CURRICULUM VITAE

JESSICA BEZUIDENHOUT

Name of Consultant:	Jessica Bezuidenhout
Position / Profession:	Managing Director
Date of Birth:	24 October 1984
Nationality:	Australian – Namibian Domicile
Email:	jessica@eccenvironmental.com
Website:	www.eccenvironmental.com
Contact:	+264 81 653 1214

TERTIARY EDUCATION:

Federation University Australia: **2003 – 2006** Bachelor of Applied Science – Environmental Management

OTHER TRAINING:

- Management Systems Leadership
- ICAM – Incident Causes Analysis Method
- Certificate II in Metalliferous Mining Core Safety and Risk Management
- Certificate III in Mine Emergency Response & Rescue
- Level 3 – HLTFA402B Apply Advance First Aid Emergency Rope Rescue
- Level 2 – 21593VIC First Aid Level 2 Bonded Asbestos Removal > $10m^2$
- Leading and Managing People – Brisbane North Institute of TAFE

Professional Associations:

- Chamber of Mines Namibia
- Women on Boards
- The Chamber of Minerals and Energy of Western Australia Industry Member – Mining, Minerals and Resources
- Environmental Assessment Professional Association of Namibia (EAPAN)

PROFILE:

Jessica works as the managing director of ECC and has a diverse environmental background. Mrs Bezuidenhout has leading practical experience in fields of construction, exploration, monitoring and audit compliance, consultancy, operations, water treatment and wastewater treatment plants, environmental approvals, legal, minimising operational impacts, community liaison, including indigenous relationship management, mine closure and rehabilitation.

KEY AREAS OF EXPERTISE:

Environmental Management	-	Project Management
Environmental (and social) Impact Assessments (EIAs)	-	Conducting and managing various small to large scale EIAs Compiling EIA Reports and EMPs Coordinate and review specialist studies
Environmental & Social Compliance reporting	-	Environmental and Social compliance audits in the construction and mining industry

LANGUAGES:

	Read	Write	Speak
English	Excellent	Excellent	Excellent

SUMMARY OF EXPERIENCE AND CAPABILITY:

Jessica has 15 years of mining and construction experience in the SHEQ field, with 7 years of that being in Australia and 8 years in Namibia and Southern Africa. Her first three years were as an Environmental Systems Coordinator where she obtained regulatory approvals, oversaw operational budgets and bond management for mine closures, oversaw compliance and ensured environmental and social aspects of international management codes were adhered to. The following 3 years she worked in the environmental management field as a Site Environmental Manager managing various projects and brining sites into full compliance with environmental legislative frameworks, while also being responsible for the environment, sustainability, and social reporting portfolio. She then went on to work as an Environmental Consultant where she was responsible for mine closure and rehabilitation and sustainability reporting. Since 2016 Jessica has been a Managing Director of Environmental Compliance Consultancy (ECC) spearing heading many environmental impact assessments undertaken in Southern Africa, advising clients and has thus gained great practical experience and knowledge on local and international compliance and auditing standards such as IFC and the World Bank.

PROJECT EXPERIENCE

PROJECT	DATE	ROLE
Contracted services by The Australian Defence Force (ADF) for Environmental Management of Defence projects.	2006 – 2007	Environmental Project Manager
Site environmental officer and systems coordinator, Ballarat Goldfields.	2007 – 2010	Environmental Systems Coordinator
Managed the environmental and community aspects of three operations: Savannah Nickel Mine, Copernicus Nickel Mine (currently in care and maintenance) and the operations at Wyndham Port	2010-2013	Site Environmental Manager
A mine closure project taking an operating mine site into the rehabilitation and closure phase. This project involved the full development of a mine closure plan, facilitation of the government	2013-2014	Environmental Consultant

approvals, stakeholder engagement and technical environmental studies to inform the mine closure plan		
Full scale construction of new greenfield mine into an operational copper mine - Tschudi	2013-2016	HSE Manager
HSE management of operational underground mines, Otjihase and Matchless	2013-2016	HSE Manager
Director Environmental Compliance Consultancy	2016 – Current	Managing Director and principal environmental practitioner
Projects completed while at ECC		
The Environmental Impact Assessment (EIA) for the proposed Walvis Bay Waterfront development	2018	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Conduct the Namibian assessment on the laws and policies relating to six thematic areas based on a compendium of best practices for governments to best deal with the full range of issues related to mining.	2018	Principal Environmental Assessment Practitioner
ESIA amendment for B2Gold Namibia Mining Licence (ML 169) to developed underground mine working for the Otjikoto Gold Mine	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Kunene Regional Counsel Sustainable water supply Pipeline and Ancillary works	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
ESIA application for B2Gold Namibia 10.8 megawatt PV solar upgrade to the B2Gold Power Plant	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
EIA application for Uris irrigation scheme	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
MAWF permit application for Water Abstraction and Discharge for Uris Irrigation scheme	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
EIA application for University of Namibia (UNAM) Katima Mulilo Campus Expansion	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
ESIA application for Farm Tsumore 761 Unit B Irrigation Project	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
MAWF permit application for Water Abstraction and Discharge for Tsumore 761 Unit B Irrigation Project	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and

		PPP and report review)
ESIA application for Otjiwarongo Wastewater Treatment and Bulk Water Supply	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
ESIA for the Wastewater Treatment facilities for Gondwanan Collection	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
MAWF permit application for Water Abstraction and Discharge for Gondwanan Collection	2019	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Engaged by Mertens Mining and Trading (Pty) Ltd, to undertake an Environmental Impact Assessment (EIA) and an Environmental Management Plan (EMP) to undertake bulk sampling, exploration activities and trial processing on EPL 7699.	2020	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Engaged by Kuiseb Copper Company (Pty) (Ltd) to undertake an ESIA and an Environmental Management Plan (EMP) for EPLs: 7528, 7529, 7530, 7531, 7532, 7533, 7534, 7535, 7536, 7537, 7538, 7539, 7540, 7541, 7542, 7543, 7730, 7731, 7732,	2020	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Exploration by Cheetah Minerals	2020	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Engaged by Skorpion Zinc (Namzinc) (Pty) (Ltd) to undertake an ESIA and an Environmental Management Plan (EMP)	2021	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Engaged by Afritin Mining Namibia (Pty) Ltd to undertake the ESIA and Environmental Management Plan (EMP)	2021	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Project Wings - engaged by Headspring Investments (Pty) Ltd to undertake the Environmental, Social and Impact Assessment and Environmental Management Plan	2021	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Application for an Environmental Clearance Certificate for Twin Hills Gold Project	2021	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
Engaged by to undertake an ESIA and an Environmental Management Plan (EMP) for the stage 2 expansion of the pilot tin processing plant on Mining Licence (ML) 134, held by Uis Tin	2021	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)

Mining Company		
ESIA for the proposed Sandpiper Marine Phosphate Project within ML 170, offshore, Namibia	2022	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
The proposed Ongombo Copper Mining Project in the Khomas Region, Namibia	2022	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
The proposed construction and operation of an additional tailings storage facility (TSF3), Erongo Region, Namibia	2023	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
The proposed Osona II – 36MW solar PV power plant near Okahandja, Otjozondjupa Region, Namibia	2023	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
The Proposed Gergarub Mining Project on ML 245, within the //Kharas Region, Namibia	2024	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
The proposed Omitiomire Copper Mine on ML 197 in the Khomas Region, Namibia	2024	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
The proposed construction of an ammonia terminal at the Walvis Bay Port area, Erongo Region, Namibia	2025	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
The proposed construction of an ammonia pipeline from Farm 58 to Walvis Bay Port, Erongo Region, Namibia	2025	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)
IJG Advisory Services (Pty) Ltd to assess and compile an environmental and social due diligence report for activities of Namibia Marble and Granite (Pty) Ltd on ML 142 and marble processing plant in Karibib	2025	Principal Environmental Assessment Practitioner managing the EIA process (including stakeholder engagement and PPP and report review)

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

DATE: 03/06/2025

FULL NAME OF CONSULTANT: JESSICA BEZUIDENHOUT

CURRICULUM VITAE

CARLENE BAUFELDT

Name of Consultant:	Carlene Baufeldt
Position / Profession:	Principal Environmental Practitioner/Manager
Date of Birth:	23 December 1990
Nationality:	Namibian
Email:	carlene@eccenvironmental.com
Website:	www.eccenvironmental.com
Contact:	+264 81 733 5626

TERTIARY EDUCATION:

University of Stellenbosch:	**2012**	Bachelor of Science (Honours) in Biodiversity and Ecology
University of Stellenbosch:	**2009 - 2011**	Bachelor of Science in Biodiversity and Ecology

Professional Associations:

- Environmental Assessment Professional Association of Namibia (EAPAN)
- Namibia Chamber of Environment (NCE) (2017 – 2021)
- Namibian Uranium Institute (2017 – 2021)
- Women in Mining Association Namibia (WIMAN)

PROFILE:

As a holder of a BSc (Hons) in Biodiversity and Ecology from Stellenbosch University and over 12 years of experience in the construction, exploration and mining industry, Carlene is passionate about conserving the Namibian environment by ensuring legal compliance for projects she is involved in. Carlene has been engaged with all aspects of environmental management in the construction, exploration and mining industry and is an ISO integrated management systems lead auditor. Additionally, since 2022, Carlene has actively worked as an environmental assessment practitioner across industry within Namibia.

KEY AREAS OF EXPERTISE:

Environmental Management	-	Environmental management systems (EMS), environmental management plans (EMPs), environmental and social management plans (ESMPs), environmental monitoring and compliance programmes, overseeing ESIA process and reviewing reports, mine and rehabilitation closure development, public participation & stakeholder management, documentation alignment and review to

		standards, due diligence assessments
Auditing and Incident Management	-	ISO integrated lead auditor (ISO 14001:2015, ISO 9001:2015 & ISO 45001:2018) ICAM incident investigation
Project Management	-	Management of various projects on a supervisory level

LANGUAGES:

	Read	Write	Speak
English	Excellent	Excellent	Excellent
Afrikaans	Excellent	Excellent	Excellent

SUMMARY OF EXPERIENCE AND CAPABILITY:

Since 2013, Carlene has been working in the construction, exploration and mining industry, with a main focus in the uranium mining sector. Carlene has been actively involved at an industry and national level to assist with the development and implementation of best practise standards for exploration and mining activities. Carlene has been exposed to all aspects of environmental management during her career and at a supervisory level. Carlene is an ISO integrated lead auditor. Carlene has been involved with EMS and EMP/ESMP development and implementation, monitoring (bio-physical & biodiversity) and compliance programmes development and implementation, mine closure development and the ESIA process whilst working on the Husab Mine. Carlene has joined the ECC team in 2022 where she has been actively involved in the ESIA process and monitoring/EMP compliance for clients. Additionally. Carlene has assisted with rehabilitation and closure planning, due diligence reporting and the application of secondary permits/licences within the Namibian context.

PROJECT EXPERIENCE

PROJECT	DATE	ROLE
Bulk Earthworks for the Husab Uranium Mine Project for WBHO (Namibia) (Propriety) Limited	2013	Environmental Officer
Swakop Uranium (Pty) Ltd Husab Uranium Mine exploration, construction and early operations	2013 - 2016	EMP Compliance Technician/Environmental Officer
Swakop Uranium (Pty) Ltd Husab Uranium Mine exploration and early operations	2016	Acting Environmental Superintendent
Swakop Uranium (Pty) Ltd Husab Uranium Mine exploration and early operations	2016 - 2017	Senior Environmental Officer
Swakop Uranium (Pty) Ltd Husab Uranium Mine exploration and early operations	2017	Acting Environmental Manager
Swakop Uranium (Pty) Ltd Husab Uranium Mine exploration and operations	2017 - 2021	Environmental Specialist/Superintendent
Engaged by Andrada Mining Namibia (Pty) Ltd to oversee environmental monitoring, EMP compliance and reporting programmes, secondary permits/licences applications activities on ML 134, ML 133, ML 129 and EPL 5445	2022 - 2025	Senior Environmental Practitioner/Manager and lead on project
Engaged by Osino Namibia Holdings (Pty) Ltd to oversee environmental monitoring, EMP compliance and reporting programmes, secondary permits/licences applications and ESIA amendment work activities for ML 238	2022 - 2025	Senior Environmental Practitioner/Manager and lead on project

Engaged by QKR Navachab Gold Mine (Pty) Ltd to oversee environmental monitoring and EMP compliance and reporting programmes, ESIA assessment work, OEMP development and implementation, rehabilitation plan development and implementation for mining (ML 31 and ML 180) and exploration activities (EPL 999 and EPL 3275)	2022 - 2025	Senior/Principal Environmental Practitioner/Manager and lead on the project
Engaged by Jumbo Charcoal (Pty) Ltd to oversee the air quality monitoring programme	2022 - 2024	Senior Environmental Practitioner/Manager and lead on the project
Engaged by Kuiseb Copper Company (Pty) Ltd to oversee environmental compliance and reporting programmes	2022 - 2025	Senior Environmental Practitioner/Manager and lead on the project
Engaged by Cheetah Minerals Exploration (Pty) Ltd to oversee environmental compliance and reporting programmes	2022 - 2025	Senior Environmental Practitioner/Manager and lead on the project
Engaged by Bigen Kuumba Infrastructure Services to oversee the environmental compliance and reporting as an independent environmental practitioner of the railway line upgrade from Walvis Bay to Kranzberg	2022 - 2024	Senior Environmental Practitioner/Manager and lead on the project
Engaged by Namibia Marine Phosphate (Pty) Ltd to undertake and ESIA for the Sandpiper Marine Phosphate Project	2022	Senior Environmental Practitioner and lead on the project
Engaged by Shali Mining (Pty) Ltd to undertake an ESIA for the Ongombo Project	2022	Senior Environmental Practitioner on the project
Engaged by Consolidated Copper Company (Pty) Ltd to oversee environmental monitoring and EMP compliance and reporting programmes for their three mining licence sites (Matchless, Tschudi and Otjihase)	2022 - 2025	Senior/Principal Environmental Practitioner and lead on the project
Engaged by Craton Mining and Exploration (Pty) Ltd to oversee environmental monitoring and EMP compliance and reporting programmes for ML 197 and EPL 8550	2022 - 2025	Senior/Principal Environmental Practitioner and lead on the project
Engaged by Sorexa Sun Energy (Pty) Ltd to oversee EMP compliance and reporting programmes	2023 – 2025	Senior Environmental Practitioner on the project
Engaged by Mandarin Investments (Pty) Ltd to oversee environmental monitoring and EMP compliance and reporting programmes on EPL 4818	2023 - 2025	Senior Environmental Practitioner on the project
Engaged by Elevate Uranium (Pty) Ltd to oversee environmental monitoring and EMP compliance and reporting programmes on EPL 6987	2024 - 2025	Principal Environmental Practitioner
Engaged by Diaz Wind Power (Ltd) to oversee EMP compliance programmes for the Diaz Wind Farm, Lüderitz	2024 - 2025	Principal Environmental Practitioner and lead on the project
Engaged by Langer Heinrich Uranium (Pty) Ltd to	2024 - 2025	Principal Environmental Practitioner

oversee the air quality monitoring programme and reporting for operations		and lead on the project
Engaged by Mariental Piggery (Pty) Ltd to assist with the development of a rehabilitation action plan, monitoring programme and secondary permit applications to the Department of Water Affairs	2024 - 2025	Principal Environmental Practitioner and lead on the project
Engaged by Richwater Oyster Company (Pty) Ltd to develop and EMP and apply for an environmental clearance certificate for aquaculture farming activities Mile 6, Salt Works, Swakopmund	2024 - 2025	Principal Environmental Practitioner and lead on the project
Engaged by IJG Advisory Services (Pty) Ltd to assess and compile an environmental and social due diligence report for activities of Namibia Marble and Granite (Pty) Ltd on ML 142 and marble processing plant in Karibib	2025	Principal Environmental Practitioner
Internal senior peer technical reviewer for all ECC related Project industry work	2022 - 2025	Senior/Principal Environmental Practitioner

CERTIFICATION

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

DATE: 18/ 03 / 25

FULL NAME OF CONSULTANT

CARLENE BAUFELDT

CURRICULUM VITAE

Luke Cecil Towers

Name of Consultant:	Luke Cecil Towers
Position / Profession:	Principal Environmentalist and Hydrogeologist
Date of Birth:	29 January 1989
Nationality:	South African
Email:	luke@eccenvironmental.com
Website:	www.eccenvironmental.com
Contact:	+27 60 681 2060

QUALIFICATIONS:

University of Stellenbosch:	**2012**	BSc. Earth Science (Geology)
University of the Free State:	**2013**	BSc. Geology (Hons.)
IGS University of the Free State:	**2018**	MSc. Geohydrology

PROFILE:

Luke Towers is a highly skilled and experienced environmentalist and hydrogeologist with a BSc in Earth Science (Geology) from Stellenbosch University and an MSc in Hydrogeology from the University of the Free State. Luke is a registered as a Professional Scientist with the South Africa Council of Natural Scientists. With extensive experience in water resource management, environmental monitoring, and environmental assessments across Southern and East Africa. He is proficient in ESIAs, EMPs, secondary permits, compliance, ECO, water resource management and project management across various industries including mining, civils, industrial and renewable energy.

KEY AREAS OF EXPERTISE:

Hydrogeology	-	Groundwater assessment and development, hydrogeological monitoring and water resource management
Project Management	-	Management of teams through Southern Africa for various projects. Former director of a earth science consultancy.
Environmental Management and Social Impact Assessments ESIAs, Environmental Management Plans (EMPs).	-	Compiling EIA reports and EMPs. Coordinate, and review specialist studies. Review EIA reports Environmental Management Systems (EMS). Public participation and stakeholder management.

LANGUAGES:

	Read	Write	Speak
English	Fluent	Fluent	Fluent
Afrikaans	Fluent	Fluent	Fluent

SUMMARY OF EXPERIENCE AND CAPABILITY:

Luke Towers has over 11 years of experience in the environmental sector throughout Southern and Eastern Africa. He originally trained as a geologist and hydrogeologist but branched out into the environmental sciences over the years. Experience gained has been through various roles, particularly as Technical Team Member, Key Expert, Study Leader and Project Manager.

Luke has experience in undertaking Environmental Impact Assessments in South Africa and Namibia as well as developing and monitoring compliance of Environmental Management Plans and various secondary permits. Luke is versed in a broad range of aspects relating to environmental science, geology and hydrogeology having experience in groundwater assessments and development, water resource management, contaminated land assessments, soil classification, water strategy development for urban and rural water supply, social and gender studies, capacity building to municipalities, environmental authorisations and compliance, stake holder engagement and project management. Luke has worked in rural and urban areas alike and has gained experience in stake holder engagement with rural communities and traditional authorises.

In early 2024, Luke joined Environmental Compliance Consultancy (ECC) as the Principal Environmentalist and Hydrogeologist. Prior to this, he was a director of an earth science consultancy in South Africa as well as the head of Water Science as the senior hydrogeologist. Prior to that Luke gained experience in mineral prospecting in Botswana and coal exploration in Australia.

PROJECT RELEVANT EXPERIENCE

PROJECT	DATE	ROLE
Lethabo Power Station (Free State, South Africa). Environmental Compliance Audit	2012	Team Member
Eskom Pinotage sub-station, Western Cape (South Africa. Technical site lead – water and environment.	2016	Technical site lead
Bokpoort Concentrated Solar Plant (Northern Cape, South Africa). Project Manager, EMP Compliance and Water Use Licencing.	2019	Project Manager

Atlantis Water Resource Management Scheme at Eskom Koeberg Nuclear Power Plant	2017-2023	Project Manager, Key Expert
Straussheim solar facility (Northern Cape, South Africa)	2016	Study Lead
Gateway Expansion Project, Hermanus, Overstrand Municipality (South Africa)	2022-2023	Project Manager and technical reviewer
Due Diligence Assessment of the proposal for KfW for onsite remediation of groundwater, including stake holder engagement of Ramotswa Village (Botswana)	2022-2023	Project Manager and Key Expert IAP engagement
Moses Kotane and Thabazimbi Local Municipalities, Capacity Building for the CSIR (South Africa)	2021-2023	Project Manager IAP engagement
Potash mining feasibility in the Danakil Depression of the Afar Region of northeast Ethiopia (Ethiopia)	2016	Technical Lead IAP engagement
Water Strategy for Central Malawi tobacco farmers (Malawi)	2019	Project Manager and Key Expert
Groundwater, Aquifer Mapping and Water Development for the state of Eritrea (World Bank, WSP and Government of Eritrea)	2020	Key Expert

CERTIFICATION:

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

DATE: 21/10/2024

Luke Cecil Towers

CURRICULUM VITAE

SAMUEL SHINYEMBA

Name of Consultant:	Samuel Shinyemba
Position / Profession:	Environmental Practitioner and Reviewer
Date of Birth:	15 September 1995
Nationality:	Namibian
Email:	samuel@eccenvironmental.com
Website:	www.eccenvironmental.com
Contact:	+264 81 4765 261

QUALIFICATIONS:

University of Namibia: 2014 – 2018 Bachelors of Science in Integrated Environmental Science

PROFESSIONAL ASSOCIATIONS:

- Namibia Scientific Society
- Namibia Environment and Wildlife Society
- Namibia Bird Club

PROFILE:

Samuel holds a Bachelor of Science degree in Integrated Environmental Science from the University of Namibia. His passion lies in the field of environmental awareness, natural resource conservation, population and behavioural ecology.

KEY AREAS OF EXPERTISE:

Environmental Management	-	Environmental monitoring and compliance, public participation and stakeholder engagement
Environmental Awareness	-	Extension of theoretical environmental knowledge through field guiding and social interaction

LANGUAGES:

	Read	Write	Speak
English	Good	Good	Good
Oshiwambo	Good	Good	Excellent

SUMMARY OF EXPERIENCE AND CAPABILITY:

Samuel graduated top of his class in 2018. In addition to the theory training, Samuel has actively been involved in environmental affairs through his membership position in environmental clubs that are under the stewardship of the Namibia Scientific Society. He acquired environmental practical experience through his position as a Field Guide and Park Ranger for Gondwana Collection Namibia. Samuel joined the ECC team in 2021 and is actively involved in monthly monitoring/EMP compliance audits and engaging with stakeholders on various projects within the Namibian scope.

PROJECT EXPERIENCE

PROJECT	YEAR	ROLE
The construction and operation a BTS tower and associated infrastructure for Paratus Telecommunications (Pty) Ltd on Erf 886, Lüderitz, !Karas Region, Namibia	2025	Lead Practitioner
The construction and operation of a BTS tower and infrastructure for Paratus Telecommunications (Pty) Ltd on Erf 398, Outjo East, Kunene Region, Namibia	2025	Lead Practitioner
The proposed Omitiomire Copper Mine Project	2024	Lead Practitioner
The proposed construction and operation of a tourism lodge on Farm Waldeck No. 28	2024	Lead Practitioner
The 66 kV powerline for the Twin Hills Gold Project	2023	Lead Practitioner
Namibia Marine Phosphate – Sandpiper Marine Phosphate Project	2021-Present	Stakeholder Engagement Officer
GACP+ Standard Project	2022-Present	Assistant Community Based Trainer & Trainer
Jumbo Fair Trade for Tradecraft	2021-Present	Environmental monitoring, data analysis and report compilation
Osino Twin Hill Gold Mine Project	2021-Present	Environmental compliance and auditing through fieldwork, samples collection, data analysis and report compilation.
Uis Tin Mine Project	2021-2022	Environmental compliance and auditing through fieldwork, samples collection, data analysis and report compilation.

CERTIFICATION:

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

DATE: 25/07/2025

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Samuel Shinyemba

CURRICULUM VITAE

MONIQUE JARRETT

Name of Consultant:	Monique Jarrett
Position / Profession:	Environmental Practitioner
Date of Birth:	25 March 1997
Nationality:	Namibian
Professional Memberships:	EAPAN No. 234
Email:	monique@eccenvironmental.com
Website:	www.eccenvironmental.com
Contact:	+264 81 3811 474

QUALIFICATIONS:

University of Namibia (UNAM):	**2016 – 2020** Bachelor of Science (Honours) in Environmental Biology
The International University of Management (IUM):	**2024 – 2025** Master of Science in Climate Change Mitigation and Adaptation (Candidate)

PROFESSIONAL ASSOCIATIONS:

- Environmental Assessment Professionals Association of Namibia (EAPAN)

PROFILE:

As a dedicated and knowledgeable environmental practitioner Monique is currently pursuing a master's degree in Climate Change and holding a Bachelor's Honours degree in Environmental Biology. She has three years of hands-on experience in conducting Environmental Impact Assessments, drafting Environmental Management Plans, and managing environmental compliance and mining license tenements. She has further expertise climate risk assessments, GHG emissions accounting (Scope 1, 2, and 3), and mitigation/adaptation strategies for mining projects. Assessing potential climate change impacts on various projects while ensuring compliance with GHG Protocol, TCFD, and ESG standards. Additionally, she has extensive experience in stakeholder engagement, organizing and facilitating public meetings, addressing community concerns, and integrating feedback into several Environmental Impact Assessments (EIAs) to shape sustainable project outcomes. Passionate about ecology, biodiversity conservation, and climate change, she is committed to leveraging her skills and education to contribute to the mitigation of climate change, environmental management and the preservation of natural ecosystems.

KEY AREAS OF EXPERTISE:

Environmental (and social) Impact Assessments (EIAs) (ESIAs)	-	Compiling EIA Reports and EMPs Public Participation & Stakeholder Management
Environmental Management	-	Environmental Management Systems (EMS), Tenement management, Environmental monitoring and compliance, and Public Participation & Stakeholder Engagement.

Climate Change Policy and Assessments	-	Climate Policy and Governance, Climate Change Communication and Education, Corporate Sustainability, Environmental Justice, Conducting climate change risk assessments, GHG Emissions Accounting (Scope 1, 2, and 3), Climate Adaptation & Mitigation Strategies
Stakeholder engagement	-	Leading public meetings, fostering open dialogue and transparency in environmental and climate risk discussions. Supporting ongoing stakeholder engagement, ensuring community voices shape project scopes.

LANGUAGES:

	Read	Write	Speak
English	Excellent	Excellent	Excellent

SUMMARY OF EXPERIENCE AND CAPABILITY:

Monique is a committed environmental professional with four years of experience in the environmental industry, holding a degree in Environmental Science. She has authored multiple articles addressing a wide range of environmental issues and has worked with various private and non-governmental environmental organizations since 2018. Her extensive experience in environmental awareness includes serving as a climate change ambassador for Gobabeb and the UNDP in 2021.

Since joining ECC in October 2021, she has been involved in numerous Environmental Impact Assessments, compiled Environmental Management Plans, and conducted various EMP compliance monitoring audits. She holds a certificate in Climate Change Policy and Climate Finance and is currently pursuing a master's degree in Climate Change. She has also worked in conjunction with climate specialists to conduct climate risk assessments. Her dedication and expertise make her an asset in advancing environmental sustainability and climate change mitigation efforts.

PROJECT EXPERIENCE

PROJECT	DATE	ROLE
GIZ - Support to CBNRM Compliance monitoring	2018	Intern
UNDP/Gobabeb - Climate Action for Millennials Programme	2021	Climate Ambassador
Elevate Uranium Tenement management	Present	Junior environmental practitioner
Namibian Marine Phosphate – Sandpiper Marine Phosphate Project ESIA	2022	Junior environmental practitioner
Votorantim Metals Namibia EPL 8403 ESIA	2022	Junior environmental practitioner
B2Gold Namibia Minerals EPL 8404 ESIA	2022	Junior environmental practitioner
Skorpion Mining Company EPL 8570 ESIA	2022	Junior environmental practitioner
Skorpion Mining Company EPLs 8571, 8572 & 8573	2022	Junior environmental practitioner
Votorantim Metals Namibia EPLs 7963, 7973, 8050, 8051	2023	Environmental practitioner
Innosun Compliance and Monitoring	2023	Environmental practitioner

Gergarub Mine ESIA on ML 245	2024	Lead Environmental Practitioner
Craton Omitiomire Mine on ML 179 ESIA	2024	Environmental practitioner
Osino Twin Hills Gold Mine ESIA Climate Change Assessment	2024	Environmental practitioner
Craton Omitiomire Mine on ML 179 Climate Change Assessment	2024	Environmental practitioner
CMB Tech Ammonia Terminal and Ammonia Pipeline ESIA Climate Change Assessment	2024	Environmental practitioner
Osino Twin Hills Gold Project - Amendment	2024-2025	Environmental practitioner
Construction and operation of Phase II underground mine and additional explosive magazine on ML 134, Navachab Gold Mine - Amendment	2025	Lead Environmental Practitioner
Jindal Iron Ore Mine on EPLs 4194 and 4013	2024-Present	Environmental practitioner

CERTIFICATION:

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

DATE: 26/02/2026

Monique Jarrett

CURRICULUM VITAE

Diaan Hoffman

Name of Consultant:	Diaan Hoffman
Position / Profession:	Junior Ecologist and emerging Environmental Practitioner
Date of Birth:	19 May 1996
Nationality:	Namibian
Professional Memberships:	EAPAN No. 213
Email:	diaan@eccenvironmental.com
Website:	www.eccenvironmental.com
Contact:	+264 81 467 4294

QUALIFICATIONS:

University of Stellenbosch:	**2015 – 2018**	BSc Conservation Ecology

PROFILE:

Highly accomplished professional with experience as an environmental consultant. An out-the-box thinker, passionate about high-quality service in fast-paced environments. Excellent planning and execution ability, able to lead and collaborate with teams to deliver beyond expectations.

KEY AREAS OF EXPERTISE:

Environmental (and social) Impact Assessments (EIAs) (ESIAs)	-	Compiling EIA Reports and EMPs Public Participation & Stakeholder Management
Conservation		Small mammal sampling and parasite analysis. In-depth knowledge of biodiversity and Ecology.
GIS Mapping		Responsible for GIS mapping

LANGUAGES:

	Read	**Write**	**Speak**
English	Excellent	Excellent	Excellent
Afrikaans	Excellent	Excellent	Excellent

SUMMARY OF EXPERIENCE AND CAPABILITY:

Since 2019, Diaan has been working as an environmental assessment practitioner. In 2021 he started working as a junior ecologist assisting with the rangeland management and the FSC standard in Namibia. Diaan has a good biodiversity and ecology background.

PROJECT EXPERIENCE

PROJECT	DATE	ROLE
ENAEX EIA: Assisting with application for Environmental Clearance Certificate (ECC)	2019 - 2020	Team member
Bulk Mining Explosives: Updating EMP and application for renewal of ECC.	2019-2020	Team member
Sand Miners Association: Assisting with the writing of the EIA, EMP and creating of Maps	2019 - 2020	Team member
Okapana (TOTAL) Service Station CC: Conducting and assisting with the whole EIA process.	2019 - 2020	Team member
Walvis Bay Salt Refiners: Measuring Environmental Noise and assisting with the report writing.	2019-2020	Team member
Jumbo Charcoal FSC Group Scheme management.	2021 - Present	Team member
Jumbo Charcoal: writing of EMP	2021	Team member
EMCON: Creating Maps and Baseline sections for ESIA	2021	Team member
Nexus Charcoal: Conducting and assisting with the whole ESIA process.	2021	Team member
Etosha Charcoal: writing of EMP	2021	Team member
FSC Mapping and rangeland management	2021- Present	Team member
GIS Mapping: Using QGIS to produce maps for various projects.	2021- Present	Team member
Uis Afrititn EPLs: Conducting and assisting with the whole ESIA process.	2021	Team member
Paratus ESIA: Conducting and assisting with the whole ESIA process.	2021	Team member
Gmundner ESIA: Conducting and assisting with the whole ESIA process.	2021 -2022	Team member
!Uris Amendment: Conducting and assisting with the Amendment	2021 -2022	Team member
Maxwell 13 MW Solar plant ESIA: Conducting and assisting with the whole ESIA process.	2021-2022	Team member
Retort Charcoal Amendment: Conducting and assisting with the Amendment	2022	Team member
Retort Charcoal Compliance reports	2022	Team member
InnoSun 36 MW Solar plant ESIA: Conducting and assisting with the whole ESIA process.	2022-2023	Team member
Yucca Exploration ESIA: Conducting and assisting with the whole ESIA process.	2022-2023	Team member
Osino Powerline assisting with the whole ESIA process.	2023	Team member
Quiver & Co: Lodge Damaraland and Toshari Lodge ECC applications	2023-Present	Team member
Shametu River Lodge ECC applications	2023-Present	Team member

CERTIFICATION:

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

DATE: 8/12/2023

Diaan Philip Hoffman

CURRICULUM VITAE

Brigit May Loots

Name of Consultant:	Brigit May Loots
Position / Profession:	Gender and Social Inclusion Specialist
Date of Birth:	2 May 1986
Nationality:	Namibian
Email:	brigit@eccenvironmental.com
Website:	www.eccenvironmental.com
Contact:	+264 81 355 9354

TERTIARY EDUCATION:

Rhodes University: **2009** BA (Hons) in Psychology (Distinction)

London School of Economics: **2012** MSc in Gender, Development and Globalisation (Distinction)

Professional Associations:

- Director – Sister Namibia Trust - 2020
- Solidarity for African Women's Rights (SOAWR) - 2020

PROFILE:

Brigit Loots is a Namibian Gender and Social Inclusion Specialist with over a decade of experience across development, social risk, and gender-responsive programming. With a Master's degree from the London School of Economics and a background in psychology, she brings an interdisciplinary approach to social assessments, inclusive policy development, and programme implementation. Brigit has extensive experience in community-level project design and implementation, including monitoring and evaluation, as well as high-level social policy and strategy development on social upliftment and inclusion. Her work spans government-level to grassroots stakeholder engagement, and she is widely experienced in process facilitation for diverse actors and contexts.

KEY AREAS OF EXPERTISE:

Gender and social inclusion assessments	-	Conducting detailed analyses to identify gender dynamics, social risks, and inclusion gaps.
Social risk assessments and action plans	-	Evaluating community and stakeholder risk and developing practical mitigation strategies.
Policy Development	-	Drafting gender-related policies, national action plans, and coordination mechanisms.

Programme design and evaluation	-	Designing, implementing and reviewing gender and social programmes for NGOs and development partners
Stakeholder engagement	-	Facilitating consultations and engagement processes with communities and partner organisations.

LANGUAGES:

	Read	Write	Speak
English	Excellent	Excellent	Excellent
Afrikaans	Fair	Fair	Fair
German	Fair	Fair	Fair

SUMMARY OF EXPERIENCE AND CAPABILITY:

Brigit has extensive expertise leading gender and social inclusion assessments, policy development processes, and programme evaluations for several development organisation (including UNICEF, UNDP, USAID) and many local NGOs. She has conducted social risk and impact assessments across multiple sectors—including energy (NAMPOWER), the marine and fisheries sector, sustainable resource initiatives, and mining projects. Her capabilities include designing social-transformative strategies, drafting safeguarding and governance frameworks, and coordinating large-scale stakeholder engagement processes.

With a strong track record as both a lead consultant and human rights NGO program manager (LifeLine ChildLine 2012-2016) and executive director (Sister Namibia 2020-2025), she combines analytical rigour with practical field experience, ensuring high-quality, context-sensitive insights and deliverables across diverse assignments. In 2025, Brigit joined the ECC team as a Gender and Social Inclusion Specialist, further strengthening the company's capacity for socially responsive and inclusive project delivery.

PROJECT EXPERIENCE

PROJECT	DATE	ROLE
National Policy Development: Review the 2012 - 2016 National Plan of Action against Gender Based Violence Develop the 2019-2023 National Plan of Action against Gender Based Violence (Ministry of Gender and Social Welfare)	2018	Lead Consultant
Baseline M & E Report and Stakeholder Analysis Report for Inclusive Governance Initiative Namibia (UNDP)	2020 - 2021	Lead Consultant
Gender Analysis and Gender Action Plan for the NIMPA+ project, strengthening and expanding Namibia's marine protected area and improving livelihood opportunities of coastal communities (Blue Action Foundation – Germany)	2022	Key Expert for Gender and Social Inclusion
Formative Evaluation of Social Transformative Programming through Investment in Adolescent Girls in Eastern and Southern Africa Region (UNICEF)	2023	Regional (Namibia) Key Expert

Gender Analysis and Social Inclusion Plan for Otjikoto Biomass Power Station (Namibia Nature Foundation)	2024	Key Expert for Geder and Social Inclusion

CERTIFICATION

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

DATE: 28/11/2025

FULL NAME OF CONSULTANT

BRIGIT MAY LOOTS