2020; • Vaal River City Link Road stream crossing GA – 2018 – 2020; • Luipaardsvlei X9 – EIA for mixed-use development – 2018 – 2020; • Kusile – BA for filling station and truck stop – 2018 – 2020; • Peach Tree X 26 – BA for residential township – 2018 – 2020; <p><u>Main EAP – Final phase:</u></p> <p>Environmental Authorisation Process (BA, EIA, WL, WULA/GA):</p> <ul style="list-style-type: none"> • Greengate X 68 and Greengate X 70 BAs for residential townships – 2018; <p><u>Main EAP – Full Process:</u></p> <p>Mining/Prospecting Applications, EMPLans and Amendments:</p> <ul style="list-style-type: none"> • Northam Platinum EIA/EMPR for new Shaft – 2019 - 2020 	



Period: February 2014 – January 2018	Organisation: Environmental Assurance	Position: Environmental Consultant
Key Projects/Assignments	<p>Worked on the following projects:</p> <p><u>Main EAP – Full process:</u></p> <p>Environmental Authorisation Process (BA, EIA, WML, AEL, WULA/GA):</p> <ul style="list-style-type: none"> • Eastern Platinum Limited: WULAs and WML for Crocodile River Platinum Mine: 2016-2017; • Eurasion Resources Group: EIA / EMPR and WULA for Mamatwan Proposed Manganese Mine: 2014-2015; • Makoya Supply Chain Holdings (Pty) Ltd: EIA, AEL and WULA for Blinkpan Coal Siding: 2014-2015; • Samancor Chrome Limited: Western Chrome Mines: EIA, EA amendment and WULA for Elandsdrift Proposed Opencast Chrome Mine: 2014-2016; • Samancor Chrome Limited: Western Chrome Mines: WML and WULA for Millsell/Waterkloof Mine Tailings Storage Facility and Waste Rock Dump Expansion: 2016-2017 • Samancor Chrome Limited: Western Chrome Mines: EA amendment for Millsell/Waterkloof Mine Expansion of Underground Mining: 2016-2017 • Samancor Chrome Limited: Eastern Chrome Mines: Proposed Opencast Chrome Mine: WULAs for Doornbosch, Lannex and Steelpoort Mines: 2017 • Coal of Africa Limited: IWWMP and RSIP updates for Mooiplaats Colliery: 2016 and 2017 • Geosciences (Pty) Ltd: Desktop Environmental Feasibility Study for Vygenhoek Proposed Water Bottling Plant: 2016 • Sabrix: AEL Audits for Boekenhoutkloof and Zandfontein plants: 2017 • Kemin Industries South Africa (Pty) Ltd: AEL Amendment for Chemical Plant: 2017-2018; <p><u>Main EAP – Final phase:</u></p> <p>Environmental Authorisation Process (BA, EIA, WML, AEL, WULA/GA):</p> <ul style="list-style-type: none"> • Yoctolux Investments (Pty) Ltd: EIA for Yoctolux Proposed Opencast Coal Mine: 2014; • South African Coal Mine Holdings Ltd: EIA for treatment plant at Umlabu Coal Mine: 2014; • Infradors Holdings Ltd EIA and WULA for Meepo Clay and Sand Mine: 2014; <p><u>Main EAP – Process up to Draft Phase:</u></p> <p>Environmental Authorisation Process (BA, EIA, WML, AEL, WULA/GA):</p>	



	<ul style="list-style-type: none"> • Klei Minerale (Pty) Ltd (Sabrix): BA for Boekenhoutkloof Prospecting: 2017-2018; • Brikor: WML, EIA and WULA for the proposed Grootfontein Coal and Clay Mine: 2017-2018; • Aurecon: BA and WULA for the decommissioning of the Mogalakwena Municipality Masodi and Sekgagapeng Oxidation Ponds: 2017; • Aurecon: WULA for the Mogalakwena Waste Water Treatment Plant: 2017; • Tubatse Chrome (Pty) Ltd: BA and Amendment of the AEL for the Tubatse Chrome Pellitising and Sintering Plant: 2017-2018; • Samancor Chrome Limited: EIA, WULA and WML for Mareesburg Chrome Mine: 2017-2018; <p><u>Full Process: Main EAP</u></p> <p>Mining/Prospecting Applications, EMPLans and Amendments:</p> <ul style="list-style-type: none"> • Pewstar Investments (Pty) Ltd: EMP for proposed expansion of Vygenhoek sand mine: 2016. • Eurasion Resources Group: EIA / EMPR for Mamatwan Proposed Manganese Mine: 2014-2015; • Eastern Platinum Limited: Environmental Report for Mining Right Renewal for Crocodile River Platinum Mine: 2017; <p>EIA/EMP Amendments (Section 102 MPRDA):</p> <ul style="list-style-type: none"> • Sky Sands Limited (Group Five): EIA/EMPR Amendment for Proposed expansion of Sky Sands sand mine: 2016.
<p>Period: November 2009 – January 2014</p>	<p>Organisation: Torbious Solutions / Infraplan</p> <p>Position: Environmental Consultant (EAP and ECO)</p>
<p>Key Projects/Assignments</p>	<p>Worked on the following projects:</p> <p><u>Main EAP – Full process:</u></p> <p>Environmental Authorisation Process (BA & ECO)</p> <ul style="list-style-type: none"> • Cell C (Pty) Ltd: Several BAs and Listing Enquiries for telecommunication masts: 2009-2014; • MTN (Pty) Ltd: Several BAs and Listing Enquiries for telecommunication masts: 2009-2014; • Vodacom (Pty) Ltd: Several Bas and Listing Enquiries for telecommunication masts: 2009-2014; • Eaton Towers (Pty) Ltd: Several BAs and Listing Enquiries for telecommunication masts: 2010-2014;



	<ul style="list-style-type: none"> American Tower Corporation South Africa: Several Listing Enquiries for telecommunication masts: 2010-2014; 	
Period: March 2007 – October 2009	Organisation: Bokamoso Environmental Consultants	Position: Environmental Consultant
Key Projects/Assignments	<p>Worked on the following projects:</p> <p><u>Main EAP – Full process (under supervision):</u></p> <p><u>Environmental Authorisation Process (BA, EIA, WML, AEL, WULA/GA):</u></p> <ul style="list-style-type: none"> Billion Group (Pty) Ltd: DFA scoping and NEMA EIA for Forest Hill City retail development: 2009; Chieftain Group Ltd: EIA and EMP for Celtic Farm Estate (Rietvlei Farm Estate): 2007; Kwezi V3 Engineers: WULA for the upgrading of the Colesberg WWTW: 2008; Noordvaal Developments: BA for the Hartebeesthoek 251 residential development: 2008; Heartland Properties: EIA for the K113 route determination and construction of the K113 provincial road: 2009; Cradle Gate: DFA Scoping and EIA for the Mogale X5 Mixed used development: 2008; Cradle Gate: EIA for Nooitgedacht X9 residential township: 2009; M&T Developments: EIA for Monavoni X31 residential township: 2008-2009; M&T Developments: BA for Olympus AH 84 residential development: 2008; M&T Developments: BA for the Pierre van Ryneveld reservoir: 2008; Brodsky Investments: EIA for the R81 Provincial road upgrade, Polokwane: 2009; Local Municipality: BA for the Siyabuswa water augmentation scheme – water supply pipeline in Siyabuswa, Moutse District: 2007-2008; Dolphin Whisperer 10: BA and EIA for Valley View Phase 1 and Phase 2 residential townships in Emalahleni: 2008-2009; Century Property Developments: EIA for Waterfall Valley residential township in Midrand: 2009. <p>Section 24G Applications:</p> <ul style="list-style-type: none"> USN, Vaal de Soleh: Benjoh Fishing Resort: 2008 (under supervision); Cell C (Pty) Ltd: Telecommunication Mast: 2013 <p><u>Main EAP – Final phase:</u></p>	



	Environmental Authorisation Process (BA, EIA, WL, WULA/GA): <ul style="list-style-type: none">Hennie Burger: Scoping and EMP for Cashan X12 residential development: 2007.
--	---

LANGUAGE CAPABILITY

Language	Speak	Read	Write
Afrikaans	Excellent	Excellent	Excellent
English	Very good	Excellent	Very good
Dutch	Average	Excellent	Average

DECLARATION

I confirm that the above information contained in the CV is an accurate description of my experience and qualifications and that, at the time of signature.

Signature of Staff Member

16/04/2025

Date

CURRICULUM VITAE

Name:	Jolene Webber
Nationality:	South African
Date of Birth:	02 October 2000
Profession	Environmental Consultant
Professional Qualification/ Skills	BSc (Geography and Geospatial Sciences); University of the Witwatersrand, 2021.
	BSc Honours (Geography) specialising in GIS and Remote Sensing; University of the Witwatersrand, 2022.
	Geographic Information Systems (GIS) and Remote Sensing using various Geospatial software (ArcGIS Pro, ArcMap, QGIS, TerrSet 2020, ERDAS Imagine, Google Earth Pro, SNAP). Programming (Python, C++). Database Management (MySQL).
Professional Membership/ Registrations	Candidate EAP (EAPASA Ref: 2023/7704)
Current Employer	Environmental Impact Management Services (Pty) Ltd.

EDUCATION SUMMARY

Jolene obtained a matric National Senior Certificate in 2018 with a bachelor and four distinctions. She holds a BSc (Geography and Geospatial Sciences) from the University of the Witwatersrand, 2021 and a BSc Honours (Geography) from the University of the Witwatersrand, 2022.

She was awarded a University Entrance Scholarship in 2019, an Undergraduate University Council Merit Scholarship in 2021 and a Post Graduate Merit Award Scholarship in 2022 by the University of the Witwatersrand. During her time at the University of the Witwatersrand, she was awarded the Top Student Award in Geography III by the School of Geography, Archaeology & Environmental Studies in 2021 and Dean's List Year of Study III by the Faculty of Science in 2021. She obtained Certificate of First Class Awards for various modules, namely, Geography I, Reproductive Biology II, Animal Form and Function II, Introduction to Animal Behaviour II, Database Fundamentals II, Methods, Models and Geographic Information Systems II, Conservation Biogeography II, Advanced Atmospheric Sciences III, Environmental Monitoring and Modelling III, Geospatial Sciences III; and Certificate of Merit Awards for the Geographic Information Systems and Remote Sensing III and Climate and Environmental Change III modules.

Jolene conducted her Honours research project in GIS and Remote Sensing where she used Machine Learning Classification techniques to map and detect Tailings Storage Facilities (TSFs) in Gauteng, South Africa, using multispectral satellite imagery.



KEY EXPERIENCE

Jolene was employed as a tutor for undergraduate Geography students at the University of the Witwatersrand. Her duties included attending weekly meetings, preparing for and hosting practical and tutorial lessons with a class, assisting the lecturer and students, grading assignments and providing students with feedback on how to improve their grades.

Jolene has served as an Environmental Consultant and GIS Consultant at EIMS since June 2023. Jolene is a registered Candidate Environmental Assessment Practitioner (EAP) with the Environmental Assessment Practitioners Association of South Africa (EAPASA). She has actively supported a range of projects in the mining, energy and infrastructure sectors. Her responsibilities have included coordinating Public Participation Processes, serving as a GIS consultant, and contributing to Environmental Impact Assessments (EIAs) and Basic Assessments. Jolene also has experience with Water Use License Applications, Site Sensitivity Verification and Screening, Basic Assessments and Environmental Compliance/Auditing and Performance Assessments.

CAREER SUMMARY

Period: June 2023-Present	Organisation: EIMS	Position: Environmental Consultant
<p>Key Projects/ Assignments</p>	<p><u>Public Participation & GIS Consultant:</u></p> <ul style="list-style-type: none"> • NuVest Recovery Solutions (Pty) Ltd EIA • Zibulo North Overhead Powerline - Registration in accordance with the Standard for the Development and Expansion of Power Lines and Substations within identified Geographical Areas (GNR 2313; 27 July 2022) • Motuoane Exploration Authorisation Amendment • Glencore Solar PV EIA and WULA (Lydenburg) • Glencore Solar PV EIA and WULA (Wonderkop) • Eskom Blanco Network Strengthening: Narina Substation, Western Cape • Sibanye WLTR Plant Retrofitting and Remining Infrastructure Basic Assessment, North West • Sibanye KTD1 Remining EIA, North West • Harmony Brand A TSF EIA and WULA • Kelvin Power Station Combined Cycle Gas Turbine Plant EIA <p><u>Water Use Licence Applications:</u></p> <ul style="list-style-type: none"> • General Authorisation for Motuoane Hennenman Wells <p><u>Environmental Assessment Practitioner:</u></p> <ul style="list-style-type: none"> • Glencore WCM Kroondal Mine Infrastructure Basic Assessment and Water Use Licence (ongoing) • Genade Boerdery Middelplaats Pivot EIA (ongoing) <p><u>Environmental Compliance/Auditing:</u></p>	



	<ul style="list-style-type: none">• Johannesburg Roads Agency Klipfontein View Upgrading of Roads and Stormwater Infrastructure Project – ECO.• Harmony Bambanani Operations Environmental Management Programme Audit (2024).
--	--

LANGUAGE CAPABILITY

Language	Speak	Read	Write
English	Excellent	Excellent	Excellent
Afrikaans	Intermediate	Intermediate	Intermediate

DECLARATION

I confirm that the above information contained in the CV is an accurate description of my experience and qualifications at the time of signature.

Signature of Staff Member

2025/05/21

Date